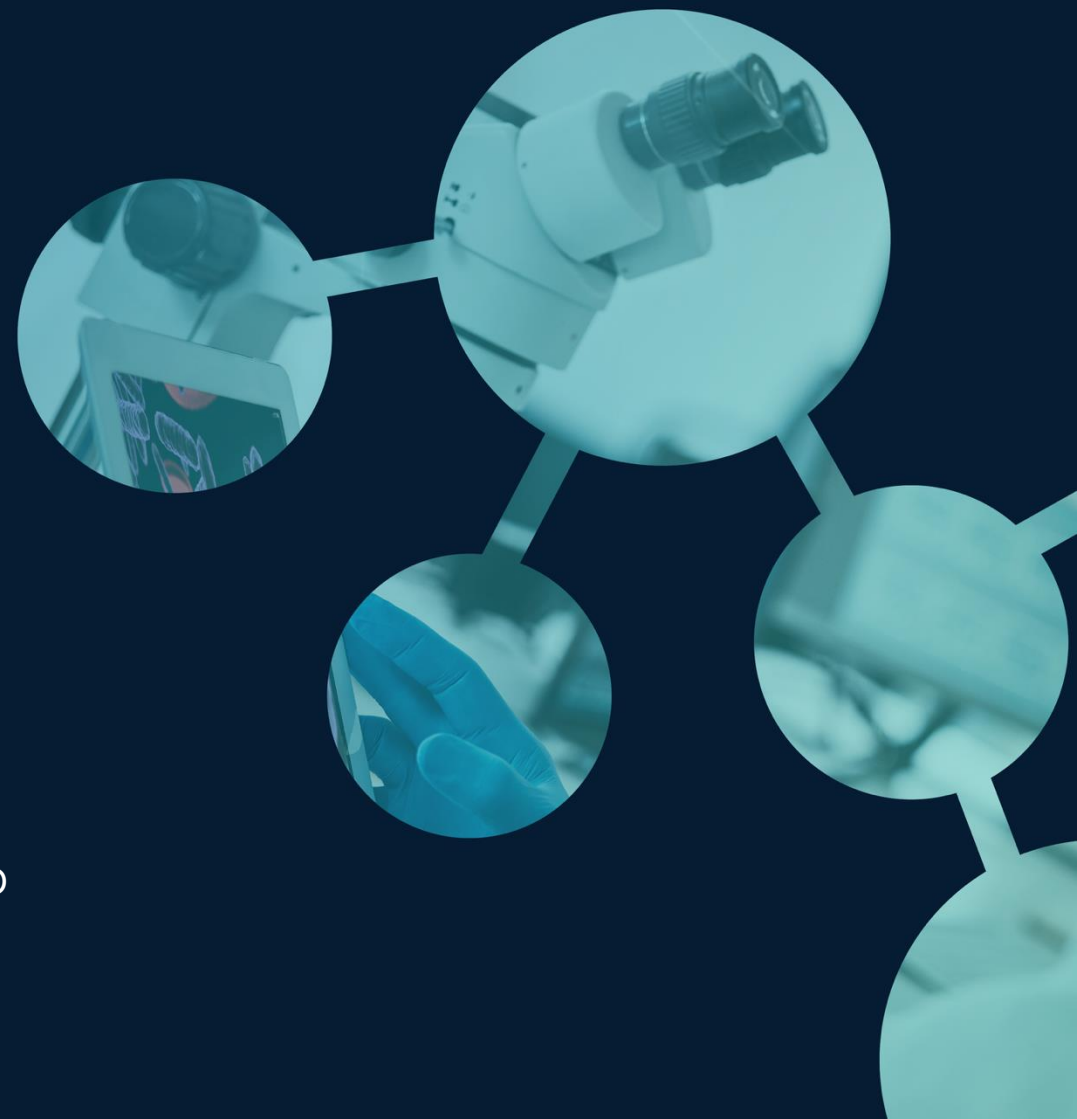# New Jersey

2025 LIFE SCIENCES WORKFORCE TRENDS REPORT:
EVALUATING INDUSTRY TALENT DYNAMICS AMID SLOWER GROWTH AND
RAPID TECHNOLOGY ADVANCES

Life Sciences Industry Job Postings Data for New Jersey

This fact sheet represents a state-specific supplement to the LSWC/TEConomy Life Sciences Workforce Trends report and presents summary information on industry job postings for New Jersey. The data represent the latest four years of unique (non-duplicative) job postings across the life sciences industry and its five major subsectors—agricultural feedstock and industrial biosciences; bioscience-related distribution; medical devices and equipment; pharmaceuticals; and research, testing, and medical laboratories. From January 2021 through December 2024, New Jersey life sciences companies posted a total of 163,769 unique job opportunities.
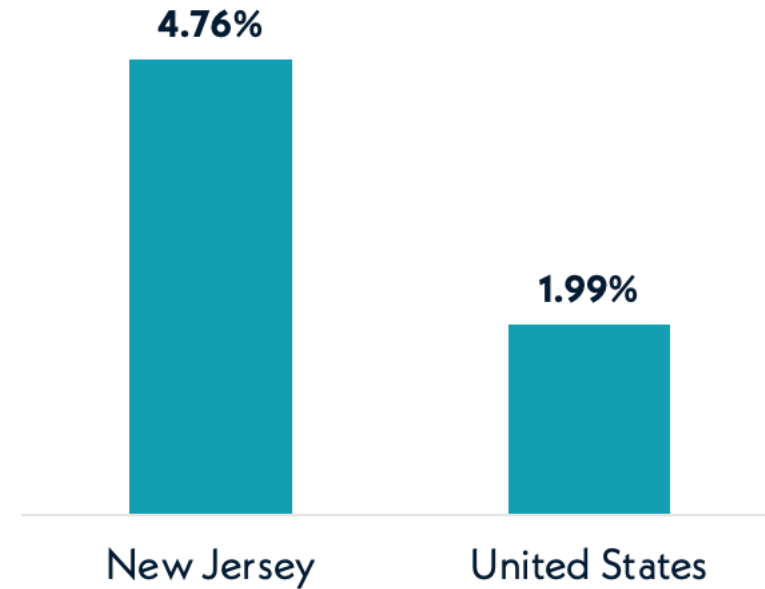
NJ Life Sciences Industry:
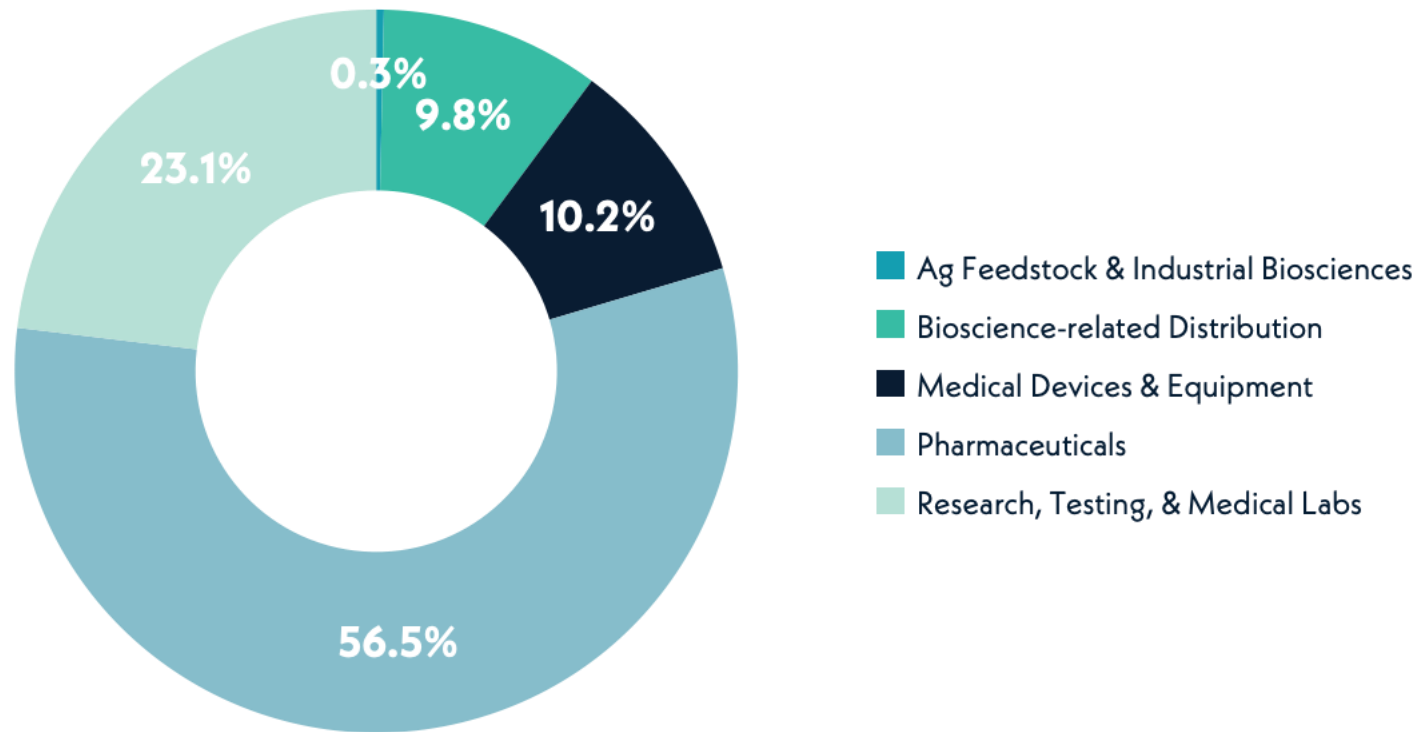# Total Job Postings & Recent Trends, 2021-2024

Trend in Total Unique Job Postings, 2021-2024

- 2021: 41,643
- 2022: 49,572
- 2023: 38,074
- 2024: 34,480
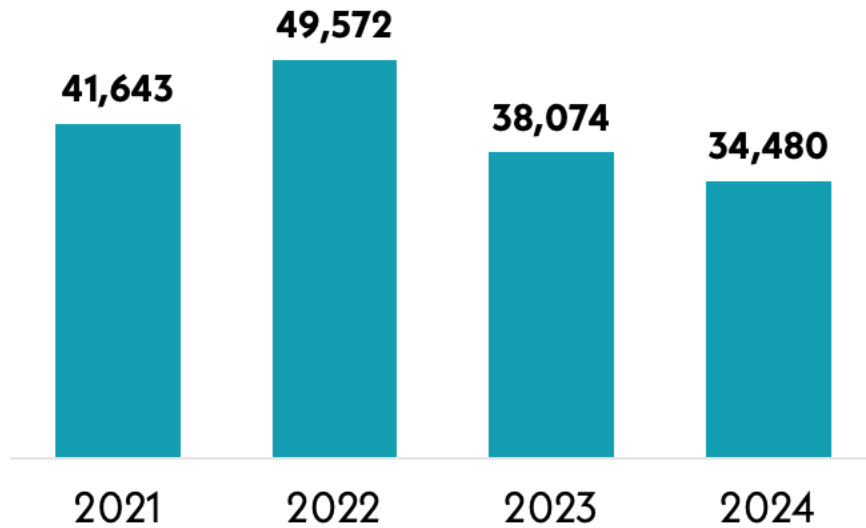
Life Sciences' Share of Total Unique Job Postings, 2021-2024
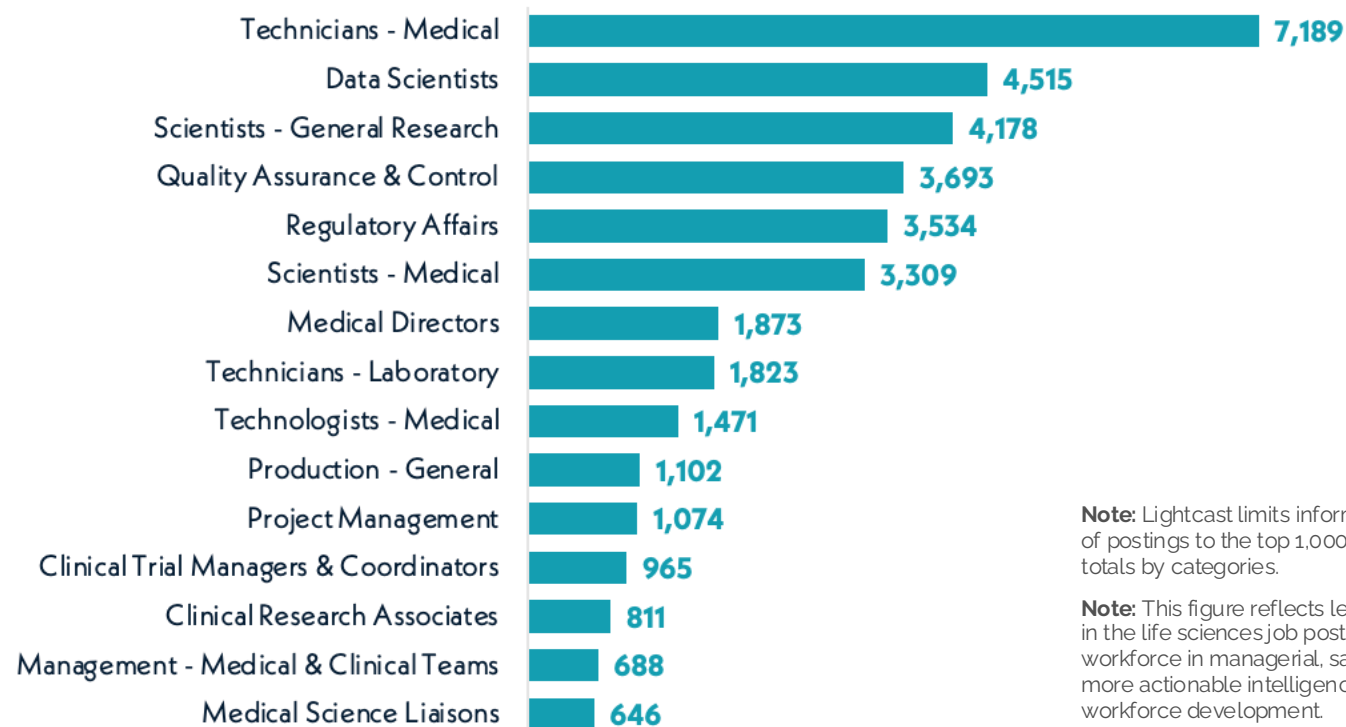
- New Jersey: 4.76%
- United States: 1.99%

Share of Industry Job Postings in NJ by Major Life Sciences Subsector, 2021-2024

Leading NJ Companies in Life Sciences Job Postings, 2021-2024

- Merck & Co.
- Bristol-Myers Squibb
- Johnson & Johnson
- Quest Diagnostics
- Novartis
- Fortrea Inc.
- Labcorp
- Sanofi

- Bausch Health
- IQVIA
- Takeda Pharmaceutical Company
- Thermo Fisher Scientific
- Bayer
- Stryker
- BD

Leading Technical & Production-Related Job Titles/Groupings for NJ Life Sciences Hiring Over Last Four Years

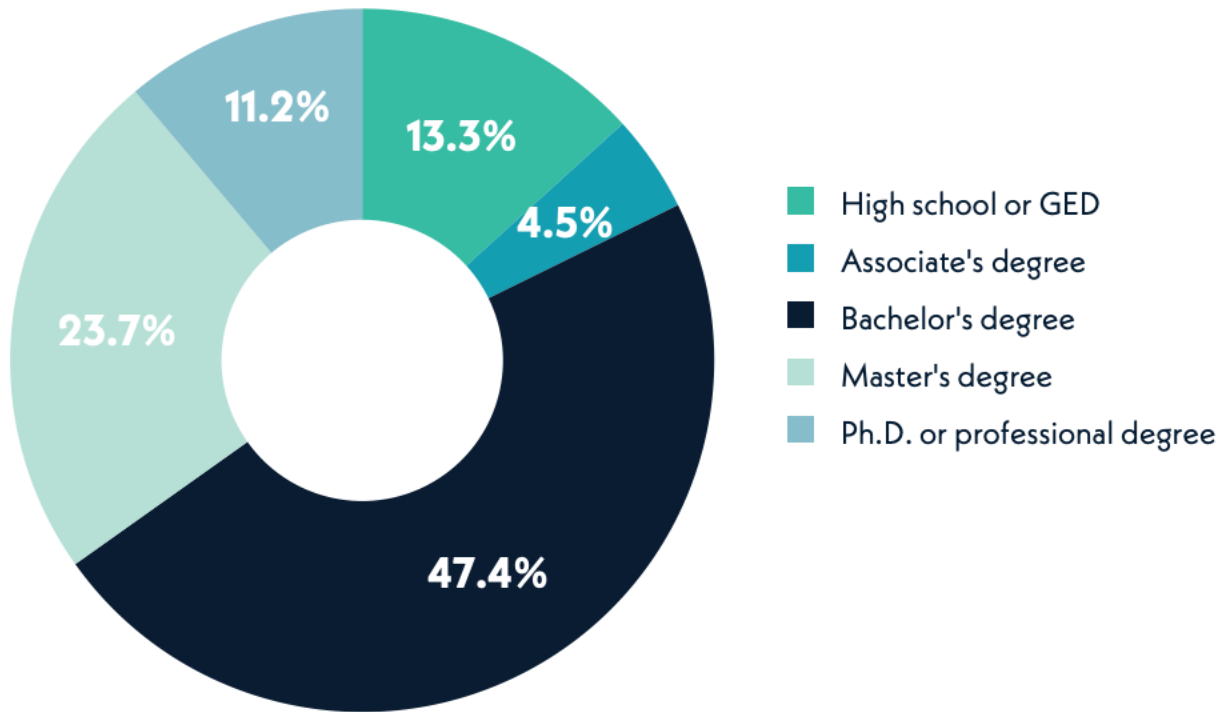| Job Title/Grouping	Postings
Technicians - Medical	7,189
Data Scientists	4,515
Scientists - General Research	4,178
Quality Assurance & Control	3,693
Regulatory Affairs	3,534
Scientists - Medical	3,309
Medical Directors	1,873
Technicians - Laboratory	1,823
Technologists - Medical	1,471
Production - General	1,102
Project Management	1,074
Clinical Trial Managers & Coordinators	965
Clinical Research Associates	811
Management - Medical & Clinical Teams	688
Medical Science Liaisons	646

Note: Lightcast limits information on job titles and corresponding numbers of postings to the top 1,000, limiting the ability to provide comprehensive totals by categories.
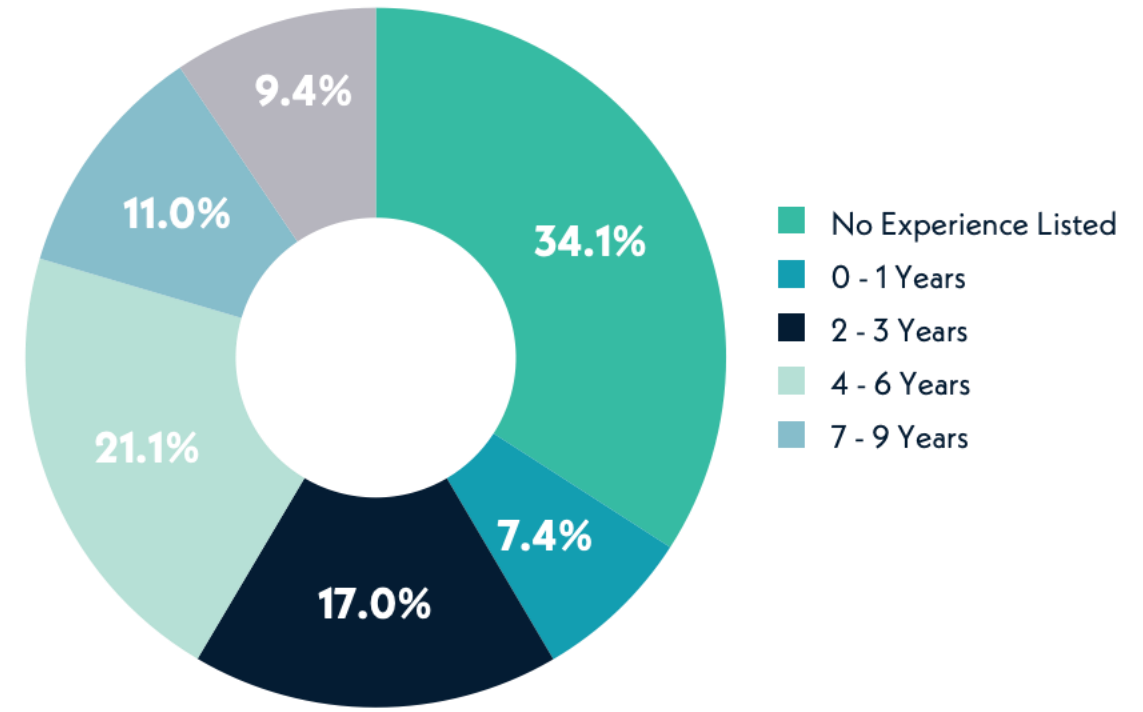
Note: This figure reflects leading job titles in technical and production roles in the life sciences job postings, it excludes large segments of the industry workforce in managerial, sales, and other business functions to focus on more actionable intelligence for life sciences-specific education and workforce development.

Education & Experience Requirements in NJ Life Sciences Industry Job Postings, 2021-2024
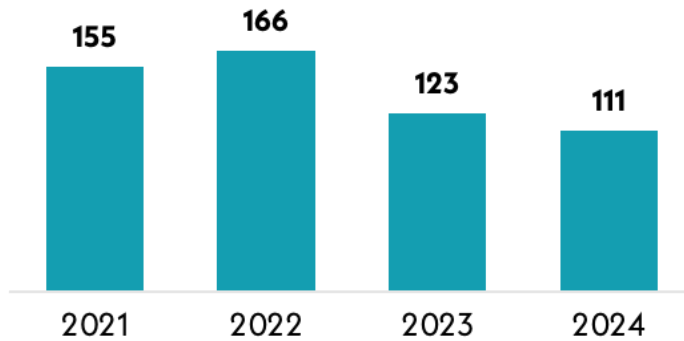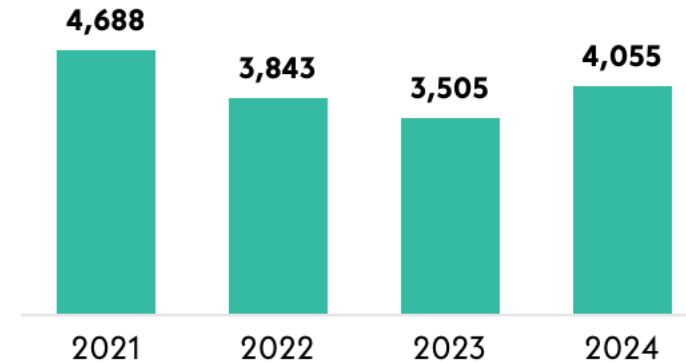
Degree Requirements

- High school or GED — 13.3%
- Associate's degree — 4.5%
- Bachelor's degree — 47.4%
- Master's degree — 23.7%
- Ph.D. or professional degree — 11.2%

Experience Requirements

- No Experience Listed — 34.1%
- 0 - 1 Years — 7.4%
- 2 - 3 Years — 17.0%
- 4 - 6 Years — 21.1%
- 7 - 9 Years — 11.0%
- 9.4%
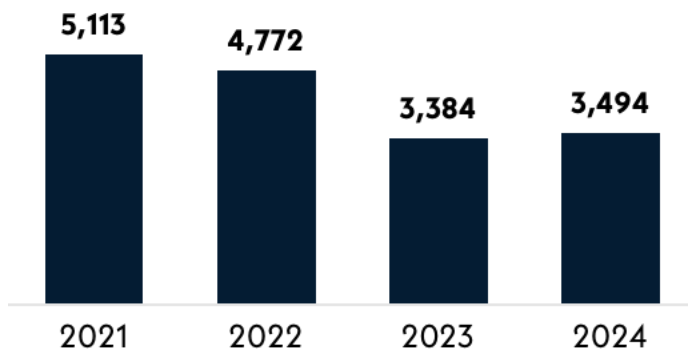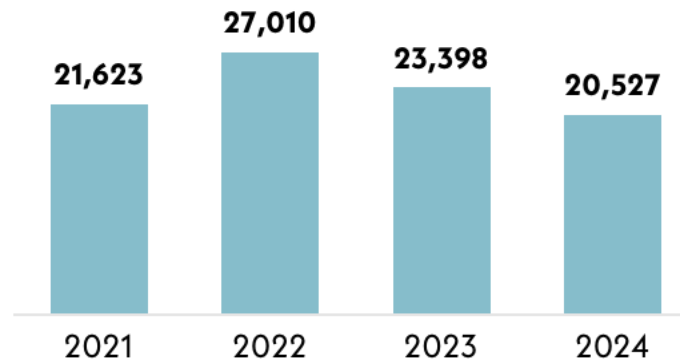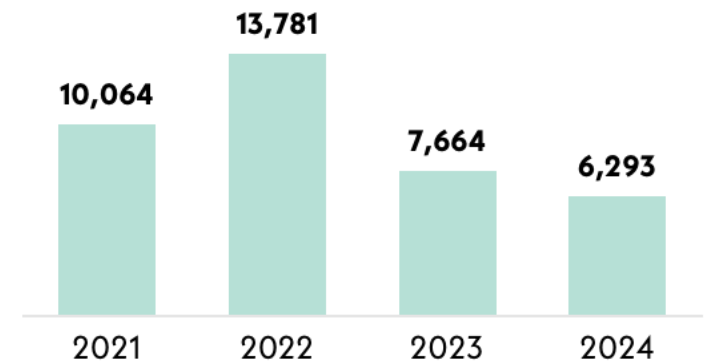
This report is organized across the following themes emerging from the assessment:

The U.S. Life Sciences industry is experiencing lower hiring volumes and a modest overall contraction, though the situation remains mixed across companies, with segments of the industry continuing to grow and announce major new investments. Implications of slower growth and changing demand dynamics include a focus on strategic hires, targeted cost reductions, and investments in existing employees' skills and career development as well as automation. Companies are reporting greater ease in filling key roles.

AI, machine learning, and industrial automation are creating both disruptive opportunities and challenges for the life sciences industry, with significant implications for workforce and talent. Large and leading life sciences companies are more widely integrating these technologies, ahead of their small- and mid-sized counterparts.

Companies are placing a major emphasis on incumbent worker upskilling, reskilling, and other skills training and development in response to ongoing digital transformations and regulatory changes across and throughout the industry's value chain spanning R&D, production, and distribution.

Companies are placing a major and increasing emphasis on engaging students early, supporting STEM education programming, and informing career pathways and connections at all student levels. Work-based learning plays a central role in employer-student connections at postsecondary levels.

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To access the complete national report,
visit https://www.lifesciencesworkforce.org/national-workforce-trends

Source Notes: For a detailed definition of the industries included in each of the major life sciences industry subsectors, see the Appendix to the full report. The data presented in this state fact sheet represent TEConomy Partners' analysis of the Lightcast Job Posting Analytics database in Q1 of 2025 for the detailed industries included in TEConomy's NAICS-based definition of the life sciences industry.

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