

HIRING MEDICAL SCIENCE LIAISONS

Understanding the market when building your medical affairs team

Medical Science Liaisons (MSLs) play an integral and specialized role in the growth of Life Sciences organizations, and never more so than during the COVID pandemic. When preparing to commercialize, MSLs provide a scientific lens into the efficacy of the therapeutic being developed. Here is what you need to know to hire excellent MSLs at the most appropriate time.

CREATE A TIMELINE TO SUPPORT THE STRATEGY

Working backwards from your PDUFA Date, a successful hiring timeline looks something like this:



MEDICAL SCIENCE LIAISONS: THE PHENOTYPE

MSLs are experts in (and often passionate about) the science and cutting-edge technology behind the products being developed. These hires are crucial for building key opinion leader (KOL) relationships, so communication and relationship-building skills are key. Internally and externally, they are thought leaders for your organization, and help drive strategy to prepare for your product launch.

KEY CHARACTERISTICS AND SKILLS FOR A TOP-TIER MSL:



- DISEASE STATE EXPERTISE**
Proven experience in the specific therapeutic space; understand endpoints of clinical trials
- INDUSTRY EXPERIENCE**
Expertise presenting to and partnering with medical professionals; understand how providers work and operate
- STRATEGIC**
Are creative and strategic in their approach to get in front of KOLs; willing and excited to come up with new solutions
- ARTICULATE**
Personable, able to communicate effectively cross-functionally with both internal and external stakeholders; able to clearly articulate value proposition of product
- MOTIVATED & DRIVEN**
Desire to hustle hard in order to excel in the role; willing to go the extra mile
- SELF-STARTER**
Takes initiative; knows how to initiate meetings and accomplish goals; creative and flexible with roles and responsibilities as company expands
- ADVANCED DEGREE**
Ideally have an MD, PharmD, or PhD, but not necessary if relevant previous work experience is applicable

MEDICAL SCIENCE LIAISONS BY THE NUMBERS

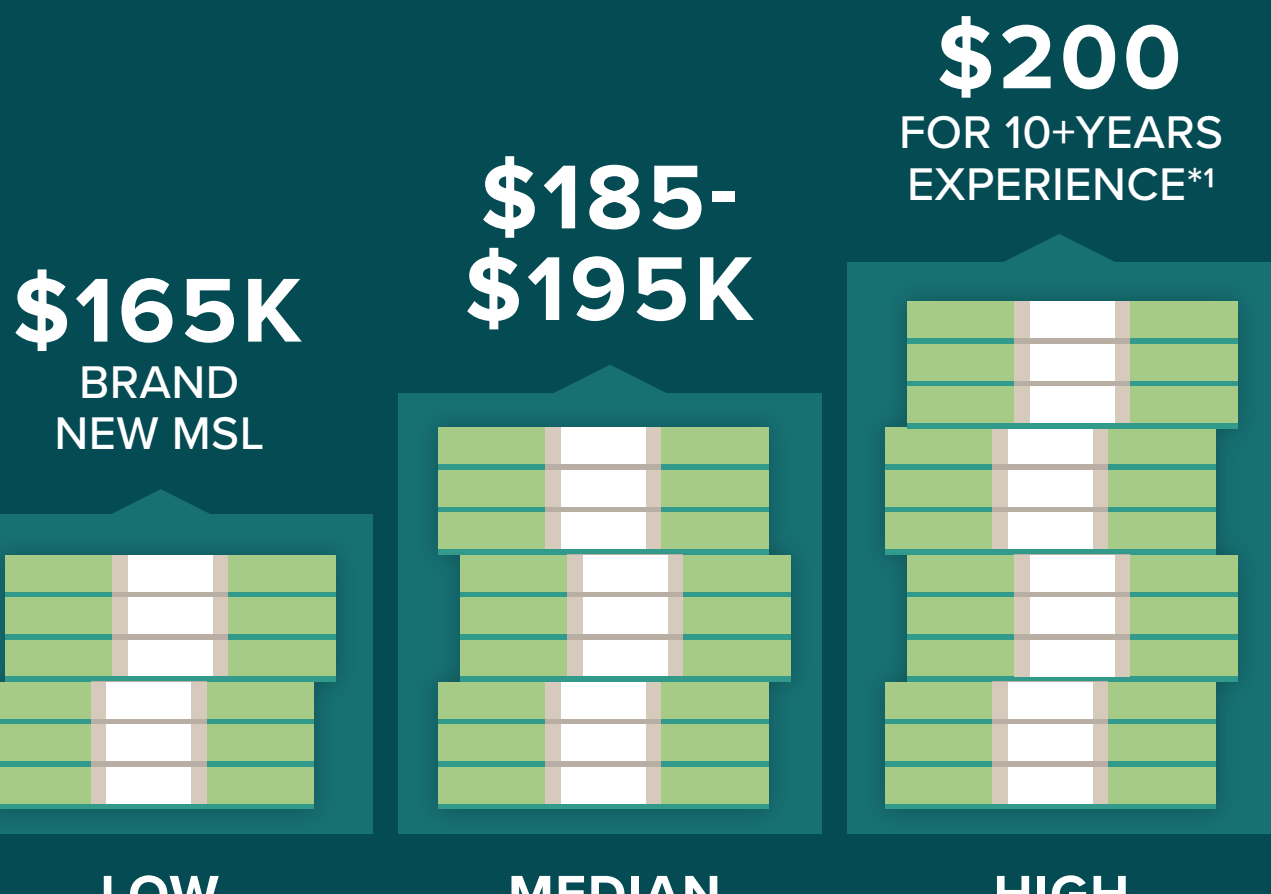
HOW MUCH DOES AN MSL MAKE?

\$185,000
AVERAGE BASE SALARY

Specializing in oncology, hematology, or rare diseases

\$200,000
AVERAGE BASE SALARY

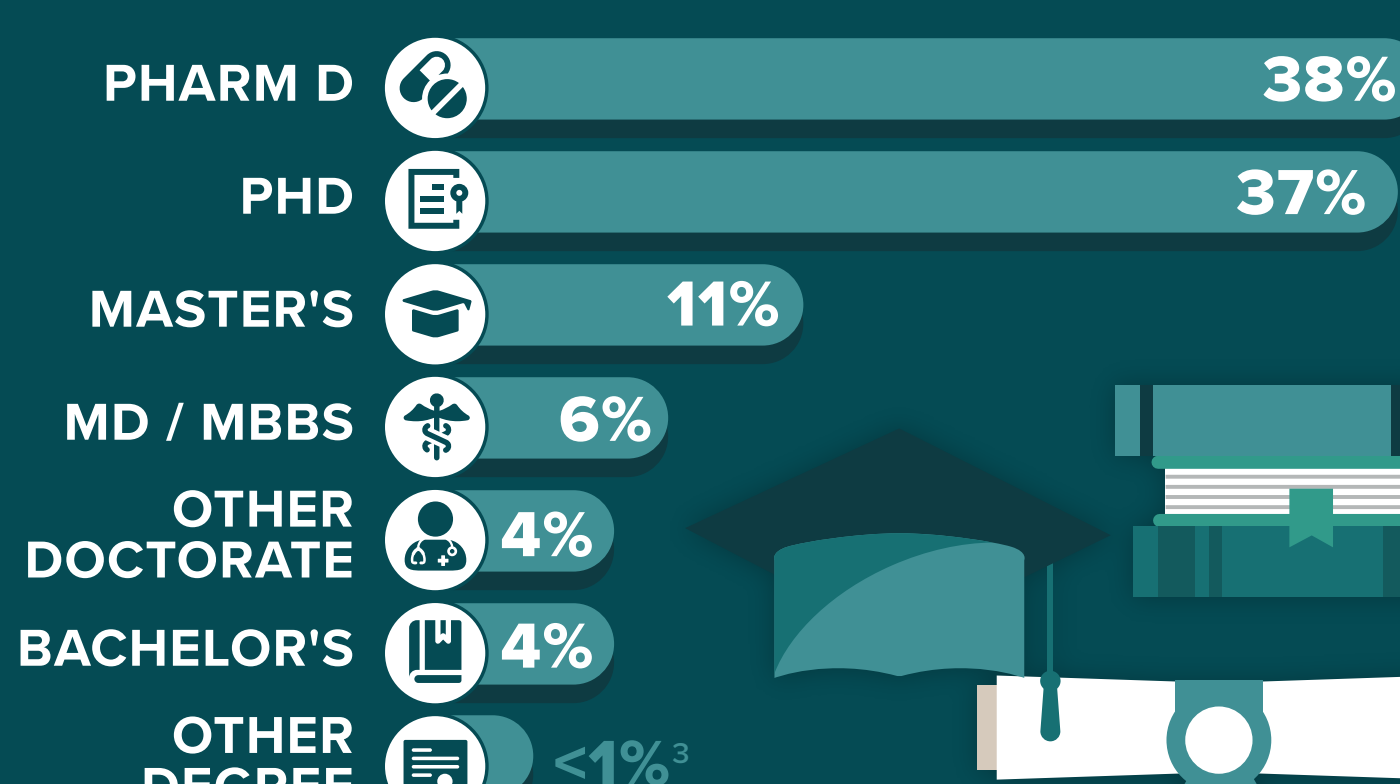
with 13 years of experience*



*Salary ranges for MSLs in the oncology, hematology, and rare disease spaces only

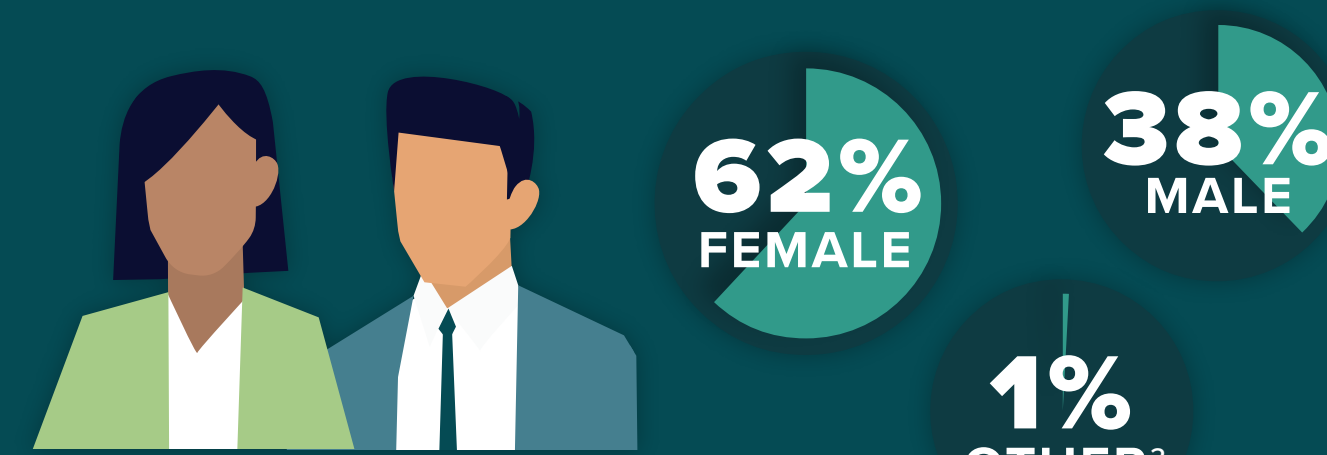
WHAT IS THEIR EDUCATION LEVEL?

75% of MSLs have either a PharmD or a PhD.



WHAT IS THEIR GENDER?

Nearly two-thirds of MSLs are women.



BUILDING THE BEST MSL TEAM

As more Life Sciences companies prepare to bring drugs to market, the race has never been more competitive for hiring the best and brightest teams. And while the MSL team is not responsible for the commercialization of a drug, their support can make or break a drug's success.

WHAT DO OUR MOST SUCCESSFUL CLIENTS DO TO BUILD OUT THIS CRUCIAL FUNCTION?

- 1 START EARLY WITH RECRUITING**
Be prepared to hire your MSL team 12 months out from your PDUFA date.
- 2 HIRE THE RIGHT LEADERSHIP**
The Head of MSLs is a critical hire as they will help attract and train a great team.
- 3 UNDERSTAND THE GEOGRAPHIC DIFFERENCES**
MSLs in one part of the country may require more face-to-face interaction with HCPs than those in others, for example.
- 4 CREATE A BLENDED TEAM**
Hiring MSLs from different companies with different backgrounds and different experiences will lead to success.



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¹The Bowdoin Group's proprietary compensation data
²2020 MSL Society & Compensation Survey - USA Results (N = 2,034)
³2020 MSL Society & Compensation Survey - USA Results (N = 2,034)