



2024

**MEDICAL
DEVICE**

**FIELD
CLINICAL
SPECIALIST
SALARY SURVEY**

www.GatewayRecruiting.com

PREFACE

Welcome to our First Annual Medical Device – Field Clinical Specialist Salary Survey. Gateway Recruiting is a leader in Medical Device recruiting and has been recognized for the last 6 years by Forbes as a Top Professional Recruiting firm.

My name is Preston Snow, the Director of Recruiting at Gateway Recruiting. I want to express my gratitude to everyone who participated in our very first Annual Medical Device – Field Clinical Specialist Salary Survey. With over 700 participants in this year's report, we are enthusiastic to continue increasing participation and become the standard compensation data in this vertical for years to come.

For decades, we have conducted salary surveys across our other markets to gather critical industry insights, and we are now pleased to extend this initiative to our Field Clinical Specialist network. We deeply value the essential role you play in bridging cutting-edge technology with life-saving patient care. Through this survey, we aim to provide actionable data on salary trends, benefits, and job satisfaction – empowering you with a clearer understanding of your field and supporting your continued impact on healthcare.

The medical device – field clinical specialist employment market seems to be leaning more toward hiring additional headcount rather than just replacing talent, but it's a bit of a mixed bag depending on where you look. The industry's been growing steadily – think aging populations, more chronic diseases, and tech advancements like robotics and AI pushing demand for devices. This naturally drives a need for more field clinical specialists to support new product launches, train clinicians, and manage increasingly complex tech in the field. Companies aren't just swapping out old roles; they're often adding to their teams to keep up with market expansion and innovation.

That said, there's always some replacement happening – turnover's a constant in any therapeutic field. Field clinical specialists might make a move for better pay, career progression, or less travel; especially since the role often involves being on the road or in operating rooms at odd hours. But the bigger focus right now appears to be growth. Companies are scaling up to handle new territories or product lines, not just filling vacated spots. If you squint at job boards or industry chatter, you'll see more postings for new positions than you'd expect if it were purely a replacement game.

It's worth noting that some companies might be playing it cautious – tight budgets or regulatory hurdles can slow hiring down to a trickle, making it look more like replacement than expansion. But the broader trend, especially with bigger players, points to headcount growth to meet demand.

Additional insight into continued hiring expansions:

- The medical device M&A landscape from late 2024 into early 2025 has been active, though not a dramatic “ramping up” – more of a steady pace with some standout deals. Strategic moves driven by innovation, market consolidation, and positioning for growth in a tech-centric healthcare landscape are creating new opportunities, often requiring additional headcount to integrate acquired technologies or expand into new markets.
- Companies are hungry for growth, and M&A offers a faster path to secure market share or cutting-edge tech than internal R&D alone. Larger firms frequently acquire smaller innovators – think diagnostics or wearable tech – to fill portfolio gaps, which in turn fuels demand for field clinical specialists to support new product launches, train healthcare providers, and manage expanded territories.

Thank you again for your contribution to this salary survey. Please feel free to circulate this, as next year we look forward to getting an even larger data set to provide the most accurate snapshot of the market to our network.

If you ever need help with hiring for your organization (Full-time or Contract), please feel free to contact me. If you are ready to make the leap and start a career search, please reach out as well. We have supported the Medical Device vertical for 15+ years and will always be here to support your career goals.

Cheers to another year and thank you for your continued support of Gateway Recruiting!



Preston Snow

Director of Recruiting

Preston@GatewayRecruiting.com



TABLE OF CONTENTS

What field do you work in?	5
What best describes your location?	6
Do you receive commissions?	7
Are you currently working as full-time, contract, or per diem?	8
Do you receive a bonus? (Annual, Quarterly, Monthly, etc.)	9
What percentage does your company match on 401k?	10
How much has your salary grown in the past year?	11
What size organization do you work for?	12
How long have you been in the medical device field?	13
Were you in a nursing or technical role within a hospital or clinic prior to entering the medical device field?	14
How long have you been in your current role?	15
How many cases do you do per day?	16
Does your position have on-call?	17
Does your company provide a car or car allowance	18



TABLE OF CONTENTS

Are you currently experiencing burnout in your career? 19

Do you feel your region or coverage area is too large? 20

Is your career goal to move in-house, move into sales, or stay in field clinical-type positions? 21

What is your educational background? 22

Do you have a degree in Biomedical Engineering? 23

Did you attend any technical schools? 24

If you attended a technical school, what technical school did you attend? 25

Do you or your technology utilize Artificial Intelligence (AI)? 26

Are you contemplating a career change this year? 27

Average Salary (by Therapy) 28

Average Base Salary | (Midwest US) 29

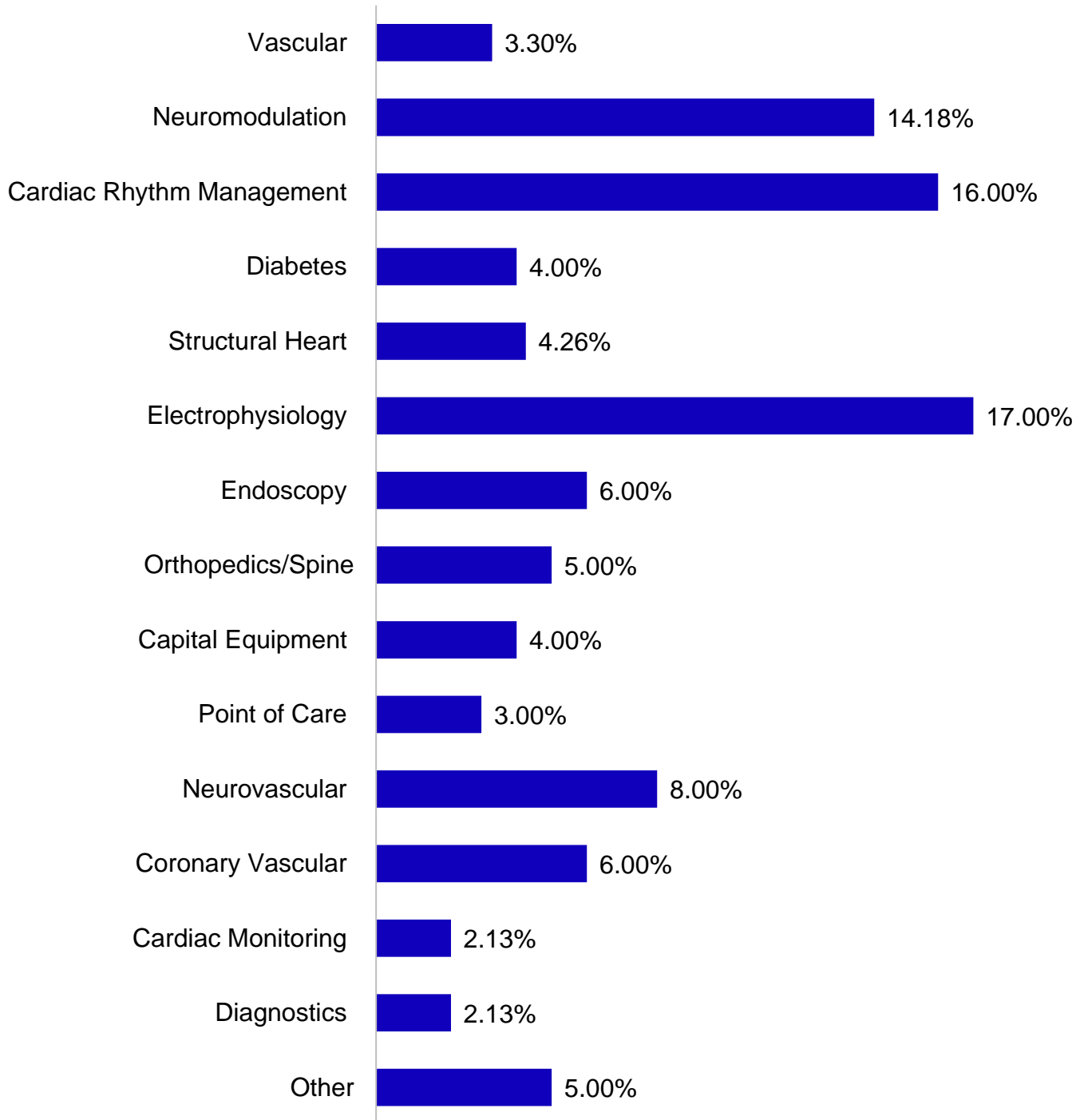
Average Base Salary | (Northeast US) 30

Average Base Salary | (Southeast US) 31

Average Base Salary | (Southwest US) 32

Average Base Salary | (West US) 33

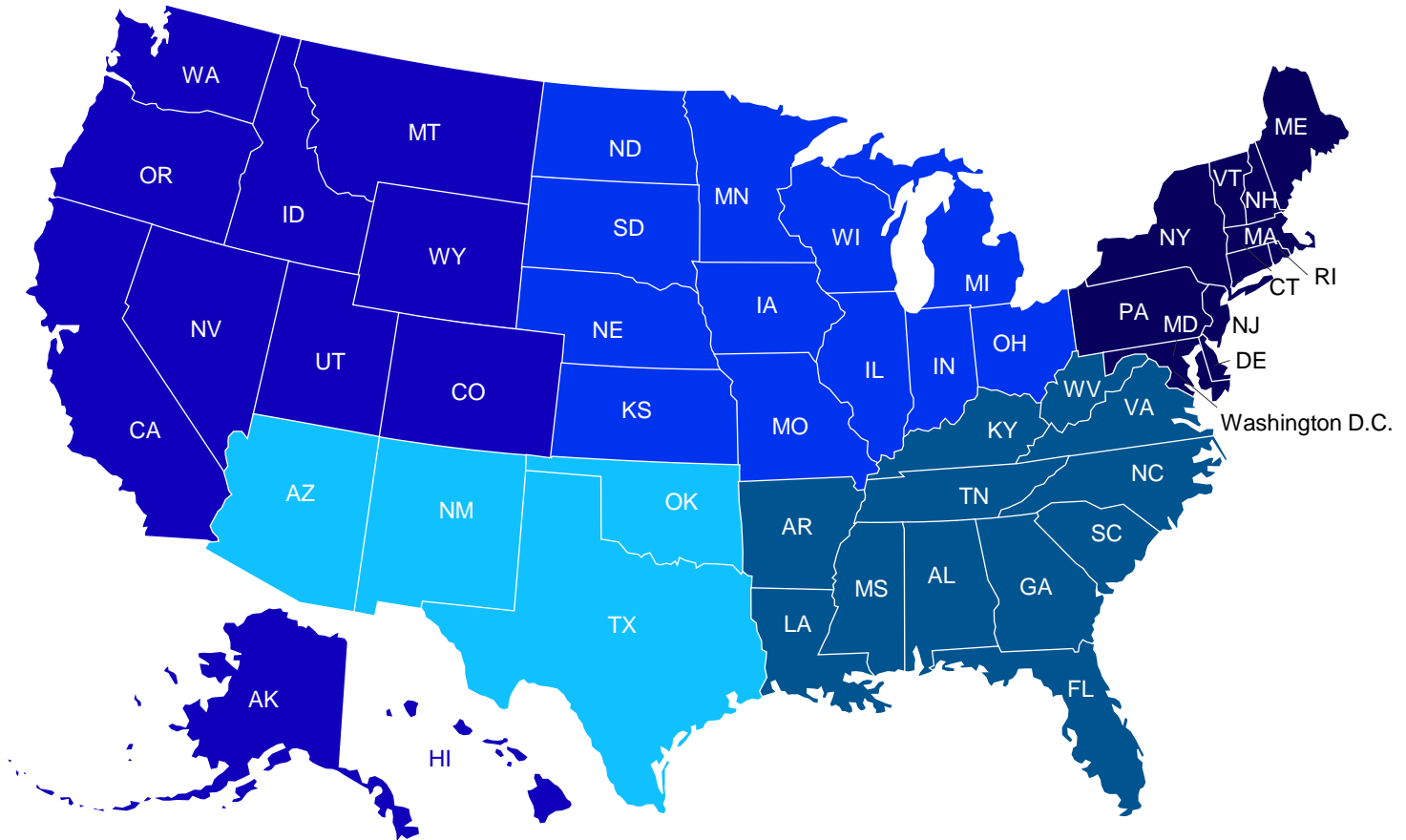
WHAT FIELD DO YOU WORK IN?



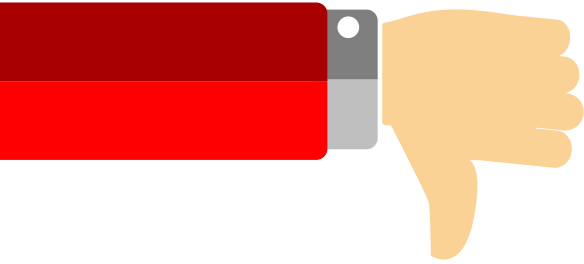
WHAT BEST DESCRIBES YOUR LOCATION?

Response

West US	17.02%		Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
Midwest US	19.15%		Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
Southwest US	13.48%		Arizona, New Mexico, Oklahoma, Texas
Southeast US	31.91%		Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Northeast US	18.44%		Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont



DO YOU RECEIVE COMMISSIONS?



No

37.59%



Yes

62.41%



ARE YOU CURRENTLY WORKING AS FULL-TIME OR CONTRACT ?



Full-time
95.58%



Contract
4.42%



DO YOU RECEIVE A BONUS? (ANNUAL, QUARTERLY, MONTHLY, ETC.)



49.65%

YES

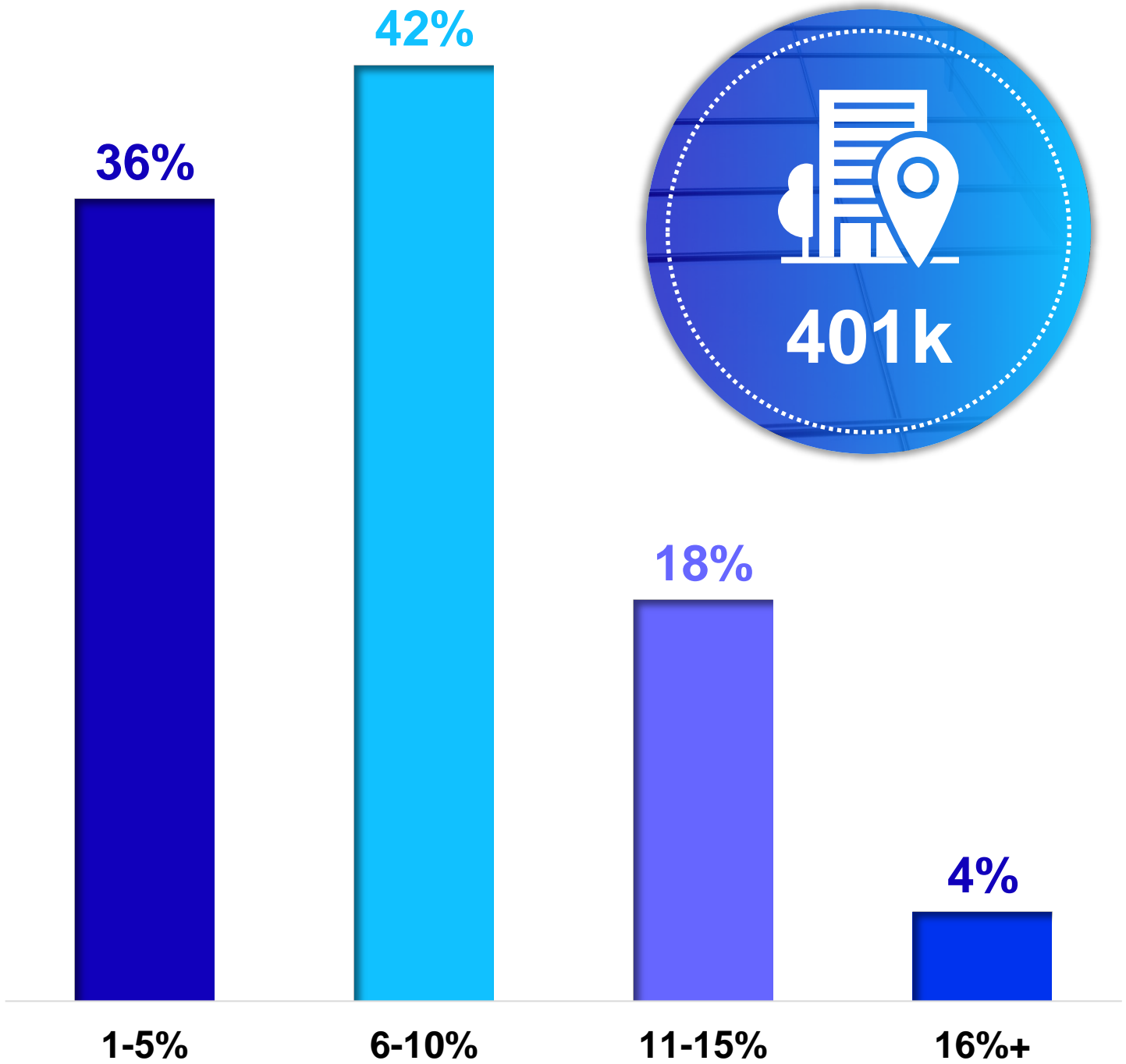


50.35%

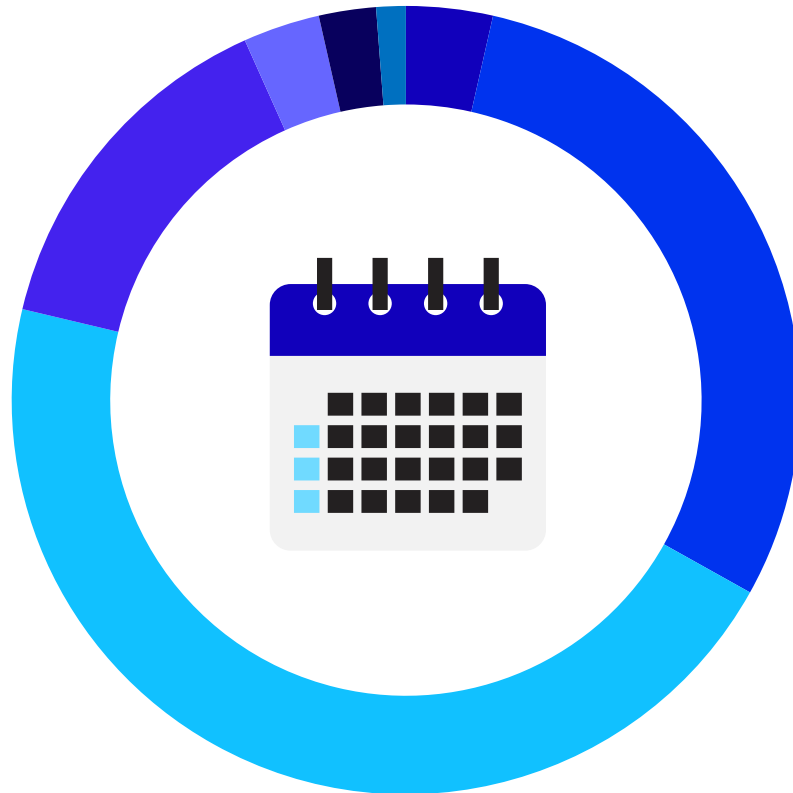
NO



WHAT PERCENTAGE DOES YOUR COMPANY MATCH ON 401K?



HOW MUCH HAS YOUR SALARY GROWN IN THE PAST YEAR?



3.55%

It has shrunk

45.60%

It has grown less than 5%

3.15%

10-20%

1.21%

40% or greater

29.56%

It has stayed the same

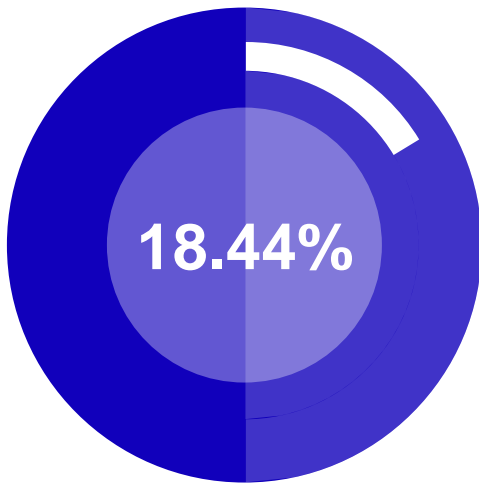
14.59%

5-10%

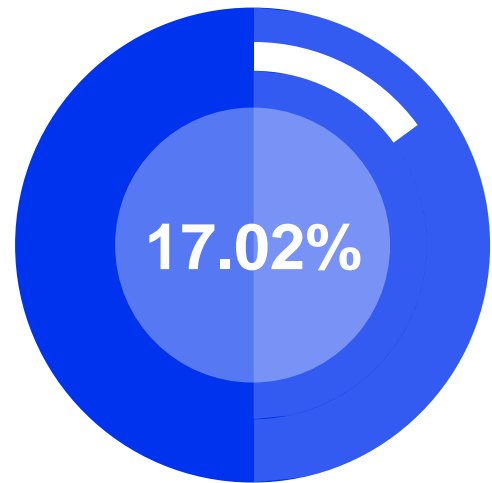
2.34%

20-30%

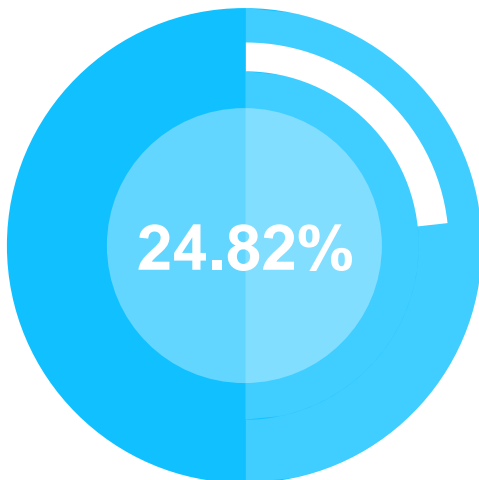
WHAT SIZE ORGANIZATION DO YOU WORK FOR?



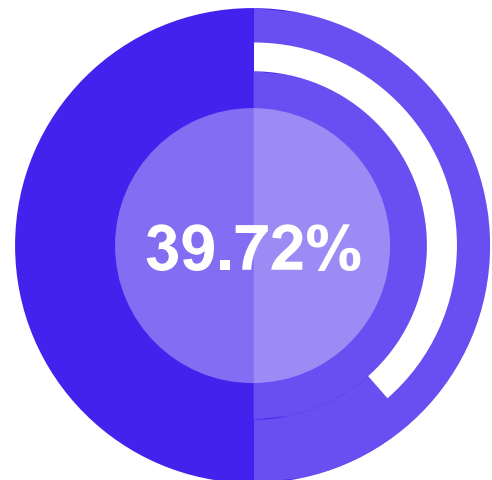
Less than \$100 million



Less than \$1 billion



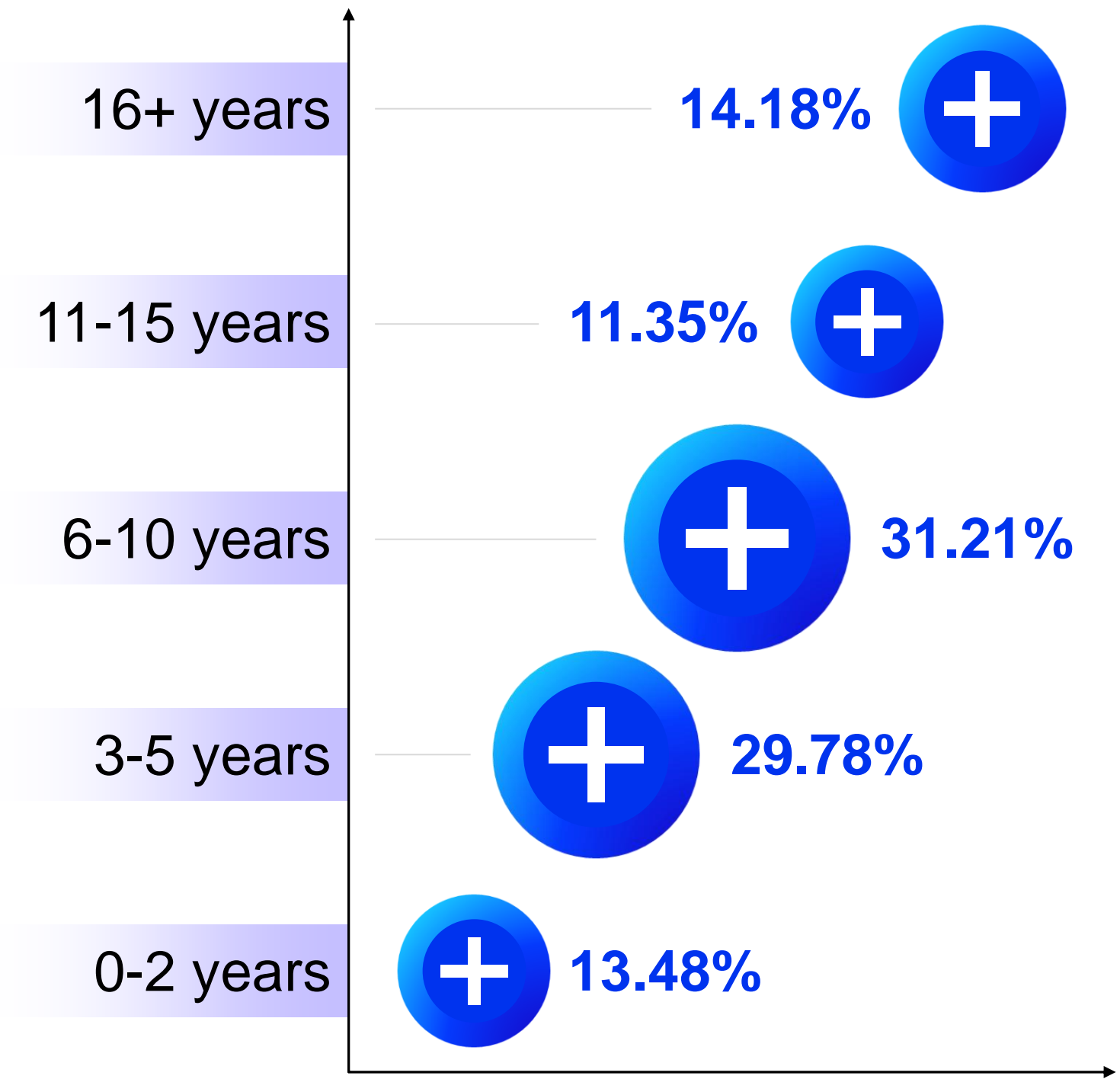
Less than \$20 billion



More than \$20 billion



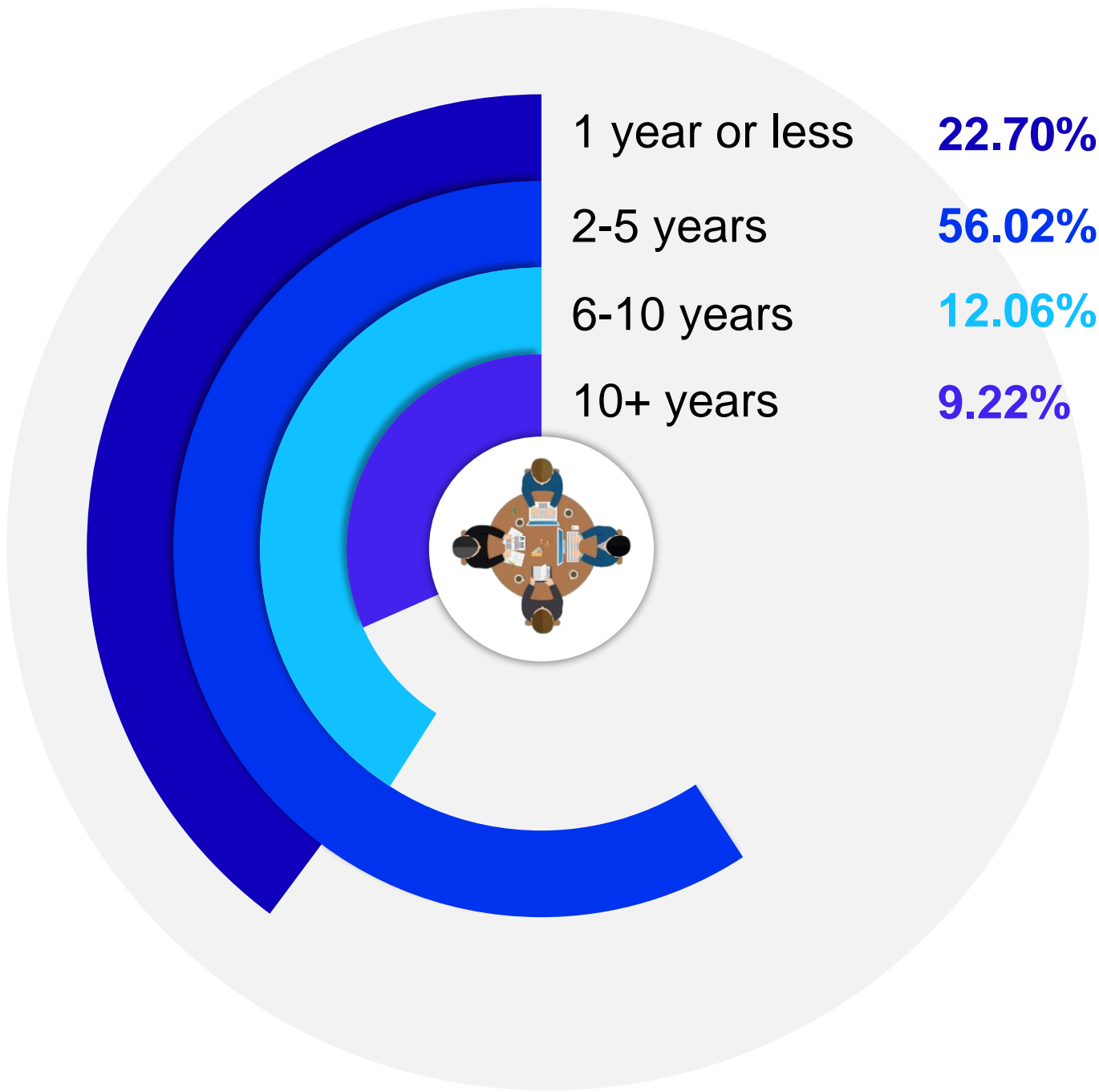
HOW LONG HAVE YOU BEEN IN THE MEDICAL DEVICE FIELD?



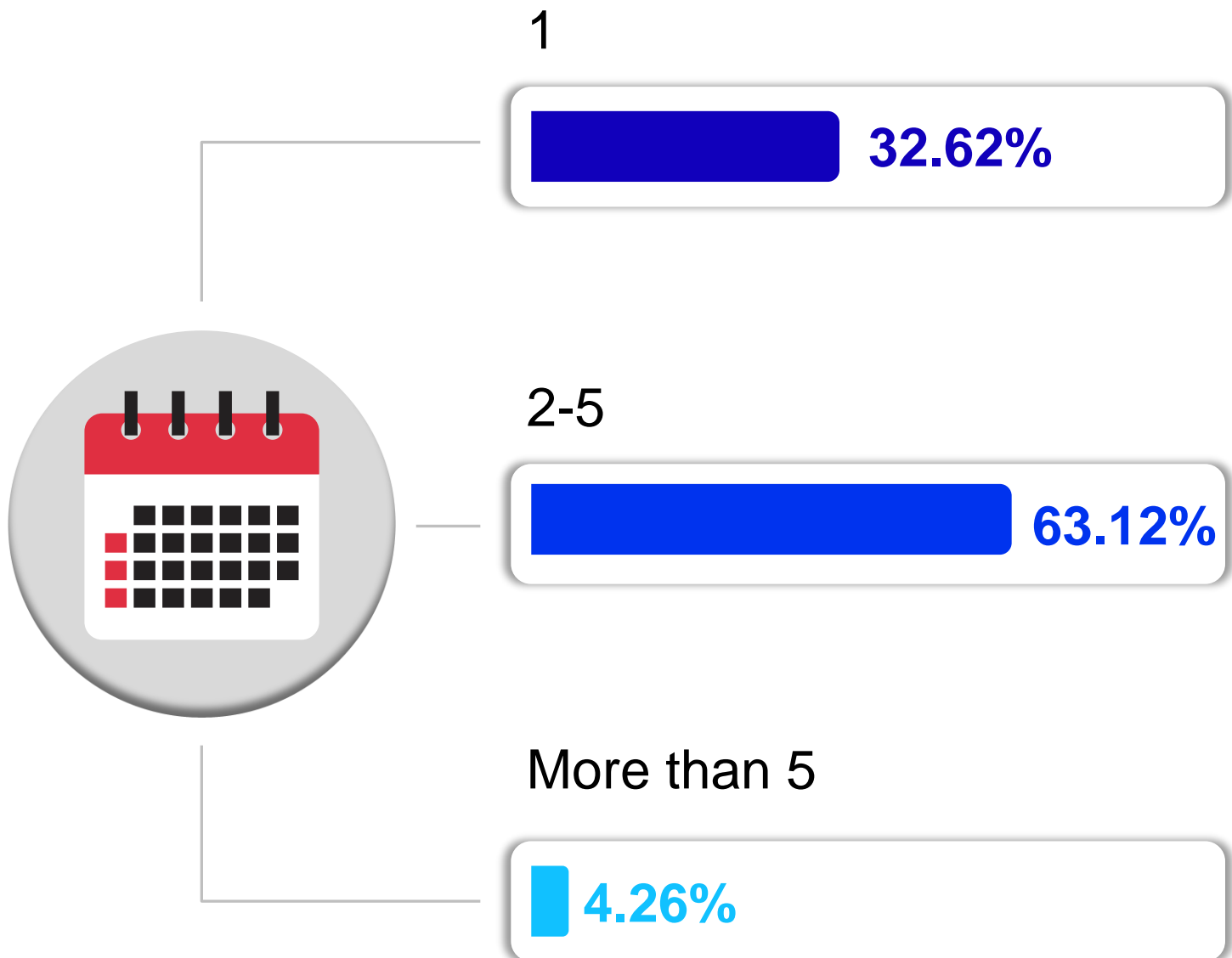
WERE YOU IN A NURSING OR TECHNICAL ROLE WITHIN A HOSPITAL OR CLINIC PRIOR TO ENTERING THE MEDICAL DEVICE FIELD?



HOW LONG HAVE YOU BEEN IN YOUR CURRENT ROLE?



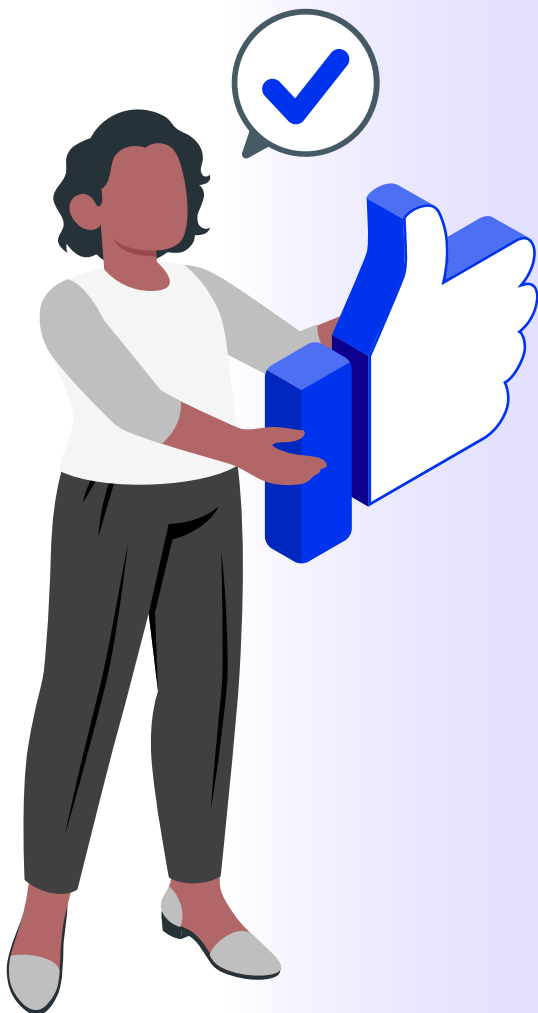
HOW MANY CASES DO YOU DO PER DAY?



DOES YOUR POSITION HAVE ON-CALL?

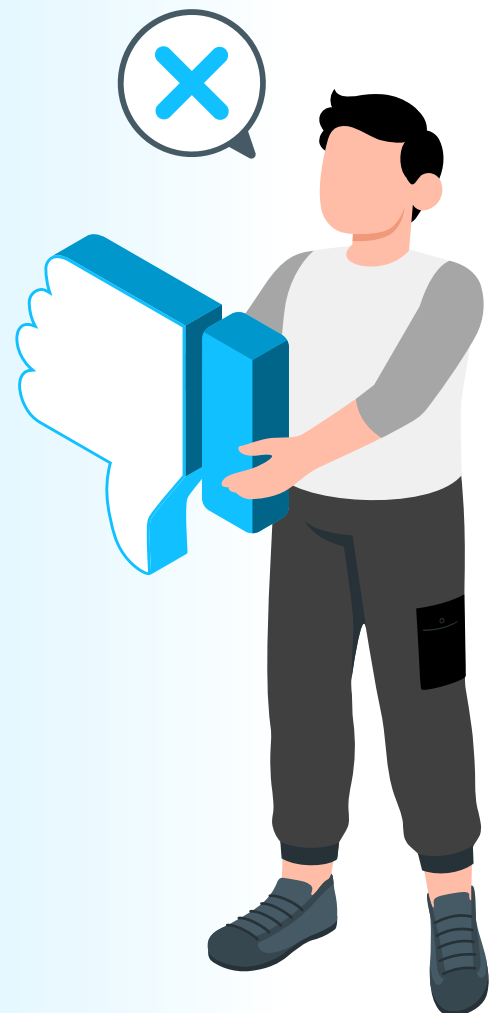
37.59%

YES



62.41%

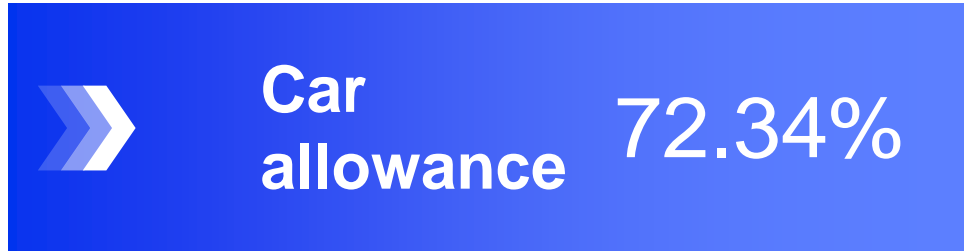
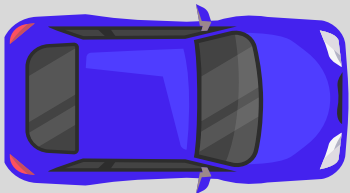
NO



DOES YOUR COMPANY PROVIDE A CAR OR CAR ALLOWANCE?



Car 14.89%



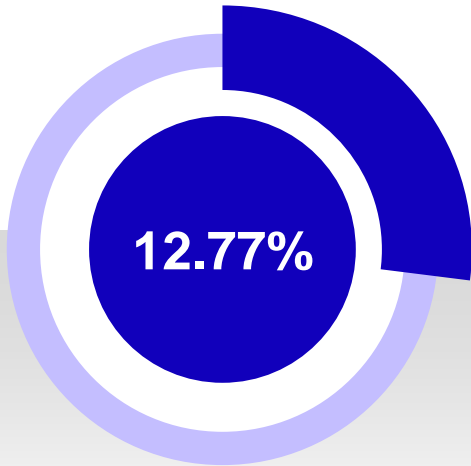
Car allowance 72.34%



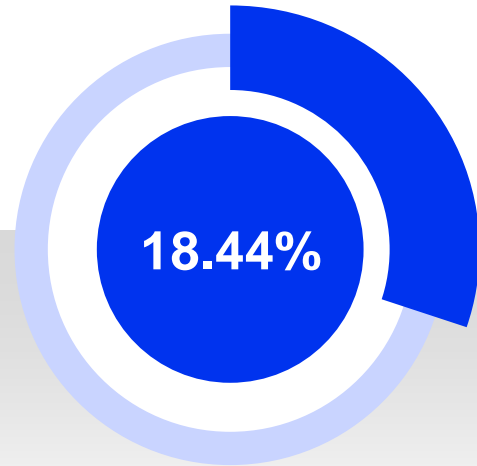
None 12.77%



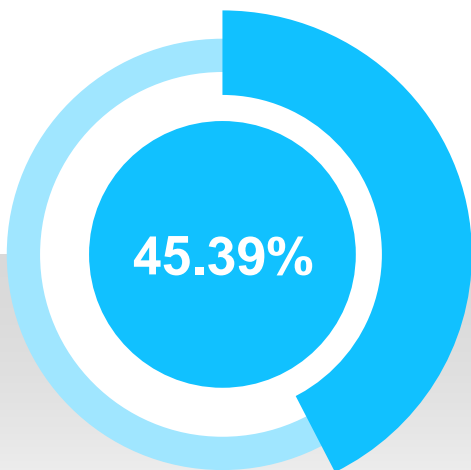
ARE YOU CURRENTLY EXPERIENCING BURNOUT IN YOUR CAREER?



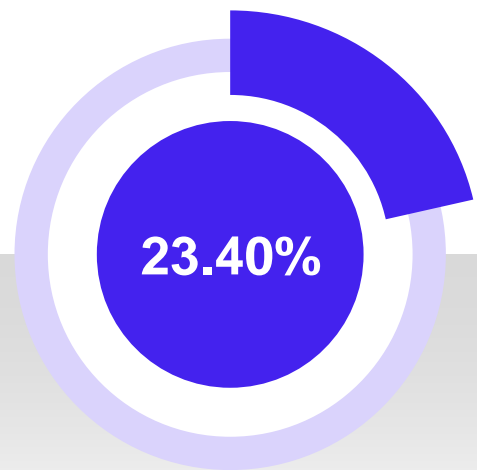
Yes, from patient load



Yes, from my current therapy/device



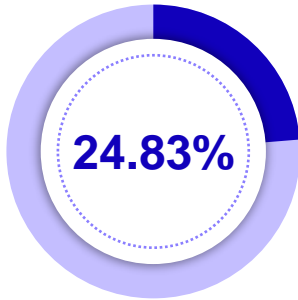
Occasionally



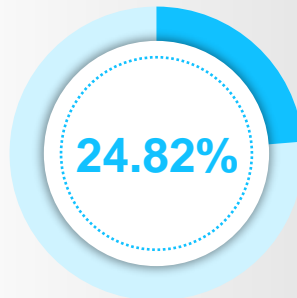
No



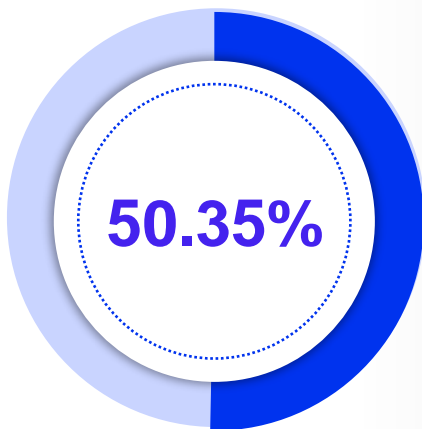
DO YOU FEEL YOUR REGION OR COVERAGE AREA IS TOO LARGE?



Yes



Sometimes

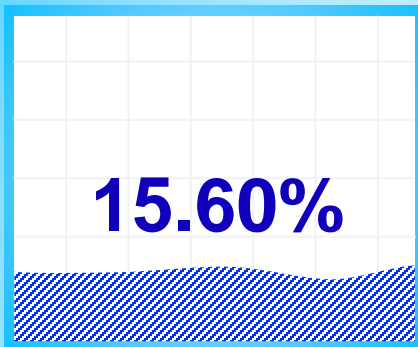


NO

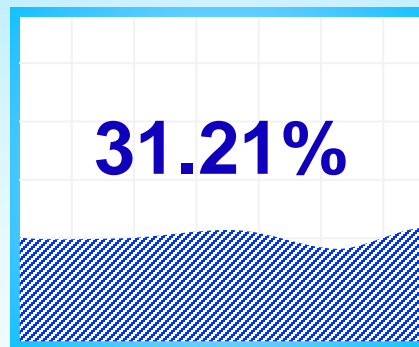


IS YOUR CAREER GOAL TO MOVE IN-HOUSE, MOVE INTO SALES, OR STAY IN FIELD CLINICAL-TYPE POSITIONS?

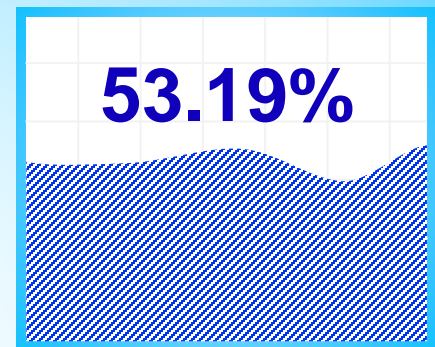
Move in-house



Move into sales



Stay on the clinical side



WHAT IS YOUR EDUCATIONAL BACKGROUND?



4.26%

Associate



64.54%

Bachelor's



20.57%

Master's



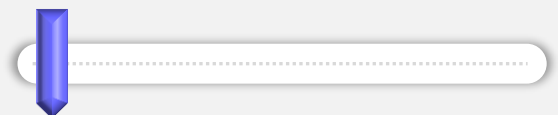
8.51%

Nursing School



2.12%

PhD



DO YOU HAVE A DEGREE IN BIOMEDICAL ENGINEERING?

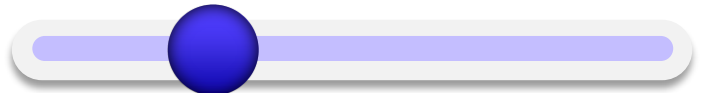
18.44%
YES

81.56%
NO

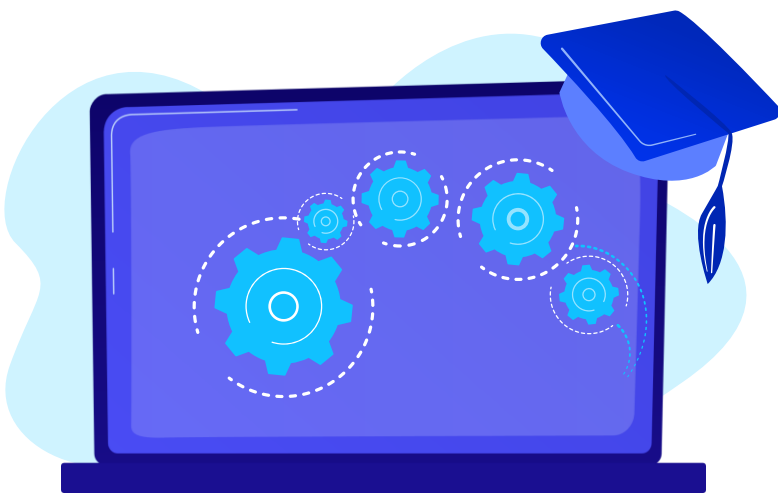


DID YOU ATTEND ANY TECHNICAL SCHOOLS?

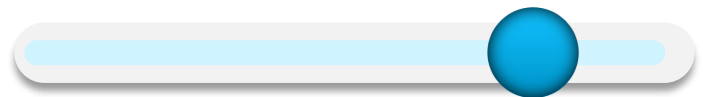
24.11%



YES



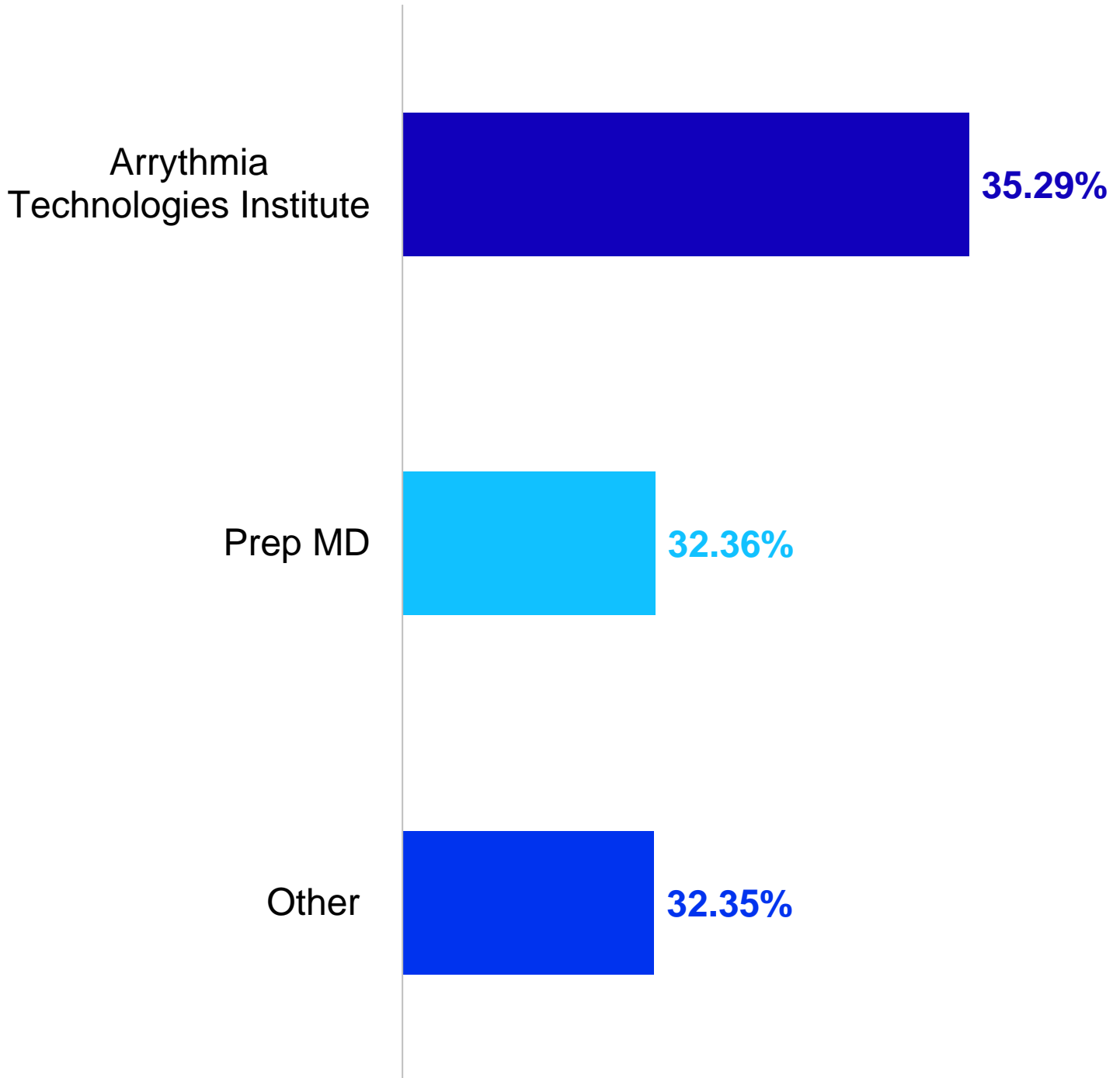
75.89%



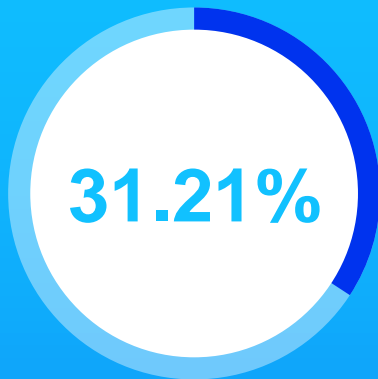
NO



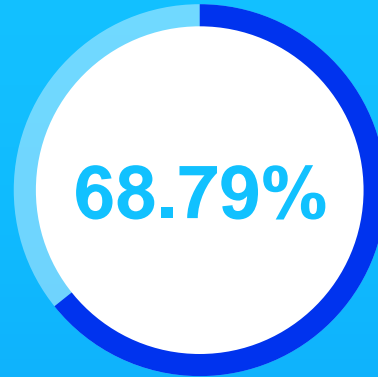
IF YOU ATTENDED A TECHNICAL SCHOOL, WHAT TECHNICAL SCHOOL DID YOU ATTEND?



DO YOU OR YOUR TECHNOLOGY UTILIZE ARTIFICIAL INTELLIGENCE (AI)?



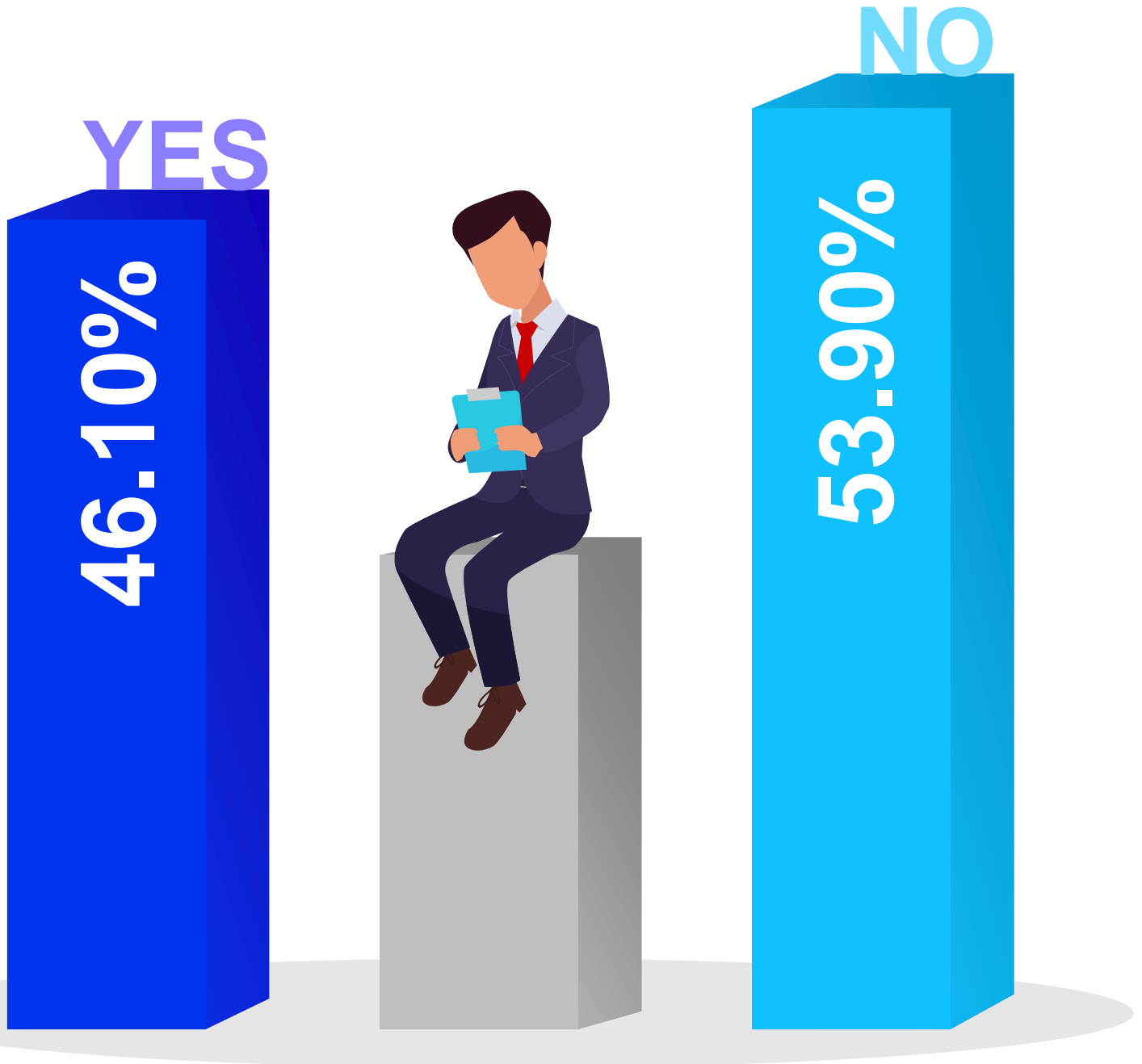
YES



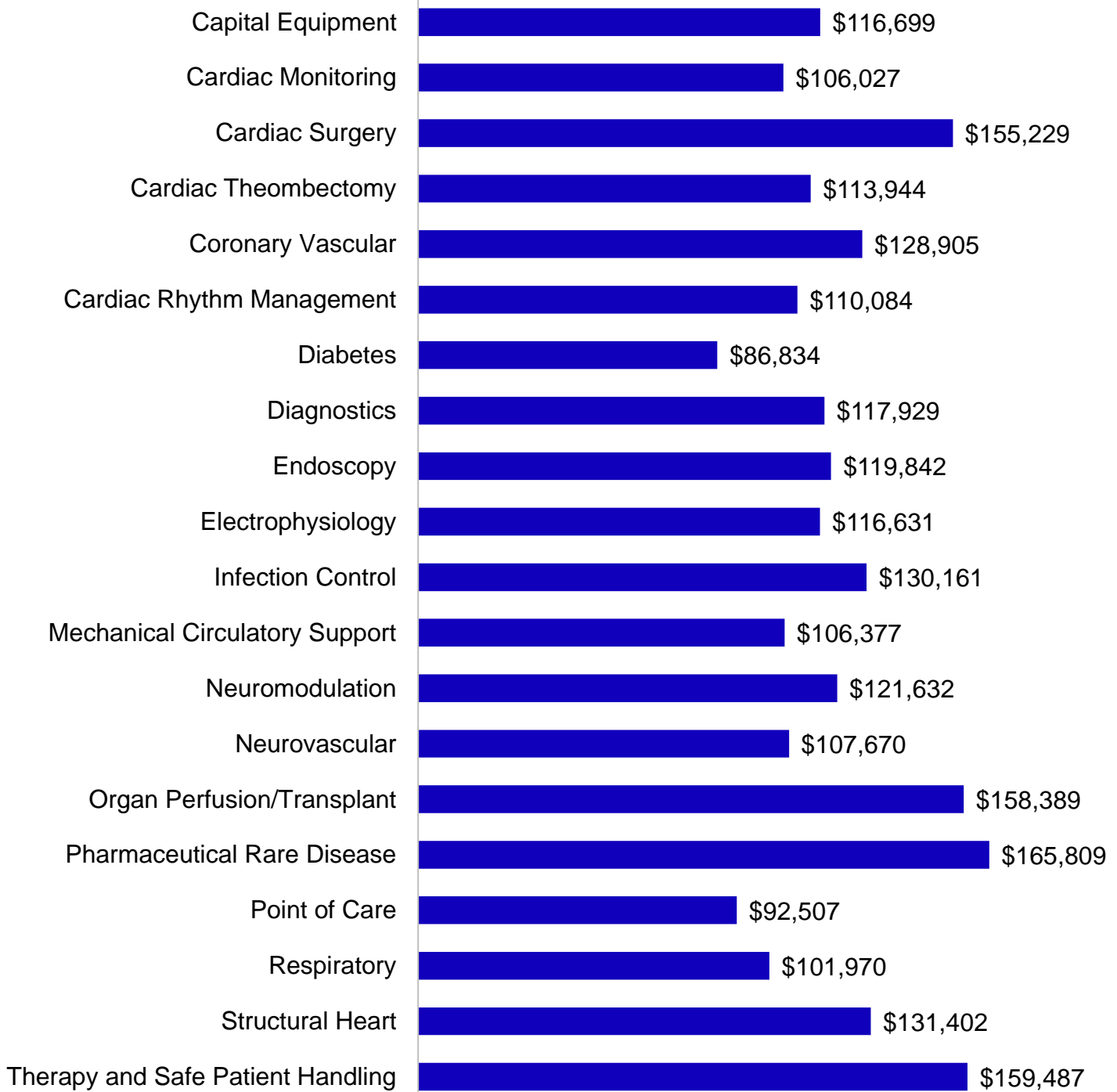
NO



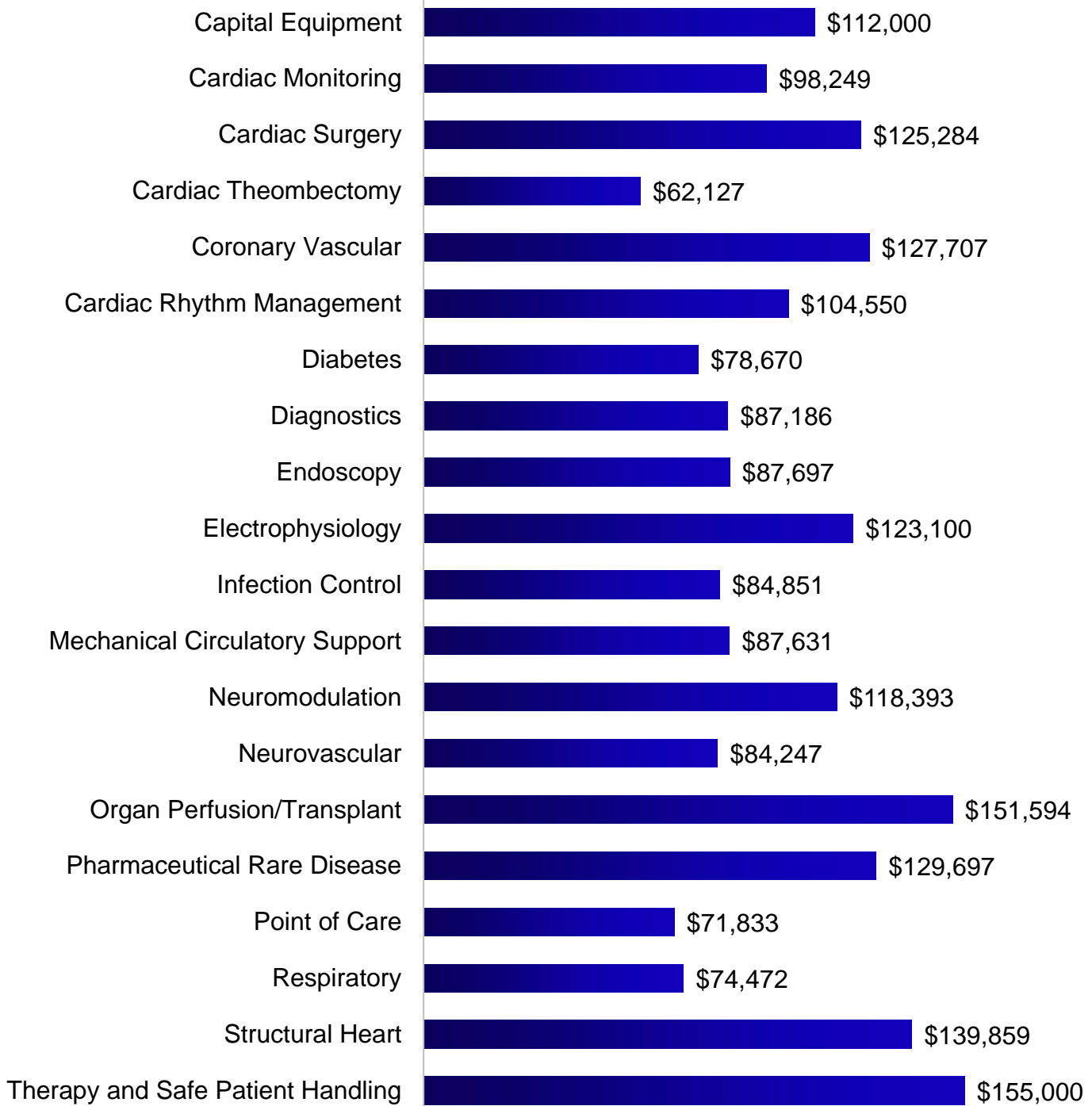
ARE YOU CONTEMPLATING A CAREER CHANGE THIS YEAR?



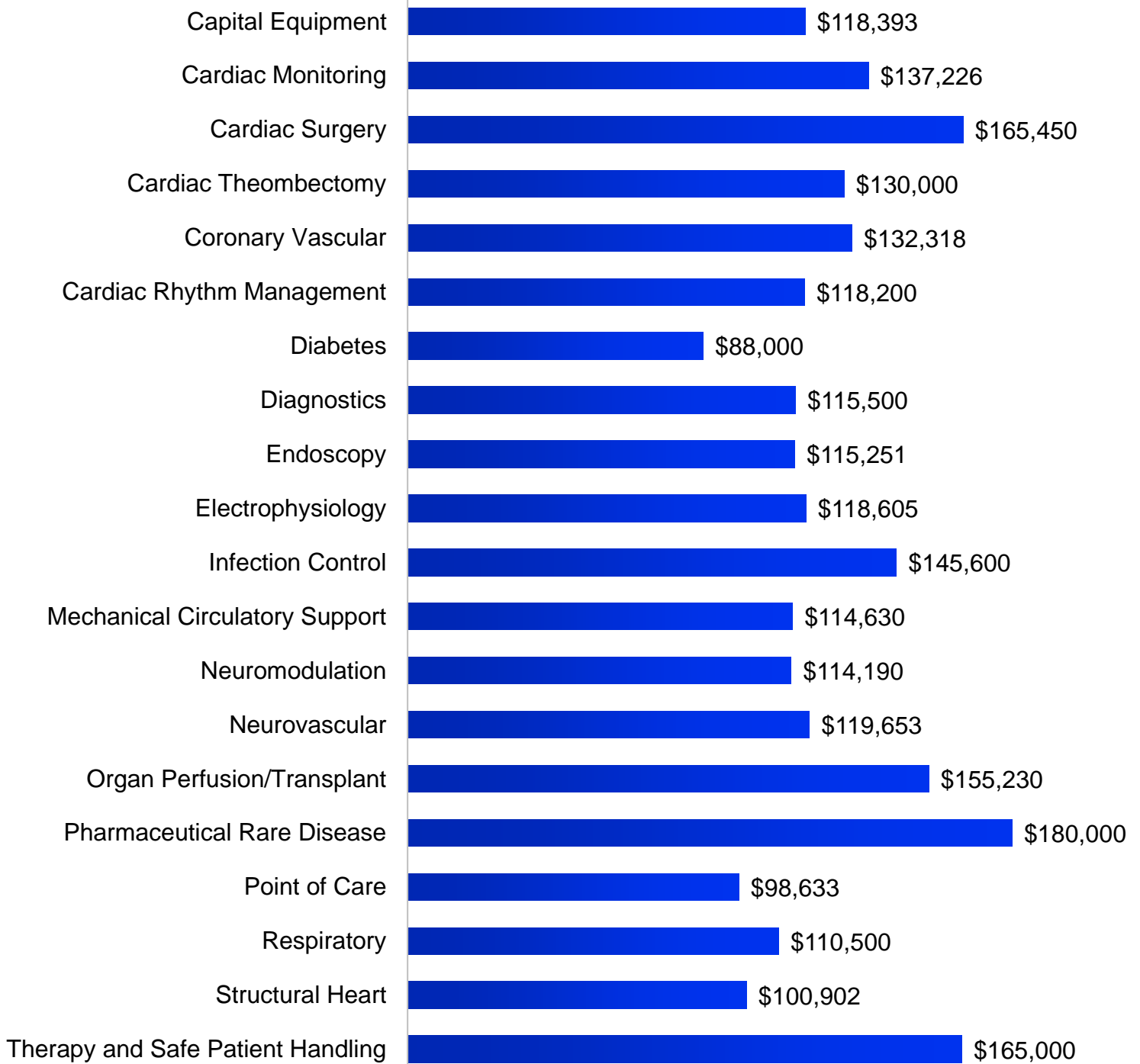
AVERAGE SALARY (BY THERAPY)



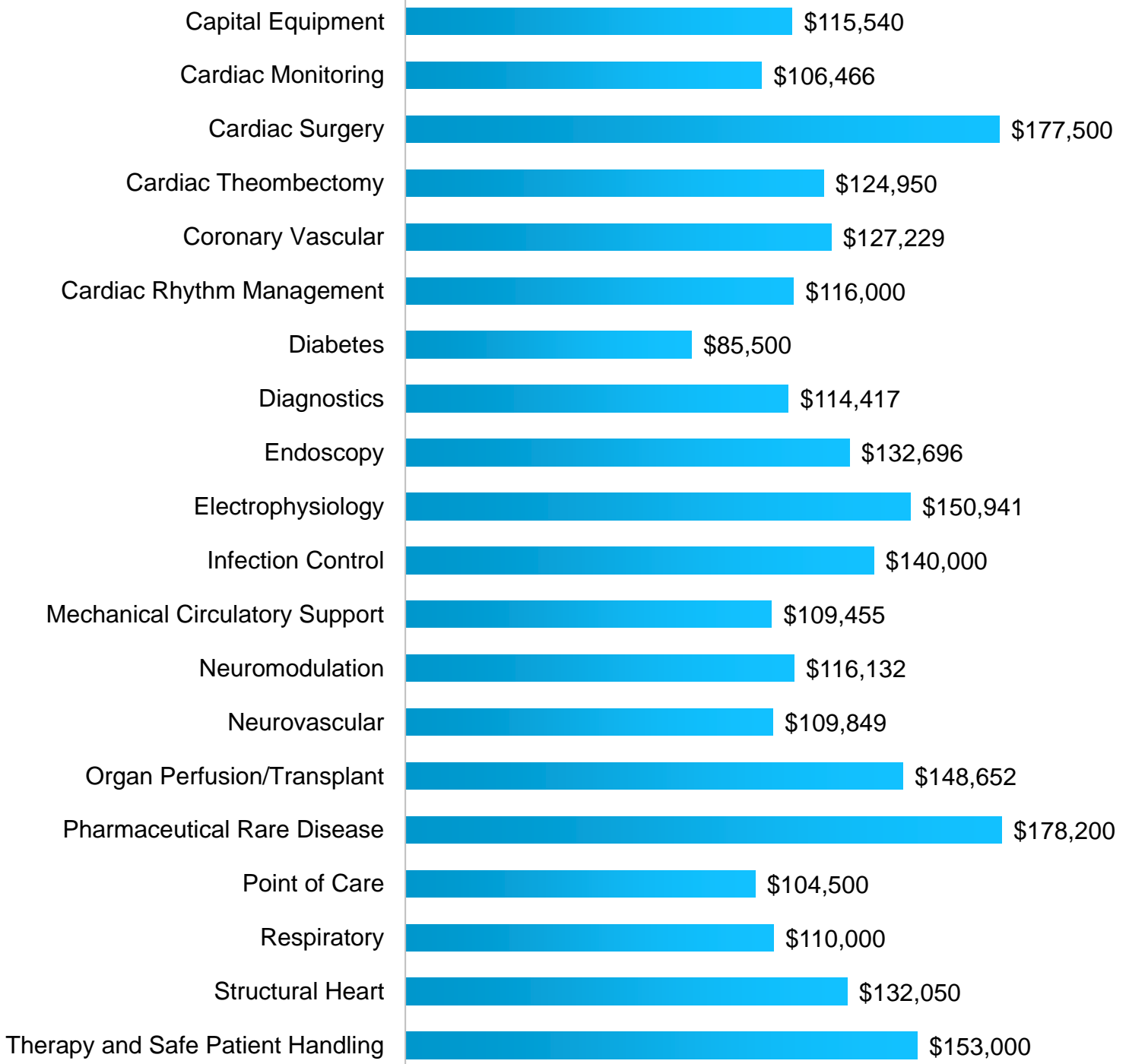
AVERAGE BASE SALARY (MIDWEST US)



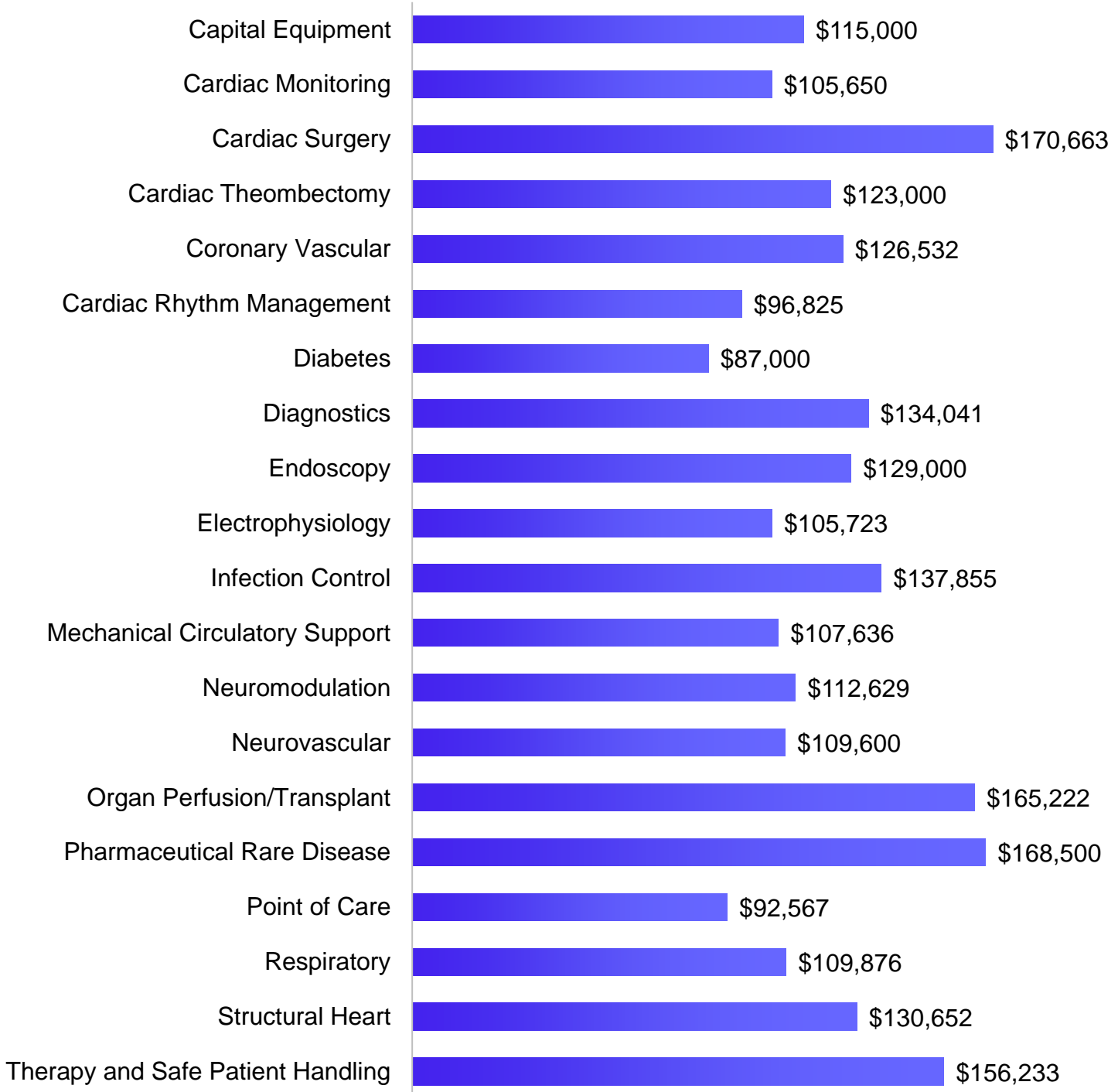
AVERAGE BASE SALARY (NORTHEAST US)



AVERAGE BASE SALARY (SOUTHEAST US)



AVERAGE BASE SALARY (SOUTHWEST US)



AVERAGE BASE SALARY (WEST US)

