MARKET TRENDS: HOW THE INDUSTRY AND TECHNOLOGY MAKE A DIFFERENCE

We are experiencing increased demand for strong professionals, both those with niche technology skills and junior profiles with a higher education background. More and more clients are requiring candidates to offer a combination of IT technical knowledge and business experience/knowledge, ideally within the same industry.

We are seeing significant deviations from the norm in salaries in three major sectors of activity: banking, commodity trading and pharmaceutical/medical device. These three sectors typically pay up to around 20% over and above the top end of the usual market range.

Regarding the niche and/or new technologies that employers increasingly expect candidates to offer, we have identified 4 technological trends that influence salaries:

- Security / Blockchain ↗
- Mobile ↗
- Cloud ↗
- Infrastructure / Support ↘

Location plays a part as well. There is a noticeable gap in salaries between major cities such as Zurich and Geneva and the rest of Switzerland.

CANDIDATES' EXPECTATIONS: IT'S NOT JUST ABOUT THE MONEY

Candidates are generally looking to consolidate their career and to move into positions that represent either a change of sector (to broaden their experience) or a step up in their career.

While compensation is undeniably still key for candidates, other factors influence their decision on whether to take on a new role. The technological environment, the nature of the project or the responsibilities of the role itself carry increasing weight for tech-savvy candidates.

Candidates also expect the workplace to adapt more to their needs, with opportunities for flexible hours and working from home. This is especially the case within the IT development community and can be explained by the fact that many are working as freelance contractors, juggling concurrent projects.

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.

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Average annual salary in CHF	Annual base salary (based on experience in the function)		
	0-5 years	**5-10 years**	**10 years and above**
Senior Management			
Chief Information Officer (CIO)	180'000	220'000	260'000
Chief Information Security Officer (CISO)	150'000	180'000	200'000
Head of IT / IT Director	160'000	200'000	220'000
IT Manager	120'000	160'000	180'000
Project Management			
Project Manager	105'000	120'000	160'000
Program Director	140'000	175'000	200'000
PMO	110'000	120'000	130'000
Business Analyst	90'000	120'000	150'000
Development			
SW Developer / Engineer	70'000	90'000	120'000
Embedded SW Developer / Engineer	90'000	95'000	115'000
Lead Developer	90'000	100'000	120'000
Testing Specialist / QA	95'000	115'000	135'000
Web Development			
Web Developer (Full-Stack / Back-End)	75'000	85'000	95'000
Front-End Developer	70'000	80'000	90'000
Architecture			
Solution Architect	130'000	140'000	150'000
ERP			
ERP Business Analyst	110'000	125'000	140'000
Master Data Analyst	85'000	115'000	125'000
Infrastructure			
System/Network			
DBA	90'000	120'000	140'000
Network / System Administrator (Unix / Linux - Windows)	80'000	100'000	120'000
Network / System Engineer (Cloud, Virtualisation)	90'000	110'000	140'000
Network / System / Security Architect	120'000	130'000	150'000
IT Security			
Security Engineer	120'000	140'000	160'000
Support /Helpdesk			
Helpdesk Specialist (levels 0-1)	65'000	70'000	85'000
Support Engineer / Technical Analyst (levels 2-3)	70'000	85'000	100'000
Desktop Engineer / Technical Analyst	80'000	95'000	105'000
Data Management			
Data Scientist	110'000	130'000	150'000
BI Specialist	110'000	130'000	140'000
Data Analyst	90'000	110'000	120'000