A clinical research career offers a variety of roles within both the investigative site and industry or government sectors. The ACRP Clinical Research Career Lattice provides a visual representation of these roles, highlighting the progression from entry-level positions to more advanced ones. Here are some key points:

- **Careers at the Investigative Site**: Roles include Principal Investigator (PI), Site Investigator (Sub-), Research Pharmacists, Medical Monitor, and more. Roles at the investigative site can involve responsibilities such as patient recruitment, regulatory compliance, and data management.

- **Careers Within Industry or Government**: These roles include Senior CPM / CTM, Sr. CRA, Sr. Study Monitor, Lead CRA, and others. Positions within industry or government may involve research, regulatory, and clinical trial management.

- **Required Education and Background**: While there are many transferrable competencies in the roles between investigative sites and industry, some of the most common paths are from CTA to CTA, or CRC to CRA. The levels or tiers of roles may also vary (e.g., assistant, senior, level I, II, etc.). Depending on the size of the organization, some distinct roles may be combined into one role (e.g., the role of a CTA may exist in both types of organizations, but their responsibilities may differ).

- **Notes**: There are no industry standard definitions for roles; these are representative, but the actual title and responsibilities may vary. Additionally, the pathways are representative but not exclusive (in other words there could be different entry, transition and advancement pathways within and across roles).

- **Supplemental Competencies**: While there are many transferrable competencies in the roles between investigative sites and industry, some of the most common paths are from CTA to CTA, or CRC to CRA. Requires: Research Program Leader / Sr. Program Leader or other equivalent roles.

- **Levels or Tiers of Roles**: The levels or tiers of roles may also vary (e.g., assistant, senior, level I, II, etc.).

- **Including the same title for a role may exist within the investigative site side as industry side however they may perform different functions (e.g., the role of a CTA may exist in both types of organizations, but their responsibilities may differ).”

- **Clinical Research Scientist**: Clinical Research Scientists typically have a Ph.D. in a relevant field such as biology, chemistry, or pharmacology, and may have additional training in clinical research methodology. They are responsible for designing and conducting clinical trials, analyzing data, and reporting results.
# Common Entry Level Clinical Research Roles

## Careers at the Investigative Site

<table>
<thead>
<tr>
<th>Role Title</th>
<th>Common Alternative Titles</th>
<th>Brief Summary of the Role</th>
<th>Average Salary Ranges ($USD)*</th>
</tr>
</thead>
</table>
| Clinical Trial Assistant (CTA)          | • Clinical Research Specialist  
• Clinical Research Assistant  
• Research Specialist             | Clinical Trial Assistants perform a wide range of administrative tasks supporting the implementation of clinical trials | $31,000 – 66,000              |
| Patient Recruitment Specialist          | Enrollment Specialist                                          | Patient Recruitment/ Enrollment specialists perform a variety of functions relating to the identification, pre-screening and scheduling of potential subjects to participate in a clinical trial. | $35,000 - $76,000             |
| Clinical Research Coordinator (CRC)     | Study Coordinator                                              | Clinical Research Coordinators are responsible for implementing and managing the day to day operations of clinical trials and studies. They support the Principal Investigator (PI) and Sub-Investigator (Sub-I) in managing all study activities from start-up and ethics approval, scheduling subject study visits, supporting data collection, managing study documents, facilitating and following up on issues identified during monitoring visits and more! CRCs provide the foundation to ensure clinical trials are conducted in accordance with the protocol, regulatory and ethical guidelines and Good Clinical Practices (GCPs). | $37,000 – $70,000             |
| Data Coordinator                        | • Clinical Research Data Coordinator  
• Clinical Research Data Specialist | Data Coordinators/ Specialists support the timely and accurate entry of clinical research data for clinical trials. From helping to design Case Report Forms (CRFs) for investigator-initiated trials to supporting data entry from the subject source documents into CRFs for industry sponsored trials, data specialists play a critical role in ensuring the data integrity of clinical trials. | $41,000 - $63,000             |
| Regulatory Specialist                   | • Document Specialist  
• Research Regulatory Coordinator                               | Regulatory/Document specialists manage a whole host of clinical trial documents to ensure they are complete, accurate and up-to-date. They prepare and manage documents related to the study start-up process (e.g., ethics approvals) and help to maintain investigator site files (ISF) and other essential documents during the course of the clinical trial. | $31,000 - $51,000             |
| Clinical Research Nurse Coordinator (CRNC) | Clinical Research Nurse (CRN)                             | Similar in nature to the CRC, the Clinical Research Nurse works under the direction of the PI/Sub-I and may perform many of the same activities as a CRC however, the CRN/CRNC plays a more direct role in the patient-care activities associated with a clinical trial such as evaluating subject eligibility, performing study-related procedures, educating subjects on the investigational product, and evaluating adverse events. | $51,000 - $99,000             |

## Careers Within Industry

<table>
<thead>
<tr>
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<th>Brief Summary of the Role</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Clinical Trial Assistant (CTA)</td>
<td>Clinical Trial Project Assistant (CTPA)</td>
<td>Clinical Trial Assistants provide administrative and logistical support to CRAs, project managers and study teams in a wide range of functions to ensure the efficient and timely execution of a clinical trial.</td>
<td>$31,000 – $66,000</td>
</tr>
</tbody>
</table>
| Clinical Research Associate (CRA)       | • Monitor  
• Study Monitor  
• Field Monitor / Remote CRA  
• Central CRA | Clinical Research Associates perform various functions in ensuring clinical trials conform to and are performed in compliance with the protocol, regulatory and ethical guidelines and Good Clinical Practices (GCPs). CRAs monitor the conduct at investigative sites in the field (on-site) and/or remotely (in-house or centrally) by reviewing documents and data generated by the investigative site. CRAs often serve as the primary liaison between the sponsor of the trial and the investigative site. | $54,000 - $94,000              |

*Sources: [www.indeed.com](http://www.indeed.com), [www.payscale.com](http://www.payscale.com), [www.glassdoor.com](http://www.glassdoor.com) - reflects averages as of July 2020 in the USA*