

Inside Life Science Minds

POLAND 2025/2026

Salaries and Working Conditions
in the Life Science Industry

2025/26 Poland Edition



About ExecMind

ExecMind is a Life Sciences executive search and strategic talent advisory firm partnering with founders, boards, and investors to build leadership and scientific teams that accelerate growth, de-risk execution, and increase enterprise value.

We deliver executive and board search for biotech, biopharma, and MedTech companies across Europe, with a focus on C-level, board, and critical R&D leadership hires in venture-backed, scaling, and innovation-driven organisations.

Our work supports company creation, scale-up, portfolio value creation, and leadership upgrades at key inflexion points from early-stage build-outs to late-stage expansion.

Founded in 2015, ExecMind operates exclusively within the Life Sciences sector. We combine executive search rigour with deep domain expertise in bioetch, biopharma and medtech innovation. Our team brings first-hand scientific and industry experience, enabling high-precision assessment of leadership, technical credibility, and execution capability.

Beyond search, we advise on talent strategy, leadership benchmarking, succession planning, and market intelligence, helping investors and management teams make high-stakes hiring decisions with confidence. ExecMind is a long-term talent partner to innovation-led companies and investment-backed ventures where leadership quality is a core driver of performance and valuation.

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1. About the Report

This report delivers **the first comprehensive compensation and workplace analysis of R&D, operations and commercial roles in the Polish Life Science market**. Despite the sector's strategic importance to biotechnology, healthcare, and scientific innovation, publicly available data on salary trends and employment conditions have been remarkably limited. This lack of transparency poses challenges for leaders navigating talent acquisition, retention, and workforce planning.

To address this gap, we undertook a structured nationwide survey designed to capture both quantitative and qualitative insights. The instrument combined open-ended questions with single- and multiple-choice formats, ensuring a robust, multidimensional view of the talent landscape.

A total of **190 professionals across Poland participated**, with full anonymity guaranteed to ensure honest and accurate input. Demographic information presented in this report reflects respondents' self-identified data.

Data was collected during Q3 2025, with outreach supported through dedicated distribution, social media communication, and the ExecMind website to ensure broad and diverse representation.

All responses were thoroughly validated, with incomplete or inconsistent entries removed to strengthen analytical reliability. Subsequent statistical processing, performed in SPSS (Statistical Package for the Social Sciences), generated descriptive insights into employment conditions and emerging workforce patterns across the sector.

This report provides leaders with the first data-backed benchmark of compensation and working environments in Polish Life Science equipping organisations with actionable intelligence to support strategic talent decisions in an increasingly competitive market.

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At ExecMind, we support organisations across Europe in building strong, future-ready scientific teams, and we see every day how the absence of transparent market data contributes to challenges in talent acquisition, retention, and strategic workforce planning.

Through conversations with candidates, hiring managers, and industry leaders, one message consistently emerged: the Polish market needs impartial, data-driven insights.

This gap not only slows decision-making but also limits the sector's ability to compete internationally for top scientific talent.

This report was needed because the Polish Life Science sector, despite its dynamic growth, scientific potential, and increasing global visibility, has lacked a credible, publicly available benchmark for compensation and working conditions in R&D and business roles.

For these reasons, we initiated the first comprehensive analysis of salaries and workplace conditions in Polish Life Science R&D and business.

Karolina Jarosińska – CEO and Founder at ExecMind

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