ACRP Clinical Research Career Lattice ™

KEY:

Requires a Clinical Degree

Does NOT require a Clinical or Medical Background or Degree

MAY Require a Clinical or Medical Background or Degree (Depending on institutional policies)

*Nursing, Pharmacy, Physician Assistant, Allied Health, Life Sciences, Psychology related degrees are common but not mandatory

^LVN, LPN, Certified Medical Assistant, Pharmacy / Lab Tech, etc.

Notes:

- There are no industry standard definitions for roles; these are representative, but the actual title and responsibilities will vary by organization. Additionally, the pathways are representative but not exclusive (in other words there could be different entry, transition and advancement pathways within and across roles)
- Other roles exist depending on the size and type of the organization such as clinical trial navigator, clinical research systems / applications specialist, business intelligence specialists, etc. For simplicity, these roles are not included in this illustration however they should be explored further by those interested in a clinical research career
- In addition 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).
- Depending on the size of the organization some of the distinct roles depicted here may be combined into one role (e.g., the CRC may also be the patient recruitment and regulatory specialist and/or different roles may be performed by the same individual.
- The levels or tiers of roles may also very (e.g., assistant, senior, level I, II, etc.)
- There are also many career opportunities with clinical trial service providers / vendors (e.g, central lab, patient recruitment, document, data management, clinical supply companies); in some cases a subject matter expert from the site or sponsor/CRO side may transition to a role with the vendor whereas in other cases, specialists from the vendor may transition to roles at the sponsor or site
- 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.

Common Entry Level Clinical Research Roles

Careers at the Investigative Site

Role Title	Common Alternative Titles	Brief Summary of the Role	Average Salary Ranges ($USD)*
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

Role Title	Common Alternative Titles	Brief Summary of the Role	Average Salary Ranges ($USD)*
Clinical Trial Assistant (CTA)	Clinical Trial Project Assistant (CTPA)	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.	$31,000 – $66,000
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, www.payscale.com, www.glassdoor.com - reflects averages as of July 2020 in the USA