

MARKET INTELLIGENCE REPORT

VP, Clinical Operations

Life Sciences Practice · Northeast United States

Prepared by Qualigence International
July 2026

SAMPLE DOCUMENT · All company and candidate names are fictional or redacted · For illustration only

Executive Summary

VP, Clinical Operations · Northeast United States · July 2026

This report maps the available talent for a VP, Clinical Operations role across the Northeast United States corridor, with primary concentration in the Boston and Philadelphia biotech markets. The following findings represent a point-in-time read of availability, competition, and compensation as of July 2026.

KEY FINDINGS

Availability is constrained.

The qualified candidate pool for this level in this geography is approximately 38-52 individuals. Of those, fewer than 20 are likely to be open to a conversation at any given time.

Competitors are active.

██ and ███ both opened searches for comparable roles in Q2 2026. Competition for the same finite pool is direct and immediate.

Compensation has shifted.

Base salary benchmarks for this role have moved 8-12% above 2024 data. Total cash in the \$210,000-\$260,000 range is now the expectation, not the ceiling.

One name stands above the pool.

██████████ at ██████████ is the clearest Ready Now candidate for this seat. Full profile in Section 7.

Talent Availability Read

38-52

QUALIFIED CANDIDATES

Candidates meeting the seat standard in the Northeast United States at the time of this report. Ready Now pool is 8-12.

MARKET NARRATIVE

The VP, Clinical Operations talent pool in the Northeast is senior, thin, and largely employed. The majority of candidates who meet the quality standard are currently embedded in mid-to-late stage clinical programs and are unlikely to self-select into a passive search.

The strongest candidates have cross-functional Phase II-III experience in oncology or rare disease, with a secondary concentration in cardiovascular. Candidates without direct sponsor-side oversight of multi-site studies across at least 40 FTEs are excluded from the Ready Now pool.

Geographic concentration is highest in the Boston-Cambridge corridor, followed by the Philadelphia-South Jersey pharma cluster. Remote-only candidates are excluded from this analysis.

POOL BREAKDOWN

Ready Now (direct outreach recommended)	8-12 candidates
Ready in 12-24 Months (development watch)	14-20 candidates
Emerging (profile aligned, reps pending)	16-20 candidates

Competitor Landscape

The following organizations are the primary talent competitors for this role in this market. Rankings reflect proximity of role profile, timing of active searches, and historical extraction of this candidate profile.

COMPANY	TIER	STATUS	NOTE
XXXXXXXXXXXXXX	Tier 1	Active - Q2 2026	Direct profile match. Two roles open. Launched before us. Mid-
XXXXXXXXXXXXXXXXXXXXXX	Tier 1	Active - Q1 2026	
XXXXXXXXXXXXXX	Tier 2	Completed - 2025	Hired externally. Now a source for current search.
XXXXXXXXXXXXXXXXXXXXXX	Tier 2	Monitoring	
XXXXXXXXXXXXXXXXXXXXXX	Tier 3	No activity	Lower profile match.
XXXXXXXXXXXXXX	Tier 3	No activity	Geographic outlier.

"Two active searches in a pool this thin means that when you call, you are already third in line. Speed is not optional."

Compensation Benchmarks

Ranges reflect total cash compensation (base + target bonus) for comparable titles in the Northeast market, sourced from active search data and confirmed offers in 2025-2026. Equity and long-term incentives are excluded from this table.

TOTAL CASH COMPENSATION BY LEVEL

TITLE	RANGE	MEDIAN	TREND
VP, Clinical Operations	\$210,000 - \$260,000	\$238,000	+11%
Sr. Director, Clinical Ops	\$175,000 - \$215,000	\$196,000	+8%
Director, Clinical Operations	\$145,000 - \$180,000	\$161,000	+6%
Associate Director, Clin. Ops	\$120,000 - \$150,000	\$136,000	+5%

"The compensation conversation is happening earlier. Candidates are walking into first calls knowing their number and leaving if the range is not confirmed in the first conversation."

EQUITY NOTE

At the VP level in life sciences, equity has moved from a differentiator to a baseline expectation. Candidates with active vesting schedules at competitive companies will require an offset or acceleration provision to move. This applies to 60-70% of the Ready Now pool.

Geographic Talent Concentration

Concentration scores reflect qualified candidate density relative to the total pool. Scores above 0.70 indicate primary sourcing markets where direct outreach should begin. Remote-only candidates are excluded.



Highest concentration. Biotech cluster drives deep VP-level supply. Primary market.



Strong pharma presence. Compensation expectations slightly below Boston.



Broad talent base. High competition from financial-services-adjacent life sciences.



Government-adjacent CRO experience dominant. Profile alignment varies.



Emerging pool. Strong candidates may require relocation. Worth monitoring.

Candidates are categorized into three readiness tiers. Ready Now candidates are available for immediate direct outreach. All names are redacted in this sample report.

Ready Now
Meets the seat standard today. Available for direct outreach.

XXXXXXXXXXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Currently heads clinical operations for a Phase III oncology program. Direct Phase II-IV multi-site oversight, 40+ FTEs. Confirmed interest in the right conversation.

XXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXX

Recently exited a VP role following an acquisition. Strong rare disease background. Compensation expectations align with the stated range.

Ready in 1-3 years One to two development cycles from full readiness. Worth developing relationships now.

XXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Currently Sr. Director. Managing three concurrent studies. VP-scope readiness in 12-18 months.

XXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXX

CRO-side experience dominant. Sponsor-side transition would close the gap within 18-24 months.

XXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXX

Strong cardiovascular background. Cross-indication exposure needed. Recommend monitoring.

Profile alignment is strong. Experience depth is not yet at VP standard. Track over 24-36 months.

XXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXX

Director-level. High-trajectory. Recommend monitoring before a competitor does.

XXXXXXXXXXXXXXXXXXXX - XXXXXXXXXXXXXXXXXXXX

Academic medical center background. Clinical operations at scale translation is promising but unproven.

Recommendations

01 Open the search immediately.

Two active competitors are in market now. The Ready Now pool is small. Every week of delay narrows options and strengthens their offers.

02 Lead with mission, not compensation.

The strongest candidates at this level are not compensation-led. They move for scope, impact, and program quality. Position the opportunity accordingly.

03 Prioritize the **XXXXXXXXXXXX** candidate directly.

This is the clearest Ready Now name in the pool. A direct, confidential outreach is recommended within the next 10 business days - before the search is formally announced.

04 Set expectations on timeline.

A search of this quality in this constrained a market will run 10-14 weeks from launch to offer acceptance. Compressing that timeline sacrifices quality. Budget the time.

05 Seed the bench conversation now.

Three candidates in the Ready in 1-3 Years category are tracking to Ready Now within 18 months. If this search is successful, the succession question for the role below it should be seeded before this one closes.



Qualigence
International

Ready to commission the real one?

This sample shows the structure and depth of a Qualigence Life Sciences Market Intelligence engagement. Every real report is scoped to a specific role, market, and moment.

PRACTICE LEADER

Aledria Howard

Practice Leader, Life Sciences

ahoward@qualigence.com

START A CONVERSATION

qualigence.com/industries/life-sciences

SAMPLE DOCUMENT · All company and candidate names are fictional or redacted · Not for distribution · Qualigence

