

# INDIA PHARMA & HEALTHTECH TALENT REPORT 2025–26

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Comprehensive Analysis: Talent Pool | Competition | Compensation | Attrition

**Sub-Industries Covered:** Branded Generics · APIs · CDMO/CRAMS · Biopharmaceuticals · Vaccines · Telemedicine · AI/Analytics

Data Period: FY 2025–26 | Sources: Taggd, foundit, Biospectrum, 6figr, LLRI, Pharmamanager, 6wresearch

# TABLE OF CONTENTS

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01

## OVERVIEW

Industry Growth — Talent Pool — Seniority Mix — Hiring Signals

02

## COMPETITION MAPPING

Top Employers — City Presence — Functional Demand — Concentration

03

## TALENT ARCHITECTURE

City-wise Talent — Functional Clusters — Campus Pipeline — Talent Gaps

04

## COMPENSATION

Role × Experience Matrix — Sub-industry Premiums — City & Skill Premiums

05

## WORKFORCE BEHAVIOUR

Attrition Rates — Hotspots — Job Switching Intent

# EXECUTIVE SUMMARY

Key Data Points Across All Sections | FY 2025–26

## 27L

Pharma Talent Pool

2.7M professionals<sup>1</sup>

## 1.5–1.8M

Digital/Tech Workforce (Adj.)

Excl. Sales/Mktg; market size ~2.85L<sup>2+</sup>

## +62%

Job Posting Growth

YoY to Mar 2025<sup>3</sup>

## 17.1%

Pharma Attrition

FY25 overall<sup>4</sup>

## 25–35%

Sales Attrition

Branded Generics<sup>4</sup>

## ~22%

HealthTech Attrition

Estimated<sup>5</sup>

### STRATEGIC INSIGHTS

- ▶ **HIRING HOTSPOTS** Mumbai (Sales), Hyderabad (Mfg/R&D), Bengaluru (Biopharma/HealthTech)
- ▶ **COMP BENCHMARKS** Sales 4.8–10L (0–2 yrs) · R&D Scientist 9–35L · Data Scientist 15–45L
- ▶ **BIOPHARMA GROWTH** 15–20% hiring growth; 2,200 new Regulatory roles in FY25<sup>1</sup>
- ▶ **CRITICAL GAPS** Biopharma R&D Scientists (10+ yrs) · HealthTech AI/ML Engineers (3–10 yrs)
- ▶ **SUB-INDUSTRY PREMIUM** Biopharma +25% · HealthTech AI/Analytics +30–49% vs. pharma avg
- ▶ **SWITCHING INTENT** 18% Sales Reps actively looking · 8% R&D (specialized retention)<sup>4</sup>

# 01

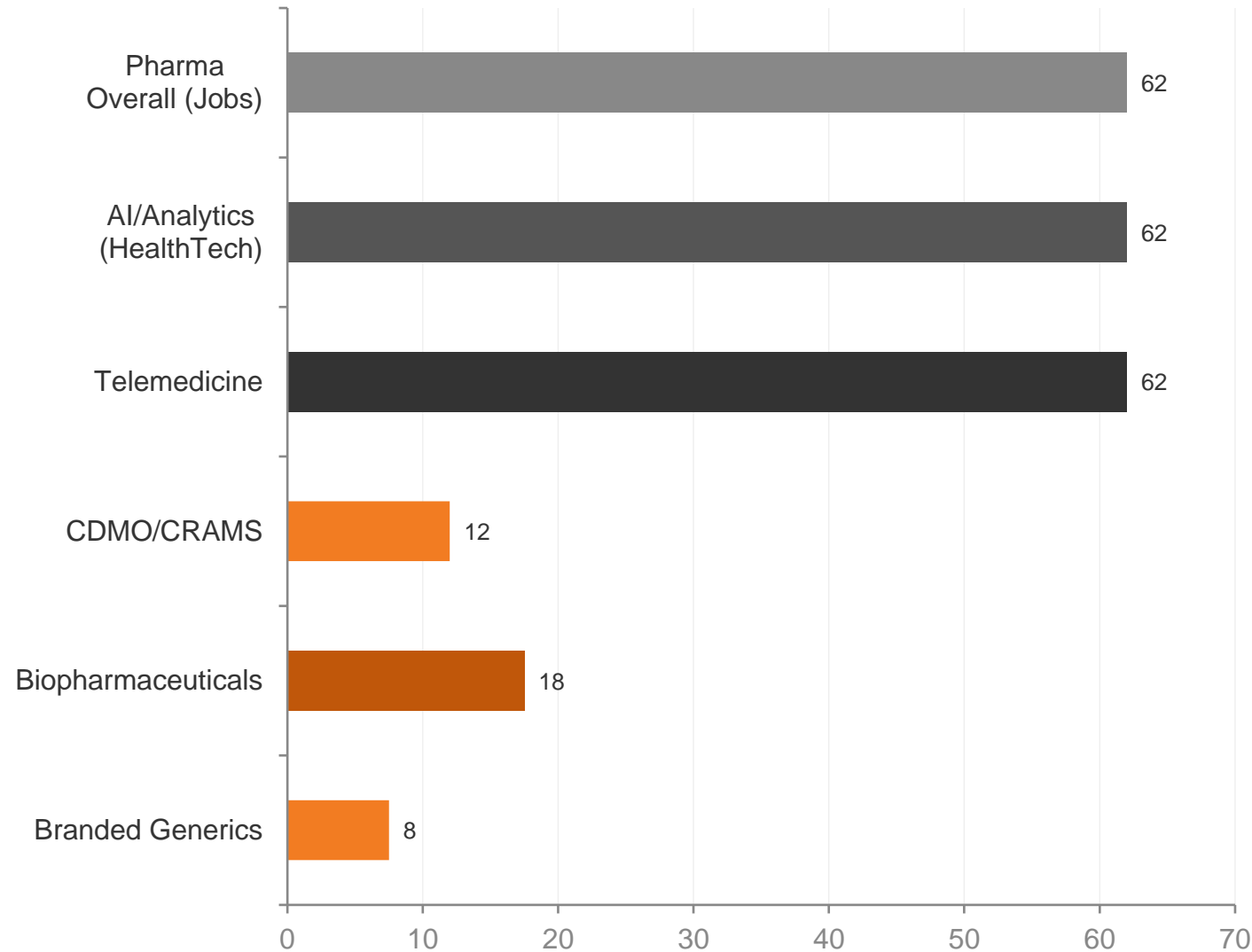
## OVERVIEW

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- Industry & Sub-Industry Growth
- Talent Pool & Workstream Distribution
- Seniority Mix
- Talent Intensity & Hiring Signals

# INDUSTRY & SUB-INDUSTRY GROWTH

Section 1.1 | Growth Rates FY2025–26 | [S] = Sourced [E] = Estimated



Sub-Industry	2025 Growth	Hiring Intent FY26–27	Key Roles
Branded Generics	7.5% <sup>1</sup>	+10% hiring	Medical Rep, Sales Mgr
Biopharmaceuticals	15–20% <sup>1</sup>	+15% (biosimilars)	R&D Scientist, Biopro Eng
CDMO/CRAMS	~12% [E]	Strong global mandates	Process Chem, CMC Sci
Vaccines	—	Policy-driven	Cell Culture Tech, QA
Telemedicine	+62% <sup>3</sup>	High	Health Informatics, SW Eng
AI/Analytics	+62% <sup>3</sup>	Critical talent need	ML Eng, Data Scientist

Growth Rate Indicators (%) — FY 2025–26

<sup>1</sup> Taggd/Enploy Research <sup>3</sup> foundit/archivemarketresearch.com

# TALENT POOL & WORKSTREAM DISTRIBUTION

Section 1.2 | Headcount & Functional Split | FY 2025–26

**2.7M**

**Total Pharma Talent Pool<sup>1</sup>**

All India, FY25–26

**1.5–1.8M**

**Digital/Tech Workforce (Adj.)<sup>2†</sup>**

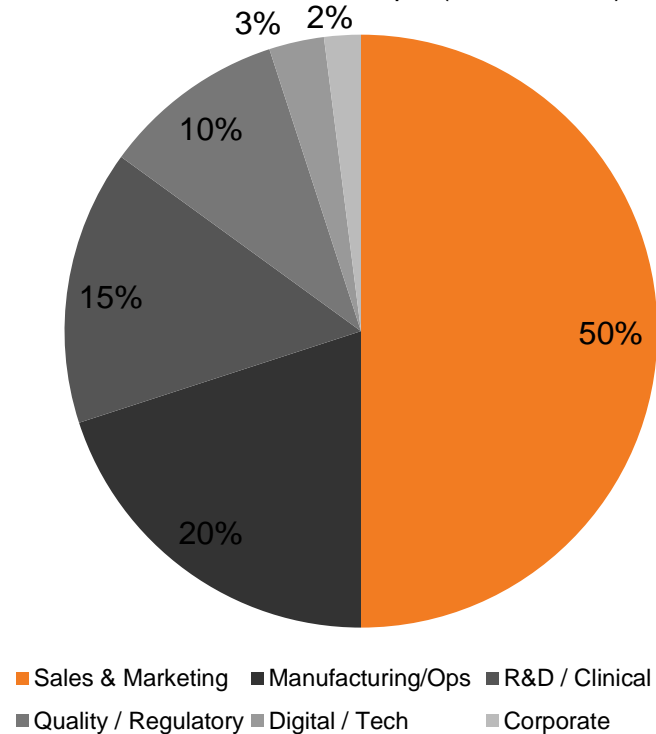
Excl. high-churn Sales/Mktg roles

**2,200**

**New Regulatory Roles<sup>1</sup>**

Quality & RA, FY25

Pharma Workstream Split (Estimated %)



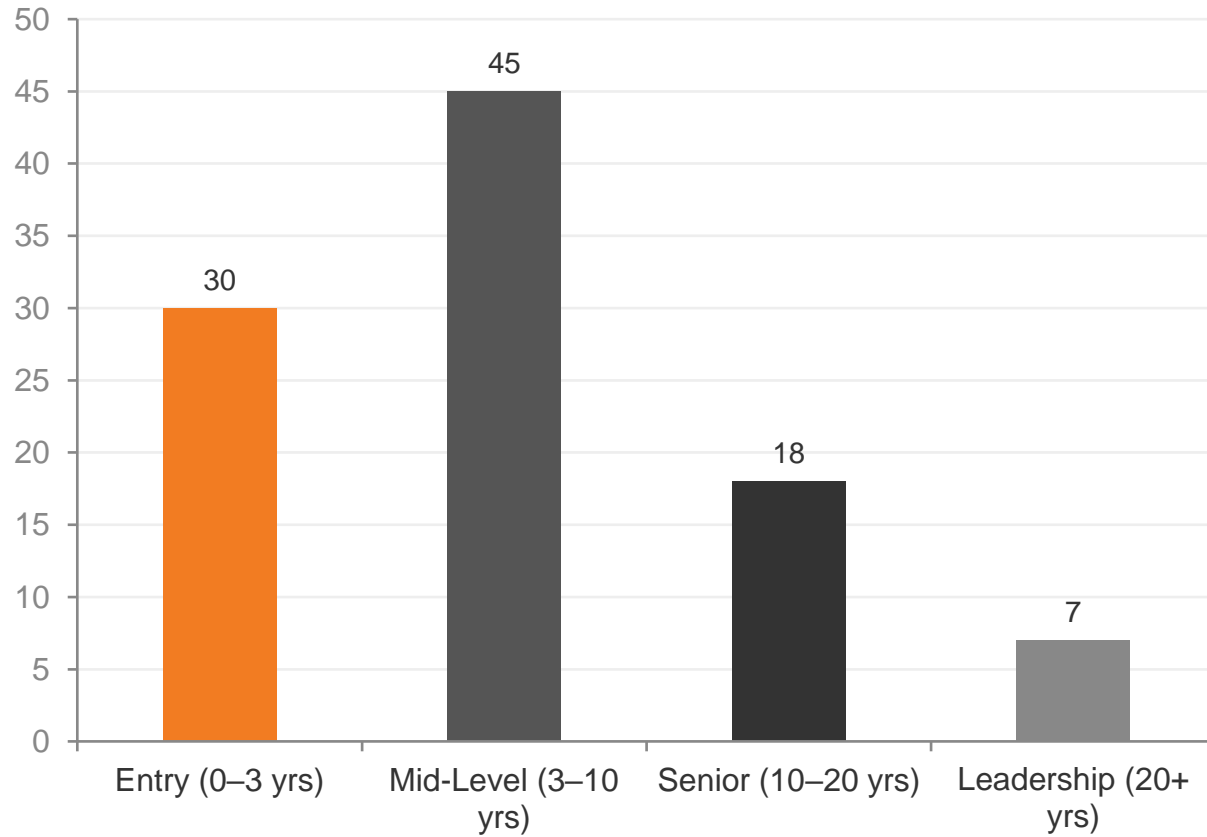
Workstream	Headcount [E]	% Share	Key Roles
Sales & Marketing	~1,350,000	50%	Medical Rep, Sales Mgr
Manufacturing/Ops	~540,000	20%	Plant Operator, Prod Eng
R&D / Clinical	~405,000	15%	Scientist, CRA, CRO
Quality / Regulatory	~270,000	10%	QA Officer, RA Specialist
Digital / Tech	~1.5–1.8M (adj.) <sup>2†</sup>	3%*	Data Analyst, IT
Corporate Functions	~54,000	2%	HR, Finance

<sup>1</sup> Taggd India Decoding Jobs 2026 | <sup>2</sup> EINPresswire 2025 (raw figure ~285K; likely overall market size incl. Sales/Mktg) | † Expert-adjusted to 1.5–1.8M excl. high-churn roles | [E] = Estimated

# SENIORITY MIX

Section 1.3 | Experience-Band Distribution | FY 2025–26 [E = Estimated]

Pharma Seniority Distribution (Estimated %)



Seniority Band	% Share	Headcount [E]	Typical Roles	Attrition Signal
Entry (0–3 yrs)	~30% [E]	~810,000 [E]	Medical Rep, QA Exec, Jr. Scientist	High attrition 30–35% <sup>4</sup>
Mid-Level (3–10 yrs)	~45% [E]	~1,215,000 [E]	Product Mgr, RA Specialist, Sr. Scientist	Core talent pool
Senior (10–20 yrs)	~18% [E]	~486,000 [E]	Plant Head, R&D Lead, Regulatory Head	Critical gap in Biopharma
Leadership (20+ yrs)	~7% [E]	~189,000 [E]	VP, Director, C-Suite	Stable; low churn

Note: No direct 2025–26 seniority breakdown found in sourced data. Bands estimated from industry norms and hiring trend signals.<sup>1</sup>

<sup>1</sup> Taggd India Decoding Jobs 2026 | [E] = Estimated

# TALENT INTENSITY & HIRING SIGNALS

Section 1.4 | Demand Indicators & Productivity Proxies | FY 2025–26

62%

Job Posting Growth YoY

To Mar 2025 [S: foundit]<sup>3</sup>

+10%

FY26–27 Hiring Intent

Pharma Sector [S: Taggd]<sup>1</sup>

15–20%

Biopharma Hiring Surge

Biosimilars-led [S: Taggd]<sup>1</sup>

2,200

New Regulatory Roles FY25

Quality & RA [S: Taggd]<sup>1</sup>

Sub-Industry	Key Hiring Roles (2025–26)	Hiring Signal	Headcount Signal
Branded Generics	Medical Rep, QA Manager, RA Specialist	+10% FY26 <sup>1</sup>	Stable expansion
Biopharmaceuticals	Bioprocess Eng, Pharmacovigilance Spec	+15–20% <sup>1</sup>	Critical shortage
CDMO/CRAMS	Process Chemist, CMC Scientist, CRO Mgr	Global mandates	Growing pipeline
Vaccines	Cell Culture Tech, QA Lead, Regulatory	Policy-driven	Moderate
AI/Analytics HealthTech	ML Eng, Data Scientist, Health Informatics	+62% <sup>3</sup>	CRITICAL gap
Telemedicine	SW Engineer, Product Mgr, UX Designer	+62% <sup>3</sup>	High demand

<sup>1</sup> Taggd India Decoding Jobs 2026 | <sup>3</sup> foundit / archivemarketresearch.com

# 02

## COMPETITION MAPPING

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- Top Employers by Sub-Industry — Headcount & City Presence
- Branded Generics · APIs · CDMO/CRAMS · Biopharmaceuticals
- Functional Demand Distribution · Employer Concentration

# COMPETITION MAPPING — BRANDED GENERICS

Section 2.1 | Top Employers, City Presence & Functional Demand | [E] = Estimated

Company	Type	India HC	Sub-Ind HC [E]	Key Cities	Key Functions
Sun Pharma	Indian	40,000	~20,000	Mumbai, Hyderabad	Sales, Manufacturing
Mankind Pharma	Indian	30,000	~15,000	Delhi NCR	Sales
Cipla	Indian	25,000	~15,000	Mumbai, Pune	Sales, R&D
Zydus Lifesciences	Indian	25,000	~12,000	Ahmedabad	Manufacturing
Dr. Reddy's	Indian	22,000	~10,000	Hyderabad	Sales, Quality
Lupin	Indian	20,000	~12,000	Mumbai	Sales, Regulatory
Alkem Labs	Indian	15,000	~8,000	Mumbai	Sales
Torrent Pharma	Indian	12,000	~6,000	Ahmedabad	Sales

City	# Employers	Approx HC	Dominant Fn
Mumbai	5	~100,000	Sales
Delhi NCR	1	~30,000	Sales
Hyderabad	2	~30,000	Manufacturing
Pune	1	~25,000	R&D
Tier-2	0	—	—

**Concentration: Top 5 employers → ~60% of talent [E] | Top 10 → ~85% [E]**

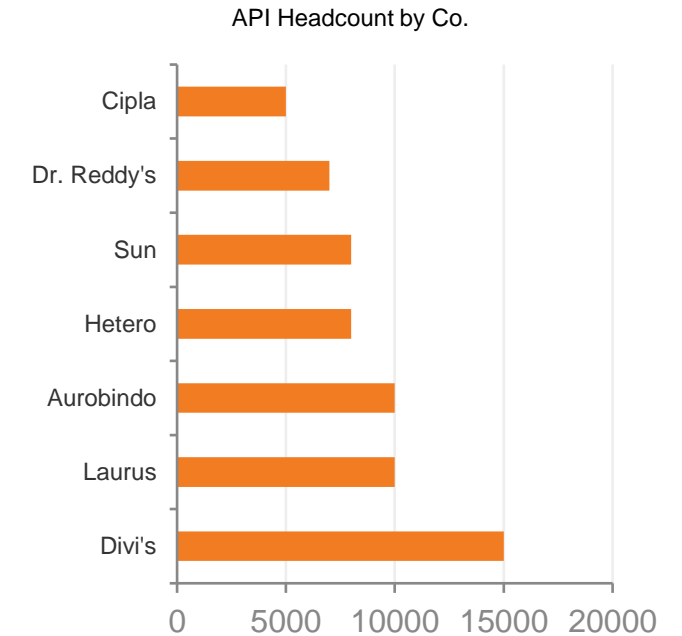
<sup>6</sup> 6wresearch.com | Wikipedia | Vindcare.in | [E] = Proportional allocation based on revenue segment

# COMPETITION MAPPING — ACTIVE PHARMACEUTICAL INGREDIENTS (APIs)

Section 2.2 | Top Employers & City Concentration | [E] = Estimated

Company	India HC	API HC [E]	Key Cities	Key Functions	Source
Divi's Labs	18,000	~15,000	Hyderabad	Manufacturing, Process	<sup>7</sup>
Laurus Labs	12,000	~10,000	Hyderabad	Manufacturing, R&D	<sup>7</sup>
Aurobindo Pharma	15,000	~10,000	Hyderabad	Manufacturing	<sup>7</sup>
Sun Pharma	40,000	~8,000	Mumbai	Manufacturing	<sup>7</sup>
Dr. Reddy's	22,000	~7,000	Hyderabad	R&D, Manufacturing	<sup>7</sup>
Cipla	25,000	~5,000	Mumbai	Manufacturing	<sup>7</sup>
Hetero Drugs	10,000	~8,000	Hyderabad	Manufacturing	<sup>7</sup>

City	# Employers	Approx HC [E]	Dominant Fn
Hyderabad	5	~60,000	Manufacturing
Mumbai	2	~45,000	Manufacturing
Others	—	NA	—



<sup>7</sup> api.omrglobal.com 2025 | [E] = Estimated proportional allocation

# COMPETITION MAPPING — CDMO/CRAMS & BIOPHARMACEUTICALS

Section 2.3–2.4 | Top Employers & Functions | [E] = Estimated

## CDMO / CRAMS

Company	India HC	CDMO HC [E]	Key City	Key Function
Piramal Pharma	10,000	~5,800	Mumbai	Manufacturing, CDMO
Syngene International	8,000	~7,700	Bengaluru	R&D, CRO
Akums Drugs	8,000	~6,250	Delhi NCR	Manufacturing
Sai Life Sciences	5,000	~5,000	Hyderabad	R&D, DMPK
Suven Pharma	3,000	~2,350	Hyderabad	R&D

### City Presence — CDMO

City	# Cos	HC [E]	Fn
Bengaluru	1	~7,700	R&D
Mumbai	1	~5,800	Manufacturing
Hyderabad	2	~7,350	R&D
Delhi NCR	1	~6,250	Manufacturing

## BIOPHARMACEUTICALS / BIOSIMILARS

Company	India HC	Biopharma HC [E]	Key City	Function
Biocon	12,000	~10,000	Bengaluru	R&D, Manufacturing
Dr. Reddy's	22,000	~5,000	Hyderabad	Biosimilar Dev
Intas Pharma	15,000	~4,000	Ahmedabad	Regulatory, RA
Serum Institute	10,000+	~3,000	Pune	Cell Culture, Mfg
Mylan/Viatris India	8,000	~3,000	Hyderabad	R&D

### City Presence — Biopharma

City	# Cos	HC [E]	Fn
Bengaluru	1	~10,000	R&D
Hyderabad	2	~8,000	R&D / Biosimilar Dev
Pune	1	~3,000	Manufacturing
Mumbai	—	~3,000	Regulatory

<sup>8</sup> LinkedIn CRAMS post 2025 | Wikipedia | ensun.io | [E] = Estimated

# 03

## TALENT ARCHITECTURE

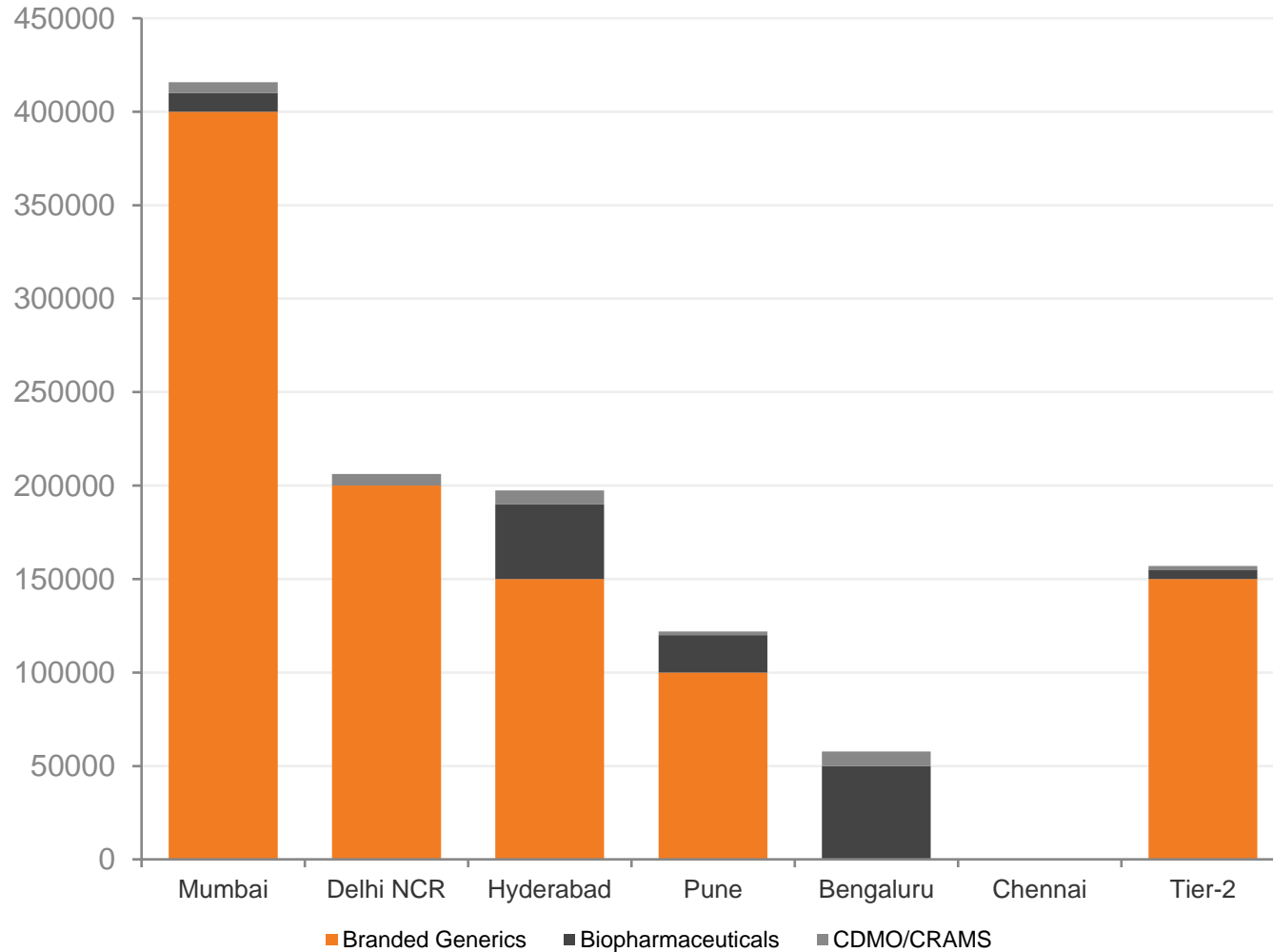
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- City-wise Talent Distribution — by Sub-Industry
- Functional Clusters — by Sub-Industry
- Campus Hiring Pipeline
- Talent Gap Analysis — by City × Role × Experience

# CITY-WISE TALENT DISTRIBUTION

Section 3.1 | Key Sub-Industries | All India | [E] = Estimated

City Talent Pool — Stacked by Sub-Industry [E]



City	Sub-Industry	Talent Pool [E]	Dominant Function
Mumbai	Branded Generics	~400,000	Sales & Marketing
Mumbai	APIs	~45,000	Manufacturing
Delhi NCR	Branded Generics	~200,000	Sales
Hyderabad	Branded Generics	~150,000	Manufacturing
Hyderabad	APIs	~60,000	Manufacturing
Hyderabad	Biopharma	~40,000	R&D
Bengaluru	Biopharma	~50,000	R&D
Bengaluru	CDMO	~7,700	R&D / CRO
Pune	Biopharma	~20,000	Manufacturing
Tier-2	Branded Generics	~150,000	Manufacturing

<sup>5</sup> Wikipedia | 6wresearch | ensun.io | api.omrglobal.com | [E] = Employer HQ/cluster-based allocation

# FUNCTIONAL CLUSTERS BY SUB-INDUSTRY

Section 3.2 | Role & Headcount Distribution | [E] = Estimated

Sub-Industry	Function	Companies Hiring	Talent Share [E]	Key Roles	Lead City
Branded Generics	Sales & Marketing	8	50%	Medical Rep, Sales Mgr	Mumbai, Delhi NCR
Branded Generics	Manufacturing/Ops	4	20%	Plant Operator, Prod Eng	Hyderabad, Ahmedabad
Branded Generics	R&D / Clinical	3	15%	Formulation Scientist	Pune, Mumbai
Branded Generics	Quality/Regulatory	3	10%	QA Officer, RA Specialist	Pan-India
APIs	Manufacturing/Ops	7	60%	Process Chemist, Plant Mgr	Hyderabad
APIs	Quality / QC	5	25%	QC Analyst, QA Manager	Hyderabad
APIs	R&D / Process Chem	3	15%	R&D Scientist	Hyderabad
CDMO/CRAMS	R&D / CRO	3	55%	CMC Scientist, DMPK Analyst	Bengaluru, Hyderabad
CDMO/CRAMS	Manufacturing	3	35%	Process Eng, Prod Mgr	Mumbai, Delhi NCR
Biopharmaceuticals	R&D / Clinical	5	70%	Bioprocess Eng, Scientist	Bengaluru, Hyderabad
AI/Analytics HT	Digital / Product	—	80%	ML Eng, Data Scientist	Bengaluru

<sup>6</sup> 6wresearch.com | api.omrglobal | LinkedIn | [E] = Industry ratio estimates

# CAMPUS HIRING PIPELINE

Section 3.3 | Annual Graduate Supply to Pharma & HealthTech | [E] = Estimated

Institution Type	Annual Graduates [E]	% Entering Industry	Roles Hired Into	Top Recruiters
Tier-1 Pharma Colleges (NIPERs)	~5,000	70% [E]	R&D Scientist, Regulatory Specialist	Dr. Reddy's, Biocon, Sun Pharma
Tier-1 Engineering (IITs / IISc)	~10,000	20% [E]	Data Scientist, Bioinformatics Eng	Practo, Innovaccer, Philips HC
Tier-2 Pharma/Science Colleges	~50,000	40% [E]	QA Executive, Medical Rep, Sales	Sun Pharma, Cipla, Mankind

## TOP FEEDER INSTITUTES

Institute	City	Program	Annual Supply [E]	Key Hirers
NIPER Hyderabad	Hyderabad	Pharma Tech / M.Pharm	~800	Dr. Reddy's, Laurus Labs
IISc Bengaluru	Bengaluru	Biotech / Bioinformatics	~500	Biocon, GlaxoSmithKline
ICT Mumbai	Mumbai	Chem Eng / Pharma	~600	Sun Pharma, Cipla
NIPER Mohali	Mohali	Medicinal Chemistry	~600	Ranbaxy/Sun, Lupin
BITS Pilani	Pan-India	Pharma / Biotech	~500	Multiple MNCs

## CAMPUS PIPELINE SUMMARY

Total Relevant Grads/yr	~65,000 [E]
Entering Pharma/HealthTech	~30,000 [E]
Entry-Level Hiring Gap Signal	+25% growth demand <sup>1</sup>
Preferred Hiring Cities	Hyd · Blr · Mumbai
Fastest Growing Demand	AI/ML + Regulatory

<sup>1</sup> Taggd India Decoding Jobs 2026 | [E] = NIRF data + industry entry ratio estimates

# TALENT GAP ANALYSIS

Section 3.4 | By City x Role x Experience | LOW / MODERATE / HIGH / CRITICAL

LOW | Supply ≥90% of demand

MODERATE | Supply 70–89%

HIGH | Supply 50–69%

CRITICAL | Supply <50%

Sub-Industry	City	Role	Exp Band	Demand [E]	Supply [E]	Gap %	Gap Level
Biopharma	Bengaluru	R&D Scientist	10+ yrs	5,000	2,000	60%	CRITICAL
HealthTech AI	Bengaluru	AI/ML Engineer	3–10 yrs	10,000	4,000	60%	CRITICAL
HealthTech AI	Hyderabad	Data Scientist	3–7 yrs	3,000	1,800	40%	CRITICAL
APIs	Hyderabad	Process Chemist	10–20 yrs	5,000	3,500	30%	MODERATE
CDMO/CRAMS	Bengaluru	CMC Scientist	8–12 yrs	2,000	1,100	45%	HIGH
Branded Generics	Mumbai	Sales (Medical Rep)	0–2 yrs	20,000	18,000	10%	LOW
Branded Generics	Mumbai	QA Manager	8–12 yrs	3,000	2,400	20%	MODERATE
Biopharmaceuticals	Hyderabad	Pharmacovigilance Spec	3–10 yrs	4,000	2,400	40%	HIGH
Telemedicine	Bengaluru	Software Engineer	3–7 yrs	8,000	5,600	30%	MODERATE
Vaccines	Pune	Cell Culture Tech	3–10 yrs	2,000	1,200	40%	HIGH

<sup>1</sup> Taggd | <sup>3</sup> archivemarketresearch | <sup>7</sup> api.omrglobal | [E] = Demand = pool x growth; Supply = 70% baseline adjusted

# 04

## COMPENSATION

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- Compensation Matrix — Role × Experience Bands (0–2 to 22+ yrs)
- Sub-Industry Premiums · City Premiums · Skill Premiums
- Median Compensation Trend by Experience

# COMPENSATION MATRIX — PHARMACEUTICALS

Section 4.1 | INR LPA (CTC) | Ranges Only | [S] = Sourced [E] = Estimated

## Branded Generics & APIs

Role	0–2 yrs	3–7 yrs	8–12 yrs	13–17 yrs	18–22 yrs	22+ yrs
Medical Rep / Sales [S]	4.8–5.0	9.5–10.0	15–15.8	20–21	25–26.3	30+
QA Manager [E]	NA	12–12.6	18–18.9	24–25.2	30–31.5	NA
RA Specialist [E]	NA	11–11.6	17–17.9	22–23.1	NA	NA
Manufacturing / Plant Mgr [E]	NA	18–18.9	28–29.4	38–39.9	48–50.4	NA
R&D Scientist – API [E]	NA	18–18.9	30–31.5	NA	NA	NA

## Biopharmaceuticals / Biosimilars & CDMO

Role	0–2 yrs	3–7 yrs	8–12 yrs	13–17 yrs	18–22 yrs	22+ yrs
Research Scientist [S]	9.0–9.5	20–21	35–36.8	50–52.5	NA	NA
Clinical Research Assoc [S]	NA	15–15.8	25–26.3	NA	NA	NA
Pharmacovigilance Spec [E]	NA	14–14.7	22–23.1	NA	NA	NA
Bioprocess Engineer [E]	7–8	16–17	28–30	40–42	NA	NA

<sup>9</sup> Biospectrum India 2025 | <sup>10</sup> LLRI 2026 | <sup>11</sup> AmbitionBox 2025 | [E] = Estimated from role/seniority premiums

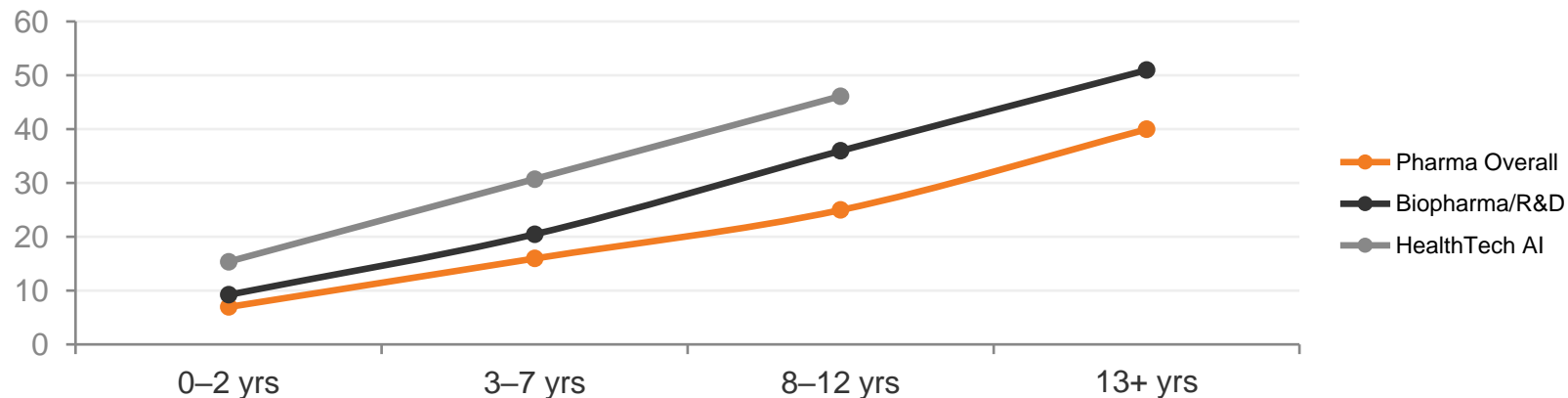
# COMPENSATION MATRIX — HEALTHTECH

Section 4.2 | INR LPA (CTC) | Ranges Only | AI/Analytics · Telemedicine · EMR

## AI / Analytics & Telemedicine

Role	0–2 yrs	3–7 yrs	8–12 yrs	13–17 yrs	18–22 yrs	22+ yrs
Data Scientist / ML Engineer [S]	15–15.8	30–31.5	45–47.3	NA	NA	NA
Software Engineer [S]	12–12.6	25–26.3	40–42	NA	NA	NA
Health Informatics Specialist [S]	NA	20–21	35–36.8	NA	NA	NA
Product Manager [E]	NA	18–25	35–45	NA	NA	NA
UX Designer [E]	NA	12–15	22–28	NA	NA	NA

Median Compensation by Experience Band (INR LPA)



**MEDIAN BY EXP BAND**

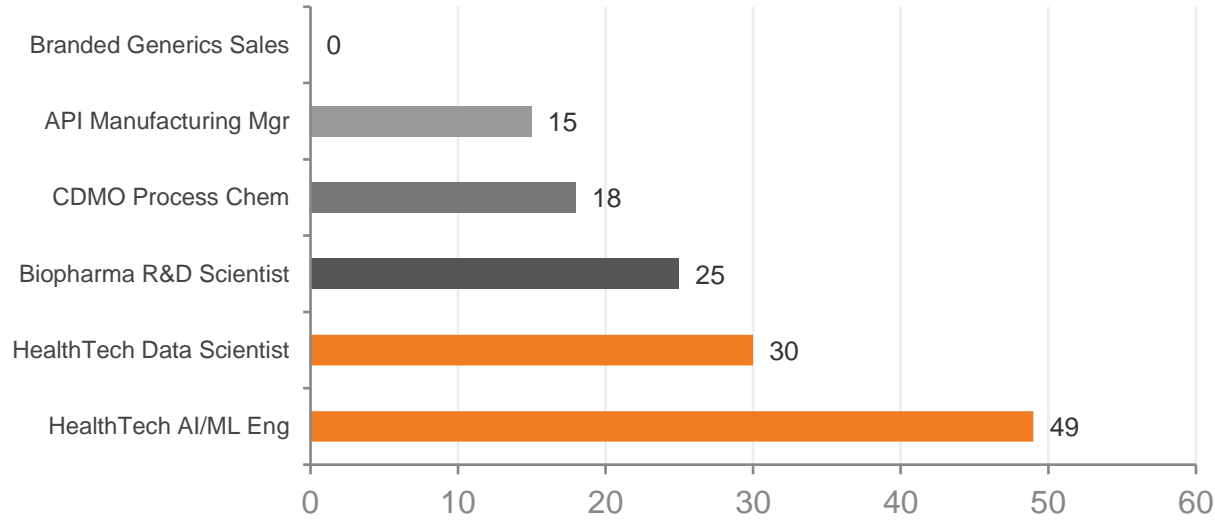
0–2 yrs	<b>10 LPA</b>	Pharma avg <sup>11</sup>
3–7 yrs	<b>20 LPA</b>	Pharma avg <sup>11</sup>
8–12 yrs	<b>30 LPA</b>	Estimated
13+ yrs	<b>40+ LPA</b>	Estimated

<sup>9</sup> Biospectrum India 2025 | <sup>10</sup> LLRI 2026 | <sup>12</sup> 6figr.com 2026 | <sup>11</sup> AmbitionBox | [E] = Estimated

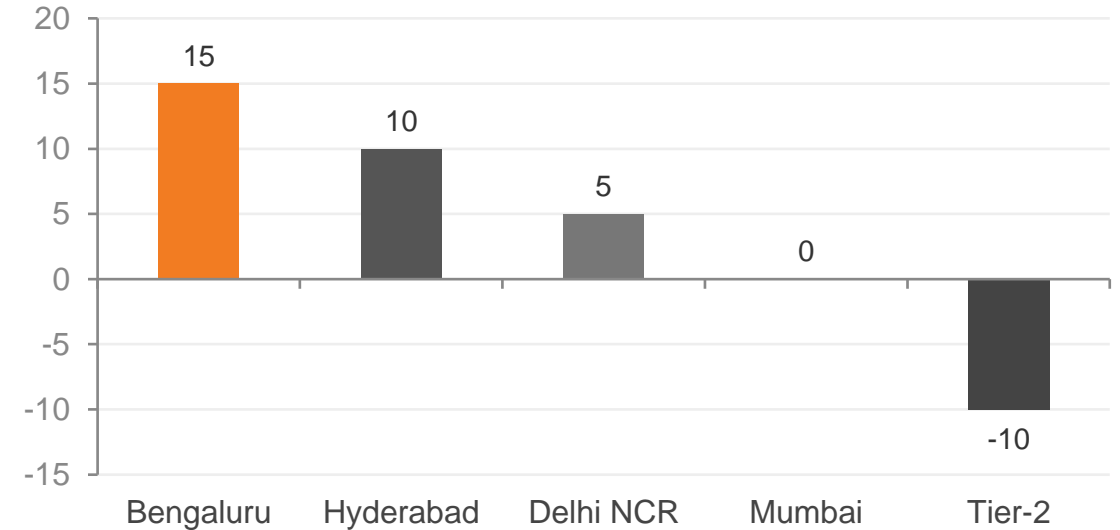
# SUB-INDUSTRY, CITY & SKILL PREMIUMS

Section 4.3–4.5 | vs. Industry Average | [S] = Sourced [E] = Estimated

Sub-Industry Compensation Premium (%)



City Premium vs. National Avg (%)



## SKILL PREMIUMS (NICHE & HYBRID)

Skill Combination	Applicable Role	Sub-Industry	Premium (%)	Exp Band
AI/ML + Healthcare Domain [S]	Data Scientist	HealthTech	+30%	3–7 yrs
USFDA Regulatory + Biosimilars [E]	Regulatory Specialist	Biopharma	+25%	8+ yrs
Clinical Trial Design + AI [S]	Clinical Associate	Pharma	+22%	3–7 yrs
FHIR/HL7 Standards [E]	Health Informatics	HealthTech EMR	+20%	3–7 yrs

<sup>9</sup> Biospectrum | <sup>10</sup> LLRI 2026 | <sup>12</sup> 6figr.com | <sup>13</sup> pacerecruit.com 2026 | <sup>1</sup> Taggd

# 05

## WORKFORCE BEHAVIOUR

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- Overall Attrition by Industry
- Attrition by Sub-Industry · Attrition by Role × Experience
- Attrition Hotspots (City × Role × Experience)
- Job Switching Intent — Overall, by Role, City & Sub-Industry

# OVERALL ATTRITION & ATTRITION BY SUB-INDUSTRY

Section 5.1–5.2 | FY 2025 | [S] = Sourced [E] = Estimated

17.1%

Pharma Overall Attrition

[S: Pharmamanager FY25]<sup>4</sup>

25–35%

Branded Generics (Sales)

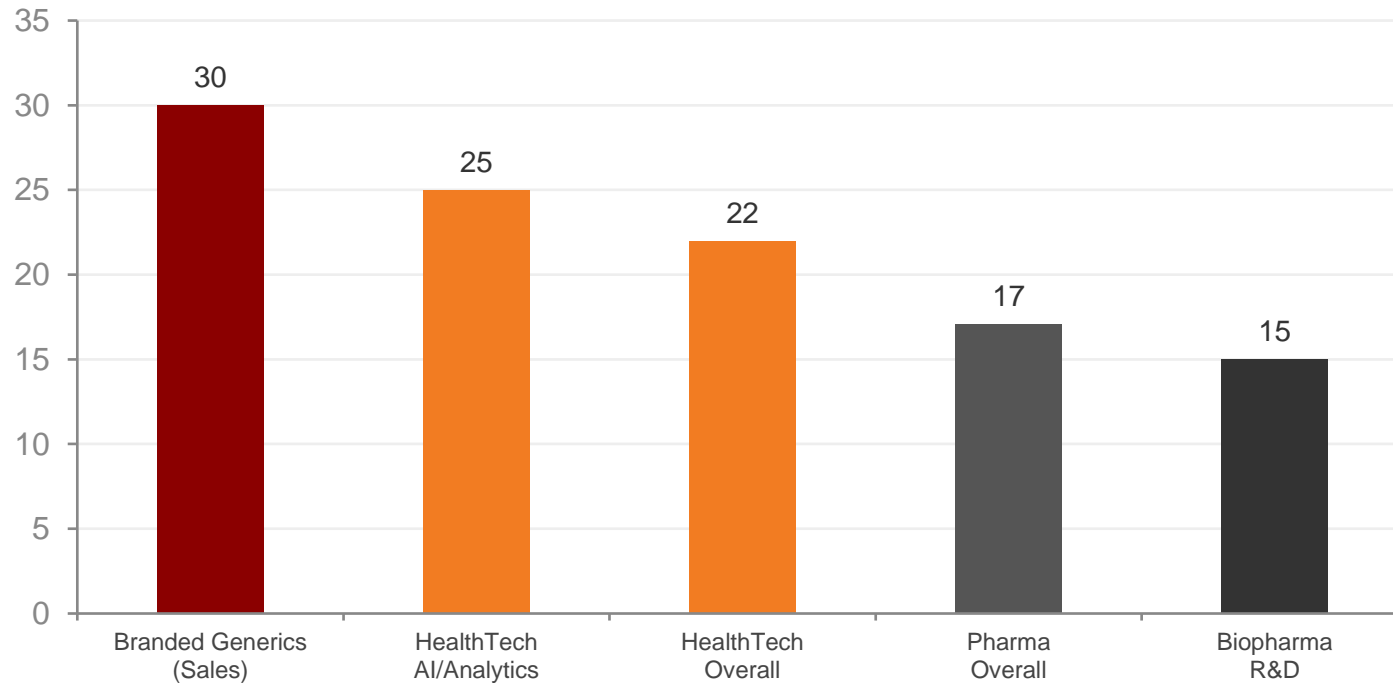
[S: Pharmamanager FY25]<sup>4</sup>

~22%

HealthTech Attrition

[E] Proxy IT/Tech<sup>5</sup>

Attrition Rate by Sub-Industry (%)



Industry	Sub-Industry	Attrition %	Source
Pharmaceutical	Branded Generics	25–35%	[S] <sup>4</sup>
Pharmaceutical	Overall	17.1%	[S] <sup>4</sup>
Pharmaceutical	R&D Scientist (3–7yr)	~15% [E]	[E]
HealthTech	AI/Analytics	~25% [E]	[E] <sup>5</sup>
HealthTech	Overall	~22% [E]	[E] <sup>5</sup>

Risk Levels: LOW <10% | MODERATE 10–20% | HIGH 20–30% | CRITICAL >30%

<sup>4</sup> pharmamanager.in 2026 | <sup>5</sup> LinkedIn HR post 2025 proxy

# ATTRITION BY ROLE × EXPERIENCE & HOTSPOT MAP

Section 5.3–5.4 | [S] = Sourced [E] = Estimated

## ATTRITION BY ROLE × EXPERIENCE

Sub-Industry	Role	Exp Band	Attrition %	Risk Level
Branded Generics	Medical Rep / Sales	0–2 yrs	30–35% [S]	CRITICAL
Branded Generics	Sales (All)	All	25–35% [S]	CRITICAL
HealthTech	Software Engineer	0–2 yrs	~28% [E]	HIGH
HealthTech	Data Scientist	3–7 yrs	~25% [E]	HIGH
Pharmaceutical	R&D Scientist	3–7 yrs	~15% [E]	MODERATE

## KEY ATTRITION DRIVERS

- Sales field pressure & target culture
- Competitor poaching (Branded Generics)
- Tech talent war (HealthTech/AI)
- Limited mid-career growth path
- Location rigidity (Mfg plants)
- Startup culture pull (Bengaluru)

## ATTRITION HOTSPOT MAP

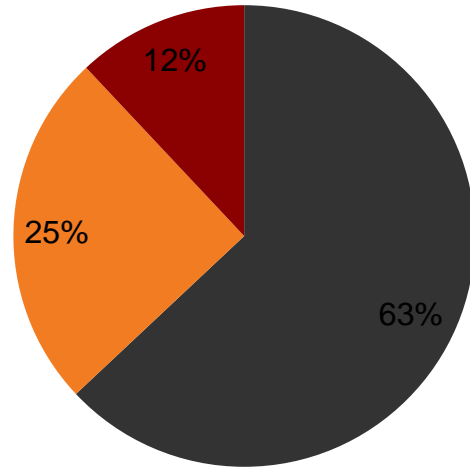
Sub-Industry	City	Role	Exp Band	Attrition %	Risk Level
Branded Generics	Mumbai	Sales	0–2 yrs	30–35%	CRITICAL
HealthTech	Bengaluru	ML Engineer	3–7 yrs	~25% [E]	HIGH
Pharmaceutical	Hyderabad	Manufacturing	All	~18% [E]	MODERATE

<sup>4</sup> pharmamanager.in | <sup>14</sup> economictimes.com | [E] = Estimated from proxy attrition benchmarks

# JOB SWITCHING INTENT

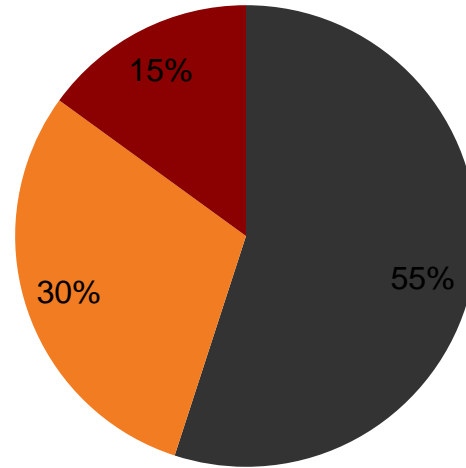
Section 5.5 | By Industry, Role, City & Sub-Industry | FY 2025–26 [E] = Estimated

Pharma — Switching Intent [E]



■ Not Considering (63%)   ■ Open to Opportunities (25%)  
■ Actively Looking (12%)

HealthTech — Switching Intent [E]



■ Not Considering (55%)   ■ Open to Opportunities (30%)  
■ Actively Looking (15%)

Segment	Category	Actively Looking [E]	Open to Opps [E]
Role	Sales Rep	18%	35%
Role	Data Scientist	15%	32%
Role	R&D Scientist	8%	20%
City	Bengaluru	16%	32%
City	Mumbai	14%	28%
City	Hyderabad	13%	26%
City	Tier-2	10%	22%
Sub-Industry	Branded Generics	18%	35%
Sub-Industry	HealthTech AI	17%	33%
Sub-Industry	Biopharma	10%	22%

<sup>4</sup> pharmamanager.in | <sup>5</sup> LinkedIn HR post | <sup>13</sup> pacerecruit.com | <sup>1</sup> Taggd | [E] = Derived: Actively ≈ 2/3 attrition; Open ≈ 1.5x actively

# Get in touch

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