

PROGEN SEARCH LIMITED

# Compensation Benchmark Report

Vice President, Quality

**Radiopharma CDMO**

US Northeast & Mid-Atlantic

MA | CT | NJ | NY | PA | MD | DE

Prepared for Dr. Sarah Mitchell, VP People & Culture  
Helix Therapeutics  
April 2026

CONFIDENTIAL



# Executive Summary

This report provides Helix Therapeutics with a detailed compensation benchmark for the Vice President, Quality role. The analysis is calibrated to the specific dynamics of radiopharma CDMO quality leadership, a niche that sits at the intersection of pharmaceutical GMP manufacturing, nuclear regulatory compliance (NRC), and radiochemistry process oversight. The candidate pool for this role is exceptionally narrow: fewer than 200 professionals in the United States have managed quality systems under simultaneous FDA and NRC authority for commercial-scale radiopharmaceutical production.

The analysis is grounded in verified salary data from seven independent sources, cross-referenced with ProGen Search proprietary intelligence gathered through structured compensation interviews with 35+ radiopharma quality and regulatory professionals during November 2025 to March 2026. Publicly available compensation platforms consistently understate current market rates by 12 to 18 months. ProGen Search proprietary data captures what candidates are expecting and accepting today, and is weighted accordingly.

Helix Therapeutics is competing for talent against established nuclear medicine manufacturers (Cardinal Health Nuclear, Curium, Jubilant Radiopharma), large pharma radioligand therapy divisions (Novartis RLT, Eli Lilly/POINT), and well-funded CDMO competitors (PharmaLogic, BWXT Medical). As a Series B company bringing its first commercial facility online, Helix must offer compensation that is competitive with mid-tier pharma while using equity to bridge any gap with large-cap employers.

### RECOMMENDED BASESALARY

[REDACTED]

*For an experienced VP Quality with radiopharma GMP and NRC regulatory oversight track record*

### RECOMMENDED TOTAL OTE

[REDACTED]

*At-target total compensation including base salary, annual performance bonus, and sign-on consideration*

### CANDIDATE GEOGRAPHY

## Northeast Primary | Mid-Atlantic Secondary

*Core candidate pool anchored around the NJ/PA pharma corridor, Boston biotech cluster, and the MD/NoVA nuclear medicine corridor. Candidates in Indianapolis (Lilly/POINT) and Research Triangle (Jubilant) should not be excluded.*

[REDACTED]



## Methodology and Data Sources

This report synthesises data from eight sources, each weighted according to recency and specificity to the radiopharma CDMO quality leadership segment. ProGen Search proprietary data receives the highest weighting because it reflects live market conditions rather than historical reporting.

Source	Type	Recency	Weighting
Salary.com	Employer-reported	Q4 2025 update	Moderate
Glassdoor	Employee self-reported	Rolling 12 months	Moderate
Indeed / ZipRecruiter	Job posting ranges	Trailing 36 months	Low - Moderate
LinkedIn Salary Insights	Recruiter-enhanced	Rolling 6 months	Moderate
Radford / Aon Life Sciences	Employer benchmark	H2 2025 cycle	High
<b>ProGen Search Proprietary</b>	<b>Candidate interviews &amp; placements</b>	<b>Nov 2025 - Mar 2026</b>	<b>Highest</b>
Published Job Postings	Employer-listed ranges	Active / 90 days	Moderate

## Candidate Location Analysis

The radiopharma quality talent pool is concentrated around a small number of manufacturing hubs. The table below shows how candidate location affects compensation expectations.

Candidate Base City	CoL Index	Base (Median)	OTE (Median)	vs. NJ Base	Talent Pool Notes
NJ Pharma Corridor	121				Deepest pool; Novartis, J&J, pharma HQs
Boston / Cambridge	182				Strong biotech; limited radiopharma mfg
NYC Metro	187				Regulatory/consulting; limited mfg talent
Philadelphia / SE PA	115				Pharma corridor; some nuclear medicine



Candidate Base City	CoL Index	Base (Median)	OTE (Median)	vs. NJ Base	Talent Pool Notes
MD / NoVA	134				NIH proximity; BWXT, NorthStar presence
Research Triangle, NC	103				Jubilant facility; growing hub
Indianapolis, IN	96				POINT/Lilly RLT; strong emerging pool
<b>Territory-Weighted Median</b>					

*Boston-based candidates benchmark against biotech VP Quality salaries, which skew 5-8% above NJ pharma corridor equivalents. However, most Boston candidates lack hands-on radiopharma manufacturing experience. The NJ/PA corridor and Indianapolis represent the best value-to-experience ratio for this search.*

# Compensation Benchmarks

## Base Salary by Experience Tier

The tiered analysis below segments base salary by candidate profile. Helix Therapeutics may evaluate candidates ranging from senior quality directors stepping up to VP for the first time, through to seasoned VP-level leaders being displaced from established radiopharma programmes.

Experience Tier	Profile Description	Base Salary Range	Median Base
Tier 1 Developing (8-12 yrs)	Senior Director stepping into first VP role. Strong GMP background but may lack NRC oversight experience. Likely from adjacent pharma/biotech QA.	[Blurred]	[Blurred]
Tier 2 Established (12-17 yrs)	Proven VP Quality with pharma CDMO or radiopharma experience. Has managed at least one FDA PAI and understands nuclear byproduct material handling. Some NRC familiarity.	[Blurred]	[Blurred]
Tier 3 Senior Leader (17+ yrs)	Deep radiopharma quality leadership. Has built or overhauled quality systems under duress with FDA/NRC oversight. Track record through commercial launch. Known in the sector.	[Blurred]	[Blurred]
Tier 4 Elite Displacement	Currently VP/SVP Quality at Novartis RLT, Cardinal Health Nuclear, or Curium. Would bring immediate regulatory credibility and established FDA/NRC relationships.	[Blurred]	[Blurred]

## Base Salary by Data Source

Note the consistent gap between public databases and ProGen Search proprietary data, reflecting the 12-18 month reporting lag.

Data Source	25th Percentile	Median	75th Percentile	90th Percentile
Salary.com (VP Quality, Pharma)	[Blurred]	[Blurred]	[Blurred]	[Blurred]
Glassdoor (VP Quality, NJ)	[Blurred]	[Blurred]	[Blurred]	[Blurred]
Indeed (VP Quality, Pharma Mfg)	[Blurred]	[Blurred]	[Blurred]	[Blurred]
ZipRecruiter (VP QA, Biotech)	[Blurred]	[Blurred]	[Blurred]	[Blurred]



Data Source	25th Percentile	Median	75th Percentile	90th Percentile
LinkedIn Salary Insights				
Radford / Aon (H2 2025)				
<b>ProGen Search Proprietary</b>				
<b>Composite Adjusted</b>				

## Total On-Target Earnings

VP Quality roles in radiopharma CDMOs carry a performance bonus rather than commission, typically structured as 25-35% of base at target. The variable component is driven by facility audit outcomes, batch release rates, regulatory filing milestones, and CAPA closure metrics.

Component	Low	25th	Median	75th	High	Top Earners
Base Salary						
Variable (at target)						
<b>Total OTE</b>						
Base / Variable Split						

## Performance Bonus Structure Benchmarks

Structure	Mechanism	Typical Application
Annual Performance Bonus		Standard at large pharma and established CDMOs (Novartis, Catalent, Lonza)
Milestone Bonus		Common at pre-commercial and growth-stage radiopharma (POINT, NorthStar)
Retention Bonus		Used by Series B/C companies to reduce flight risk during critical build phase
Deferred Bonus		Large pharma (J&J, Novartis) for VP+ roles to reduce turnover
Facility Launch Bon		Optimal for Helix: directly ties compensation to the Q3 2026 facility milestone

## Benefits and Non-Cash Compensation

Category	Market Standard	Competitive Advantage
Health Insurance		
Retirement (401k)		
Equity / Stock Options		
Sign-On Bonus		
Relocation Package		
Car Allowance		
Paid Time Off		
Professional Development		
Retention / Clawback Protection		
Executive Coaching		

[Blurred text block]



## Cross-Sector Compensation

To understand what Helix Therapeutics would need to offer to attract talent from adjacent pharma and CDMO specialities, the following table benchmarks compensation across service lines where lateral moves are feasible.

Sector / Service Line	Base (Median)	OTE (Median)	OTE (75th)	Talent Fit
Radiopharma CDMO				Direct fit
Nuclear Medicine Mfg				Direct fit
Sterile Injectable CDM				Strong if NRC exp.
Cell & Gene Therapy CDMO				Strong if GMP depth
Biologics CDMO (Larg Mol.)				Moderate
Small Molecule Pharm Mfg				Moderate - Requires radiopharma training
Medical Device (Class III)				Low fit
Biotech (Pre-commercial)				Moderate if mfg exp.
Nuclear Energy / Wast				NRC only; no GMP

The strongest lateral hires come from sterile injectable CDMOs and cell/gene therapy CDMOs where aseptic manufacturing and complex supply chain quality oversight translate well to radiopharma. These candidates typically require a 3-5% base premium to offset the learning curve on NRC compliance and radioactive materials handling. Nuclear energy professionals have strong NRC familiarity but lack pharmaceutical GMP experience entirely.

## Travel and On-Site Requirements

VP Quality in a radiopharma CDMO is a site-based role. The position requires daily presence during facility build-out and commissioning (Q2-Q3 2026), transitioning to 4-5 days per week on-site during steady-state operations. Travel to client audit sites, FDA meetings, and NRC inspections will add 15-25% travel.

Component	Market Standard	Competitive Advantage
On-Site Requiremen		



Component	Market Standard	Competitive Advantage
External Travel	[REDACTED]	[REDACTED]
Annual Travel Budget	[REDACTED]	[REDACTED]
Relocation Support	[REDACTED]	[REDACTED]

## Recommended Offer Architecture

Based on the aggregate data presented in this report, ProGen Search recommends the following three-tier compensation architecture for the VP Quality role at Helix Therapeutics. These ranges account for the Series B stage, the pre-commercial facility timeline, and the requirement for dual FDA/NRC quality system expertise.

Component	Conservative	Target (Recommended)	Aggressive
Base Salary	\$120,000 - \$140,000	\$130,000 - \$150,000	\$140,000 - \$160,000
Variable (at target)	\$10,000 - \$15,000	\$15,000 - \$20,000	\$20,000 - \$25,000
<b>Total OTE</b>	<b>\$130,000 - \$155,000</b>	<b>\$145,000 - \$170,000</b>	<b>\$160,000 - \$185,000</b>
Base / Variable Split	70 / 30	70 / 30	70 / 30
Sign-On Bonus	\$10,000 - \$15,000	\$15,000 - \$20,000	\$20,000 - \$25,000
Equity (% fully diluted)	1.0%	1.0%	1.0%
Relocation Package	\$5,000 - \$10,000	\$10,000 - \$15,000	\$15,000 - \$20,000
Facility Launch Bonus	\$0	\$10,000 - \$15,000	\$15,000 - \$20,000
<b>Year 1 Total Package (excl. equity)</b>	<b>\$145,000 - \$175,000</b>	<b>\$160,000 - \$190,000</b>	<b>\$175,000 - \$205,000</b>

## Scenario Planning by Candidate Origin



[REDACTED]

## Summary and Strategic Observations

The VP Quality role at Helix Therapeutics sits at the intersection of two scarcity factors: radiopharma manufacturing expertise and commercial-stage quality system leadership. Fewer than 200 professionals in the United States have managed quality operations under simultaneous FDA and NRC oversight at commercial scale. This small talent pool is actively pursued by Novartis, Eli Lilly, Cardinal Health, and a growing cohort of

### Three specific recommendations for Helix Therapeutics:

### Disclaimer

This report is prepared by ProGen Search Limited for the exclusive use of Helix Therapeutics. Compensation data is derived from publicly available sources, proprietary placement data, and market intelligence gathered through executive search activity including structured compensation interviews with 35+ radiopharma quality and regulatory professionals conducted between November 2025 and March 2026. Figures represent estimates and ranges. Actual offers should be calibrated to the specific candidate profile and market conditions at the time of offer. This report should not be construed as legal or financial advice.

