

CURRENT RECRUITMENT TRENDS IN THE ENGINEERING SECTOR

Demand currently exceeds supply

The engineering sector in Switzerland is facing a lack of experienced candidates: the number of job openings exceeds the number of experienced engineers, qualified to graduate level, coming onto the job market. This trend is forcing companies to look overseas for suitable candidates.

The Swiss market is especially welcoming to people with international experience, as well as candidates from high-volume industries, such as automotive, or from highly regulated industries including pharmaceuticals, medical technology or even aeronautics.

Overall, demand is greatest for engineers specialising in continuous improvement and quality assurance.



An extended recruitment process

We've observed a lengthening of the recruitment process as employers seek highly specialised profiles. Companies are putting candidates through extra rounds of interviews to assess their soft and hard skills at a deeper level.

As a result, some candidates are abandoning the recruitment process in mid-stream.



Candidates' expectations

We've identified 3 key trends here...

- 1) Today's engineers are generally ready to embark on a new career by transferring their skills to a different industrial sector. They may, however, encounter reluctance among employers to recruit from outside a particular industry.
- 2) Candidates are keen to analyse the 'big picture' when they receive a job offer. Of course, compensation remains important, but it is by no means the only factor. They also tend to evaluate the opportunity for the role to evolve in the future, and will carefully consider the personal fit with their new team and manager.
- 3) As an addendum on compensation, we've noticed that bonuses for technical roles generally depend more on company policy than on individual performance. At present, bonuses are typically between 10% and 20% of fixed salary.



ABOUT US

Michael Page and Page Personnel are part of PageGroup, a leading recruitment firm specialized in permanent and temporary recruitment. We help professionals who are eager to progress in their careers with our unique consultative approach. Our global network, combined with our unrivalled local industry knowledge, give us access to the best opportunities in the market and to the best skilled candidates available.



METHODOLOGY

Our Salary Factsheet benchmarks profiles across Switzerland. The information provided in this survey comes from three different sources: our database with more than 450'000 candidate profiles, various recruitment assignments managed by our consultants who conduct over 30'000 interviews a year, and years of experience within the Swiss market.



Average annual salary in kCHF	Watchmaking / Microtechnic	Pharma / Biotech / Medtech	Food / Chemistry	Machinery / Automation	Electronics / Microelectronics / Optical	Transportation / Energy / Heavy Industry
Operations						
Chief Operation Officer	180-240	180-250	160-200	155-190	150-200	150-180
Director	150-180	160-200	150-170	140-160	150-180	140-160
Health, Safety and Environment						
Director/ Manager	120-150	130-160	135-160	120-140	120-145	120-140
Engineer	70-90	70-80	65-85	65-85	65-80	65-80
Production						
Director	160-200	150-180	150-170	145-170	135-160	135-160
Manager	110-140	115-140	110-135	100-125	105-125	100-120
Engineer	75-95	78-100	65-90	75-95	70-92	68-85
Maintenance						
Manager	90-130	100-140	110-150	100-130	100-130	90-130
Engineer/Technician	60-78	65-80	60-78	65-78	65-85	65-83
R&D						
VP / Director	160-250	160-230	160-220	150-180	140-170	140-160
Manager	130-160	130-160	140-160	120-140	120-145	120-140
Engineer	75-95	78-100	65-90	75-95	70-92	68-85
Quality						
Director	135-175	150-200	140-170	130-160	130-150	125-150
Engineer/Technician	65-75	80-100	65-85	70-90	75-90	65-80
Methods / Industrialisation / Process						
Director	135-150	135-170	130-160	125-150	120-140	125-150
Manager	110-130	120-140	100-130	95-120	95-120	100-125
Engineer/Technician	65-85	70-90	65-75	65-80	65-87	65-85
Project Management						
Director	135-170	145-180	140-180	125-150	130-160	125-150
Engineer/Technician	75-95	75-105	65-85	75-95	75-95	75-90
Other						
Director	80-105	85-110	70-85	80-95	80-95	80-95
Manager	75-100	80-107	65-80	75-90	75-90	75-90
Engineer/Technician	80-105	85-110	70-85	80-95	80-95	80-95
Engineer/Technician	80-105	85-110	70-85	80-95	80-95	80-95

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