What to ask for as a Medtech Exec

C-SUITE
Report 2025

Salaries and bonuses

Role	Salary*
Chief Executive Officer	£250,000+
Chief Commercial Officer	£180,000 - £200,000
Chief Marketing Manager	£160,000 - £180,000
Chief Finance Officer	£150,000 - £170,000
Chief People Officer	£100,000 - £120,000

*Designed to be a snapshot rather than a benchmark

What's impacting executive salaries?

As you've likely noticed, the hiring landscape in the medical technology market is competitive right now. It's a candidate-driven market, and companies are often offering attractive packages to entice candidates to make a move. One thing in particular we're seeing more than in previous years is the inclusion of equity in packages.

The industry has also seen a shift towards valuing a skills-based approach to hiring. What this means in reality is that if you have skills in areas like digital transformation or data analytics, you can often command a higher salary.

How should you prepare to go into a salary negotiation?

Salary is obviously important, but there are plenty of other factors that come into play when negotiating an executive level salary. The best way to go about this is to be upfront and honest with the recruiter or hiring manager about your expectations. Make sure to cover things beyond just the basic, so things like the overall benefits package, any equity you might be expecting, and more.

Have a plan in mind of what long-term incentives you are expecting and the level of stocks and shares you are hoping for. Be prepared for some negotiation, but making sure the company is on a level to meet your compensation expectations is important as early as possible in the recruitment process to make sure you're aligned and aren't in for any surprises.

What else should you consider?

When should you ask about the package?

We've seen a huge increase in recent years of C-Level hires seeking 'lump sum' payments into their pension as part of their overall package. As this becomes more common, it's something that's definitely worth thinking about when you're looking to secure an executive-level role. Could you be flexible with your basic salary if this kind of pension payment is on offer to you?

Funded professional development is another big one. Companies - in a bid to aid retention and invest in the future of their teams - are often happy to fund development programmes. So if there's an MBA or a more niche course that would benefit you and your future employer, it doesn't hurt to ask.

What benefits are included in a great package?

- Funded development
- Family medical cover
- Exclusive club memberships
- Investment plan (stocks & shares)
- Leadership programmes
- Retirement plans
- Pension
- EV / Hybrid company car

Get in touch

Are you a senior executive in the Medical Technology space who's looking for your next role? Maybe you're hoping to make that move into the C-Suite? We're here to help! Here's how you can get in touch with our dedicated Medical Technology team:

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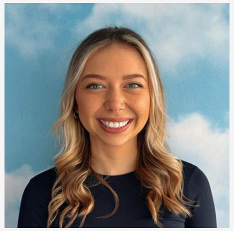

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