

SALARY DIG STICS GUIDE AND HIRING INSIGHTS FINANCE MARKETING **SWITZERLAND** SALES CONSA INSIGHTS **2022**



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WHAT TO LOOK FORWARD TO IN 2022

by Yannick Coulange, Managing Director for PageGroup Switzerland



Dear Readers,

The good news is that the economy has picked up since the worst of the pandemic, with expected GDP and advertised jobs setting new records. But there are new developments which make attracting and retaining talent increasingly challenging. Accelerated business transformation combined with technological developments has led to a skills shortage in many fields. The pandemic has taken its toll on employees who have undertaken a widespread assessment about priorities. Demographic change is leading to a tightening of the candidate pool, and a record number of employees, 40%, are in the process of quitting their jobs or thinking about doing so according to the latest international research by Microsoft. The term “burn out” is frequently used to cover a range of issues. Based on our experience, the key drivers are a combination of post-lockdown effects and difficulties for leadership to address the situation. For these reasons, attracting and retaining talent has become more complex.

Looking ahead, it is imperative to have upskilling and reskilling programmes in place. According to the World Economic Forum around 40% of workers will require reskilling of six months and CEOs expect that 94% of employees will pick up new skills on the job. The Michael Page Candidate Pulse Studies show that opportunities for training and development are key factors in attracting



Editorial

candidates. Unfortunately, less than half of managers (39%) discuss training with their employees. As a result, they are potentially missing out or losing good candidates.

For employers this means having to embrace a different mindset and being open to fundamentally new ways of doing things. For example, embracing diversity in your recruitment programmes to access all available talent will be a necessity. More than ever, it is important to create an environment where employees feel they are listened to and there is acceptance about showing vulnerabilities – from both managers and employees. Employers need to find out why people want to leave by opening the conversation, employees are more likely to share their concerns, stay and jointly navigate a pathway to change. This is especially important for younger generations who might be intimidated about talking to their managers in this way.

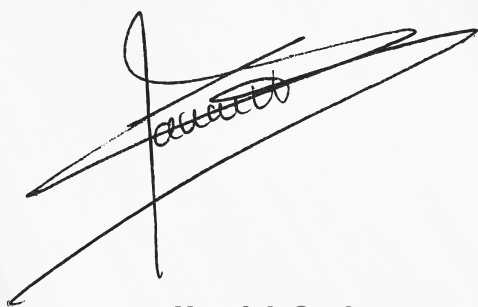
Offering different types of employment will also be critical for attracting and retaining talent. This includes full-time, part-time, interim and temporary work as well as remote, office and hybrid options. Indeed, employers can no longer expect their teams to be back in the office 100% of the time or they risk losing employees in search of more flexibility. Many employees have discovered that they are happy to work on an interim basis. This is a win-win situation enabling employers to quickly scale-up on major projects, with specific expertise and/or cover long absences such as parental leave or sabbaticals.

Attracting and retaining talent will continue to be a challenge in 2022. However, implementing a diverse recruitment strategy, offering a flexible working environment, enabling employees to have authentic conversations about their career plans as well as upskilling and reskilling them, will help you win the war for talent.

In addition to general market trends that seem to emerge in Switzerland in this post pandemic era, our team at Michael Page Switzerland has spent the past year interviewing clients and candidates to identify the new tendencies in terms of skills and salaries for 453 positions across 11 sectors. I hope you find interest and insight in this guide whether it is to make optimal business decisions as an employer or as a chance to assess your value on the job market as a candidate.

Wishing you a great read!

Best Regards



Yannick Coulange



About us

Thanks to our worldwide reknown expertise and more than **40 years of experience**, including 20 specifically on the Swiss market, we help you recruit the **best qualified candidates**. Our local network and reactivity allow us to support your recruitment projects everywhere across Switzerland in a large variety of disciplines.



We answer all hiring needs:
Permanent, Temporary, Interim
Management, Contracting, Payrolling



We are experts in many sectors:
over 15 disciplines represented by our teams



Highly reactive team: An answer within 48h

PAGEGROUP

Michael Page is one of the world's leading professional recruitment consultancies, specialised in the placement of candidates in permanent, contract, temporary and interim positions with clients around the world. The Group has operations in the UK, Europe, Middle East, Africa, Asia-Pacific and the Americas.

Despite our international background, we cater to the needs of global as well as local clients. We offer a bespoke service for every recruitment need, and employ consultants that are specialists in their respective area. Michael Page Switzerland is part of PageGroup. PageGroup recruits for all positions from entry level to executive level and high volume recruitment projects through our 3 brands in Switzerland: Michael Page, Page Executive and Page Outsourcing.

We have offices in the following 3 locations, allowing us to be near our clients and candidates: Geneva, Lausanne & Zurich. Visit our websites www.michaelpage.ch, www.pageexecutive.com and www.pageoutsourcing.com to find out how we can support you with your latest job search, or how our specialised consultants can help you fulfill your recruitment need.

PageExecutive

MichaelPage

PageOutsourcing

About us

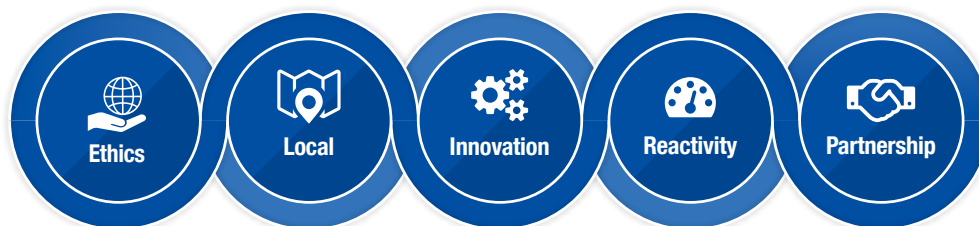
OUR OFFICES



OUR SPECIALIZED TEAMS

- Finance & Accounting
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- Sales Administration & Customer Service
- Public & Non-Profit
- Procurement, Logistics & Supply Chain
- Sales & Marketing
- Digital Marketing
- IT
- Human Resources
- Healthcare & Life Sciences
- Engineering
- Property & Construction

OUR 5 COMMITMENTS



SWITZERLAND'S JOB MARKET IN 2022

POSITIVE GROWTH AMID TRANSFORMATION



According to key economic sources, Switzerland's job market will continue to grow in 2022 while undergoing significant change. The Consensus Forecast from the Economic Research Centre at ETH estimates economic growth at 2.9% in 2022, which is higher than pre-Covid levels. The Michael Page Swiss Job Index shows that the growth trend has already commenced. [Advertised jobs grew by +34.9% between January and October 2021](#). This growth is double that of pre-Covid times.

The workforce transformation will be significant but the level of new types of jobs created will exceed those for which there is limited demand. According to the Deloitte's "Voice of the Workforce Switzerland" study, an average of 41,000 new jobs are created every month in Switzerland compared with 38,000 that disappear and this trend will continue in 2022. Different sectors and job categories will be impacted at varying rates. Planned increases in Swiss-based production capacity, process re-engineering and automation as well as enhanced export markets will continue to drive [strong demand for engineers](#) - especially in the robotics field - [technicians, IT specialists, logistics and supply chain managers](#).

New job categories are also being created. For example, [sustainable advertised jobs](#), such as environmental scientists and bio-fuel traders grew by nearly 10% between January and October 2021 (Source: Michael Page Swiss Job Index). Likewise in the [Healthcare & Lifesciences](#) segment digitised medicine and new regulations associated with enhanced medical technologies are creating new roles.

Meanwhile other jobs are being transformed with technological developments such as process automation and big data analytics. For example, in the field of procurement and supply chain management (PSC), these types of tools are helping managers to improve supply chain resilience in a volatile market. This includes helping them to redesign and better integrate the multiple functions, including logistics, production, procurement, marketing and sales for improved bottom line results. For this reason, [PSC managers and planners](#) with both systems skills and the ability to rethink the PSC processes are in increasing demand.

The unprecedented level of transformation presents opportunities and challenges to employers and candidates alike. Both will face challenges to remain competitive while navigating changing expectations.

Flexibility: the king of benefits

Based on the daily interviews that we conducted over the past year, it is clear that [employers who offer flexible work options attract the best candidates](#). These options include first remote working, hybrid environments, full-time and part-time options as well as the opportunity to work on interim and freelance

bases. Other key factors include work-life balance, training and development opportunities and the ability to work with inspiring management. "Excellent Compensation & Benefits" was ranked fifth in their decision criteria compared to being the first or second variable for job seekers in other European countries, according to LinkedIn's Employer Value Proposition study.

A closer look at company values and employer branding

With sustainability taking center stage, more and more companies dedicate time and resources to redefine their values and vision in order to match today's social and environmental context. Positions in D&I or ESG are emerging within HR teams and priorities are being set into redefining their employer branding as [the company identity now plays a great role to attract candidates](#). This is particularly true for SMEs who struggle to attract top talent when competing with Start-ups and Blue-chip companies.

Our frontline experience also indicates that employer review sites such as Glassdoor and Kununu, are important sources of information for candidates and employees alike. For this reason, we recommend that employers constantly gauge and address their online reputations to ensure that they are attracting top candidates and delivering what they promise. Clearly communicating what makes them unique and why their next great hire would want to join them, will help to shore up their brands.

A new era for temporary and interim contracts

Employers across all sectors and industries seem to have identified Interim as a convenient tool to navigate the pandemic. Opportunities in project management, change management or software implementation have flourished and companies are now integrating temporary workers into their headcount as a long-term solution too.

[The flexibility, fast integration, and external input they bring to the table are now perceived as valuable assets](#).

Interim is also becoming a career choice for many professionals in these post pandemic times. With mental health becoming a priority, some top talents choose exciting projects and moments of breaks in between assignments to focus on themselves. Alternatively, sabbaticals are becoming a sought-after benefit and companies look for interim solutions to be able to provide their permanent employees the flexibility they need.

Project or interim management work is also a way to quickly acquire and build skills. As upskilling and reskilling are now essential for employees, interim roles have become more appealing in the search of a more complete and expert CV. Project management & Interim is one of the largest categories of advertised jobs in Switzerland and grew by 35.1% between January and October 2021 (Source: Michael Page Swiss Job Index). The other good news is that many interim jobs convert to full-time roles.

Sought-after skills and compensation packages in 2022

The 2022 job market outlook is positive but requires careful planning on the part of employers and employees to fully leverage the opportunities. To support this process, the following Michael Page salary guide outlines the most wanted positions, skills and associated compensation packages for all key sectors and over 450 roles. This will enable employers and candidates to take a fact-based approach to implementing their recruitment and career plans respectively.

FROM A CANDIDATE PERSPECTIVE

SWISS CANDIDATES ARE READY FOR THE NEXT NORMAL: EMPLOYERS, ARE YOU?

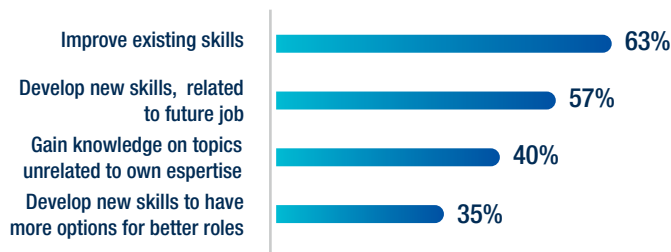


While recruitment slowed down for a while during the pandemic, candidates certainly did not stop thinking about their careers, their skills, and their futures. Michael Page surveyed over 200 job applicants in whole Switzerland to discover their thoughts on the new meaning of flexibility, training & development, and why mental health is now at the forefront of any decision they make.

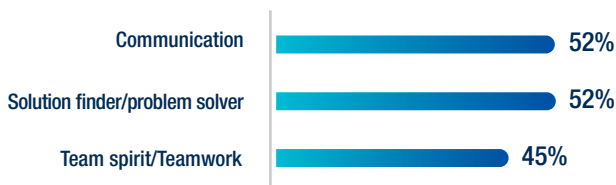
Upskilling & Reskilling:

Candidates are confident in their skills: **91%** think that they have the right skills to compete on today's job market.

That essentially results from the fact that close to 55% of them resorted to training since the pandemic started in order to:

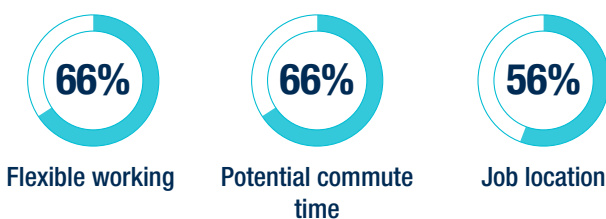


Soft skills training has been a rising interest among candidates who seek to improve their relationships in the work place. The most in-demand soft skills that would benefit training according to candidates are:



Remote work and relocation:

The shift towards a more flexible workstyle is now integrated by candidates and they expect to have access to hybrid working models. They therefore look for jobs with remote working opportunities and make their decision based on the following factors:



However, 51% of candidates in Switzerland are unable to notice a new trend in remote working as part of new jobs publications.

Full remote working seems unlikely for most companies in Switzerland and relocation is still on the table.

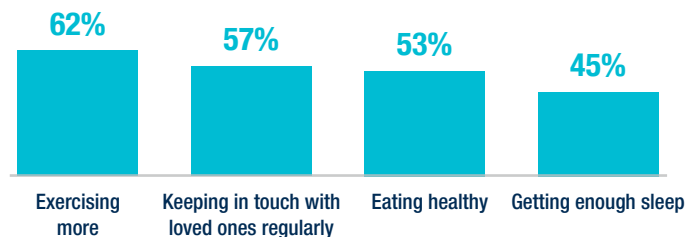
54% of candidates have already or would consider relocating for the following reasons:



On the other hand, those who refuse to relocate seem to be living in an environment that offer a better quality of life close to their family and friends.

Mental Health

Since the beginning for the pandemic: 60% of employees in Switzerland experienced some kind of challenge linked to anxiety, stress, lack of motivation or sleep disturbance. Here is what they decided to do about it:



Companies however are still late in addressing this issue, only 32% of Swiss companies communicate and act upon protecting the mental health of their employees.

Candidates suggest that impactful measures would include:



Salary Study Switzerland 2022

METHODOLOGY

Our salary and trends analysis benchmarks profiles on Start-ups, SME & Blue-Chip organisations with salary data until end of Q3 2021 and bonuses figures of 2020 across the entire territory of Switzerland for entry level up to executive positions. The survey information comes from our database, various search engine assignments and years of experience within the Swiss market. All our salaries may vary +/- 15% according to company's size and location.

OUR EXPERTISE



22,300

interviews led
in 2021

1,440

lives changed in
2021

>700K

candidates in
our Swiss database

2022 is already considered a rebound year for employment in Switzerland. For this exact reason, we place our commitments as leaders in specialized recruitment at the heart of our approach to guarantee the highest quality of service: Reactivity, Proximity, Partnership, Innovation, Ethics & Responsibility.

We pride ourselves on being your trusted partners for your career and your recruitment projects and have worked on gathering in this new salary study all the latest market trends, most wanted profiles for employers and most wanted benefits from candidates sector per sector expected in 2022 in Switzerland.

All salaries listed are fixed annual salaries in local currency (CHF). Bonuses (when applicable) are listed in percentages.

TRENDS BY SECTOR



Finance & Accounting

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- The demand of talent is still high within SMEs & Start-ups while Bluechip companies are progressively getting back on the job market
- The top recruiting industries are the following: Healthcare, Technology, Not-for-profit and Manufacturing
- Applicants have the upper-hand and get to choose their employer. They therefore have the opportunity to negotiate a better salary. Companies are now competing over top-caliber talents.
- Hiring managers in Finance are exploring more and more temporary positions and Interim management solutions

MOST IN-DEMAND SKILLS OR EXPERIENCE

-  Diversified experience incl. SME & local companies
-  New opportunities for Data Analytics & BI Experts
-  IT & technical skills valued in accounting
-  Professional interim profiles wanted

MOST WANTED BENEFITS TO ATTRACT TALENT

-  Flexible working environment (part-time, work life balance, home office, flexible benefits...)
-  Salary increases are making a comeback
-  Company strategy/business impact and influence

MOST WANTED POSITIONS

-  Financial / Manufacturing / Business Controllers with BI skills
-  Qualified Accountants (Brevet Federal, Fachausweis / CPA)
-  Generalist Finance & Administration Managers for Start-ups & SMEs



Finance & Accounting

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

SMALL & MID SIZED ENTERPRISES (SME)				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Finance Director	150'000	190'000	230'000	15-30%
Head of Controlling	130'000	170'000	200'000	10-20%
Finance & Accounting Manager	110'000	140'000	150'000	10-20%
Chief Accountant - Team leader	100'000	120'000	140'000	5-10%
Business / Manufacturing controller	85'000	120'000	140'000	5-10%
Financial Controller	85'000	110'000	130'000	5-10%
Accountant - Sole contributor	80'000	100'000	115'000	5-10%
Business / Financial Analyst	75'000	95'000	115'000	0-15%
Junior/ Assistant accountant	60'000	70'000	80'000	0-5%

AUDIT & FIDUCIARIES				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
External Auditor - Big 4 - Mgr / Senior Mrg	115'000	130'000	160'000	10-20%
External Auditor - Big 4 - Assistant / Senior / Assistant Mgr	75'000	85'000	105'000	0-10%
Assistant Accountant	54'000	60'000	70'000	0-5%
Senior Fiduciary Accountant	85'000	100'000	120'000	0-5%
Fiduciary Accountant	65'000	80'000	90'000	0-5%
Tax Specialist	80'000	90'000	110'000	5-10%

BLUECHIPS / MULTINATIONALS				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
SENIOR LEADERSHIP				
Chief Financial Officer	280'000	360'000	420'000	30-60%
VP Finance / Controlling	250'000	300'000	350'000	25-50%
Regional Finance Director	200'000	240'000	280'000	20-40%
Group Financial Controller	180'000	230'000	280'000	15-30%

ACCOUNTING ROLES				
Consolidation Manager	130'000	150'000	160'000	5-15%
Accounting Manager	120'000	140'000	160'000	5-15%
Senior Accountant	95'000	115'000	130'000	5-10%
GL Accountant	80'000	95'000	110'000	0-5%
AP / AR Accountant	70'000	80'000	90'000	0-5%

FINANCIAL PLANNING / CONTROLLING ROLES				
Financial Controlling Manager / Group Controller	160'000	195'000	230'000	10-20%
Financial Planning & Analysis (FP&A) Manager	140'000	150'000	180'000	15-25%
Financial Controller	110'000	130'000	150'000	10-20%
Manufacturing Controller	85'000	110'000	140'000	10-20%
FP&A/Business Analyst	90'000	105'000	130'000	5-10%

AUDIT				
Head of Internal Audit - Compliance	180'000	220'000	260'000	15-20%
Internal Audit Manager	130'000	140'000	150'000	10-20%
(Senior) Internal Auditor	90'000	105'000	120'000	10-20%

TAX AND SPECIALIST ROLES				
Tax Director	200'000	230'000	270'000	20-40%
Tax Manager	140'000	160'000	180'000	10-25%
VAT Manager	130'000	150'000	160'000	5-15%
Tax Specialist / VAT Specialist	85'000	100'000	120'000	5-15%
Transfer Pricing Specialist	100'000	125'000	150'000	5-15%
Group Treasurer	180'000	220'000	280'000	20-40%
Treasury Manager	120'000	140'000	160'000	10-20%
Treasury Analyst	85'000	110'000	120'000	5-15%
Credit Manager	100'000	120'000	130'000	5-15%
Credit / Cash collection	70'000	80'000	90'000	0-5%
Payroll Specialist	85'000	98'000	110'000	5-10%
Project Finance Manager	130'000	145'000	160'000	10-20%

Banking & Financial Services

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- Recruitment **opportunities in Fintech and asset management** companies in spite of the crisis
- Usage of **new tools and softwares**, such as Data Crunching, become more popular
- **Neobanks are increasing** with roles such as Business Development, Client advisory or Investment platform managers
- Trends emerging in sustainable investment and more importance is given to company cultures in general
- Despite the low impact of the sanitary crisis on the banking sector, salaries are not expected to fluctuate drastically
- **Regulatory topics** are now taking center stage including for front office positions

MOST IN-DEMAND SKILLS OR EXPERIENCE


 **Hybrid profiles combining responsibilities**
(2 jobs in 1, e.g. banking & IT; programming VBA, Python, Excel Macros etc.)

 **German Speaker** (incl. in Romandie)

 **Ability to assess new products/services**
(e.g. Fintech)

 **Regulatory know-how and experience**


MOST WANTED BENEFITS TO ATTRACT TALENT

 **Flexible working environment**
(part-time, work life balance, home office, flexible benefits...)

 **Development possibilities**

MOST WANTED POSITIONS

 **Legal & Compliance Representatives**
(Counsel, Experts, Officers etc...)

 **Front Office Positions**
(Junior RM, Assistant RM, Sales/BD)

 **Finance Positions** (Accountants, Controllers etc...)



Banking & Financial Services

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

ASSET MANAGEMENT				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
INVESTMENT ANALYSIS/RESEARCH				
Fundamental Analyst	125'000	150'000	200'000	25%
Quantitative Analyst	115'000	145'000	160'000	20%
Economist	120'000	150'000	190'000	25%
PORTFOLIO MANAGEMENT				
Portfolio Operations Specialist	80'000	95'000	115'000	10%
Client Reporting Specialist	110'000	125'000	140'000	10%
Junior Portfolio Manager	90'000	110'000	130'000	20%
Equity Portfolio Manager	130'000	160'000	220'000	30%
Fixed Income Portfolio Manager	140'000	170'000	225'000	25%
Portfolio Manager Multiasset Class	140'000	170'000	220'000	30%
Quantitative Portfolio Manager	160'000	190'000	240'000	40%
INVESTMENT MANAGEMENT				
CIO / Chief Investment Officer	220'000	320'000	450'000	60%
Execution/Trading	125'000	140'000	160'000	20%
Investment Advisor	130'000	160'000	200'000	30%
Manager Selection	120'000	140'000	180'000	25%
RFP Specialist	100'000	130'000	150'000	10%
Investment Support (Marketing/RFP/CRM)	90'000	100'000	120'000	5%
SALES (INSTITUTIONAL & WHOLESALE)				
Sales Assistant / Support	80'000	95'000	100'000	5%
Whole Sales	130'000	160'000	200'000	30%
Institutional Sales (traditional asset classes)	140'000	170'000	220'000	35%
Structured Products Sales	140'000	190'000	240'000	40%
Sales Alternative Investments	160'000	220'000	280'000	50%
Head Institutional Sales	200'000	250'000	330'000	50%
PRIVATE EQUITY / PRIVATE MARKETS				
Analyst	85'000	100'000	120'000	30%
Associate	125'000	130'000	160'000	40%
Investment Manager	150'000	175'000	210'000	50%
Investment Director	180'000	200'000	250'000	65%
Managing Director	240'000	280'000	350'000	80%

INVESTMENT BANKING				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
M&A ADVISORY				
Analyst	80'000	100'000	120'000	30%
Associate	120'000	135'000	170'000	45%
Vice President	150'000	175'000	200'000	50%
Director	180'000	220'000	250'000	65%
Managing Director	240'000	280'000	350'000	90%
TRUST				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
TRUST MANAGEMENT				
Trust Accountant	90'000	100'000	110'000	5%
Trust Officer	110'000	115'000	125'000	10%
Trust Manager	130'000	140'000	160'000	20%
Trust Director	150'000	170'000	200'000	25%
PRIVATE BANKING				
COMBINING	MIN	AVERAGE	MAX	BONUS
RELATIONSHIP MANAGEMENT				
Relationship Manager Assistant	80'000	95'000	120'000	5%
Junior Relationship Manager	95'000	110'000	130'000	15%
Relationship Manager (Farmer)	120'000	140'000	160'000	35%
Relationship Manager (Hunter)	165'000	220'000	320'000	45%
Team Head Private Banking	170'000	200'000	220'000	50%
Head Private Banking	250'000	340'000	500'000	70%
Wealth Planner	150'000	180'000	210'000	15%
CORPORATE & RETAIL BANKING				
COMBINING	MIN	AVERAGE	MAX	BONUS
RELATIONSHIP MANAGEMENT				
Relationship Manager Assistant	70'000	85'000	100'000	5%
Relationship Manager Retail Clients	80'000	100'000	120'000	15%
Branch Manager Retail	120'000	135'000	155'000	15%
Relationship Manager SMEs	120'000	145'000	160'000	15%
Relationship Manager Large & Mid caps	150'000	180'000	220'000	20%
Senior Relationship Manager Multinationals	180'000	210'000	240'000	35%
Managing Director (Corporate Banking)	240'000	280'000	340'000	45%

Banking & Financial Services

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

CORPORATE FUNCTIONS				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
LEGAL & COMPLIANCE				
Junior Compliance Officer	80'000	90'000	100'000	10%
Compliance Officer	100'000	125'000	160'000	15%
Head of Compliance	185'000	220'000	250'000	20%
Legal Counsel	140'000	170'000	200'000	25%
Head Legal / Chief Legal Counsel	200'000	250'000	330'000	30%
FINANCE & ACCOUNTING				
Accountant	85'000	100'000	120'000	5%
Senior Accountant	110'000	130'000	150'000	15%
Head of Accounting	140'000	160'000	185'000	20%
Financial Controller	120'000	140'000	160'000	25%
Finance Director	170'000	190'000	250'000	25%
RISK & CONTROL				
Internal Auditor	130'000	145'000	170'000	15%
Head of Internal Audit	180'000	210'000	240'000	20%
Risk Manager (Market, Credit, Operational)	130'000	150'000	190'000	30%
OPERATIONS				
Back Office (Cash/Settlement/Reconciliation)	85'000	95'000	115'000	-
Operations Manager	100'000	120'000	140'000	10%
Head of Operations	140'000	160'000	180'000	15%
TAX				
Tax Manager	130'000	145'000	170'000	15%
Tax Director	185'000	235'000	280'000	20%
DATA / BUSINESS MANAGEMENT				
Business Intelligence	110'000	135'000	160'000	5%
Business Analyst	110'000	135'000	160'000	5%



Human Resources

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- Job opportunities emerging for **Talent Acquisition Specialists and HR Business Partners** with strong generalist background
- **Temporary, Interim and Contracting jobs** seem to have **noticeably increased**. HR Professionals also offer consulting services
- Companies are focusing their HR efforts in offering a **360 positive employee experience** from attracting talent to offboarding employees
- HR now participate clearly in the definition of the employer branding through the communication of **strong core values and company culture**
- **Technology plays a larger part in HR processes** through people analytics and process digitalization

MOST IN-DEMAND SKILLS & EXPERIENCE



HR BP with a generalist background



Language skills in German, English and French



Talent acquisition skills



Strong business partnering skills and ability to plan & anticipate



Data literacy

MOST WANTED BENEFITS TO ATTRACT TALENT



Company reputation



Flexible working: Home office, part time and job sharing



Autonomous / Impactful HR



HR policies with a focus on people

MOST WANTED POSITIONS

1

Talent Acquisition Specialist

2

HR Generalist

3

German speaking HR Manager



Human Resources

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

MULTINATIONAL COMPANY				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Senior Vice President / Chief HR Officer	320'000	370'000	420'000	40-50%
Vice President HR	240'000	280'000	320'000	30-40%
HR Director - Head of HR	180'000	230'000	280'000	25-35%
Global HR Business Partner	160'000	200'000	240'000	–
HR Business Partner EMEA / People & Culture Mngr	130'000	155'000	180'000	–
HR Generalist	90'000	115'000	130'000	–
HR Assistant	70'000	80'000	90'000	–

COMPENSATION & BENEFITS				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Director	180'000	230'000	280'000	25-30%
Manager	130'000	170'000	180'000	–
HR Operations Manager	110'000	135'000	155'000	–
Payroll Manager	110'000	130'000	150'000	–
Specialist	100'000	120'000	130'000	–
HRIS Specialist	90'000	120'000	150'000	–
HR Operations Specialist	90'000	110'000	115'000	–
Mobility Specialist	90'000	100'000	120'000	–
HR Controller	90'000	100'000	110'000	–
Payroll Specialist	90'000	100'000	115'000	–

TALENT ACQUISITION				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Director	180'000	210'000	240'000	25-30%
Manager	130'000	150'000	180'000	–
Specialist	90'000	110'000	130'000	–

TALENT DEVELOPMENT				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Director	160'000	195'000	230'000	25-30%
Change Management / Organisational Development Manager	150'000	180'000	220'000	–
Manager	120'000	140'000	180'000	–
Specialist	90'000	110'000	130'000	–
Diversity & Inclusion Specialist	90'000	100'000	110'000	–
Employee Experience Manager	90'000	110'000	125'000	–

SMALL & MEDIUM SIZE COMPANIES				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
HR Director	140'000	180'000	220'000	25-30%
HR Manager / Local HR Business Partner	120'000	140'000	160'000	–
Payroll Manager	100'000	115'000	140'000	–
HR Specialist / HR Generalist	85'000	110'000	120'000	–
Recruiter	75'000	100'000	120'000	–
HR Assistant	70'000	80'000	85'000	–

Engineering & Manufacturing

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- Many companies are looking for their **core sector expertise** together with **technology knowledge and interest** (data, digitalization...) in order to support the 4.0 transition
- Need for candidates with solid experience and specific expertise with **adaptable and problem-solving mindset** allowing them to evolve in a versatile environment
- Candidate attraction is key in this recovering market moment. It is important for organisations to present their global and local **vision, purpose and ambition**
- Most of the organisations are involved in their smart work policy. The way they will adapt to the new flexibility reality will be a key topic in 2022
- Local and global searches: even if the priority is to consider candidates from the region, the need for specific skills might require to **extend the search beyond borders**

MOST IN-DEMAND SKILLS & EXPERIENCE

-  **Passion, commitment & maturity**
(down to earth mindset)
-  **Mix between technical expertise and growing & leadership potential**
-  **Interested in the industry 4.0 trends: data management, digitalization...**
-  **Ability for engineers and technicians to connect and collaborate with stakeholders**

MOST WANTED BENEFITS TO ATTRACT TALENT

-  **Visibility for career progression**
-  **Smart work and home office policy**
-  **Clear, agile & transparent decision making processes**
-  **Well defined and established integration and training program**

MOST WANTED POSITIONS

- 1** Industrialization Project Manager
- 2** Quality Management
- 3** Production Manager



Engineering

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

PRODUCTION

JOB TITLE	MIN	AVERAGE	MAX
Director	140'000	165'000	200'000
Team Leader	100'000	115'000	140'000
Engineer	85'000	95'000	115'000
Technician	70'000	78'000	90'000

MAINTENANCE

JOB TITLE	MIN	AVERAGE	MAX
Director	110'000	150'000	200'000
Team Leader	100'000	115'000	130'000
Engineer	80'000	105'000	120'000
Technician	70'000	82'000	95'000
Field Service Engineer	80'000	107'000	120'000

R&D / INNOVATION

JOB TITLE	MIN	AVERAGE	MAX
Director	140'000	160'000	200'000
Team Leader	120'000	127'000	140'000
Engineer	80'000	90'000	120'000
Technician	65'000	82'000	90'000

QUALITY & EHS

JOB TITLE	MIN	AVERAGE	MAX
Director	130'000	155'000	190'000
Team Leader	110'000	120'000	140'000
Engineer	85'000	95'000	120'000
Technician	65'000	71'000	90'000

INDUSTRIALIZATION / PROCESS ENGINEERING / INDUSTRY 4.0

JOB TITLE	MIN	AVERAGE	MAX
Director	140'000	160'000	200'000
Team Leader	110'000	125'000	150'000
Engineer	75'000	95'000	110'000
Technician	65'000	78'000	90'000

PROJECT MANAGEMENT

JOB TITLE	MIN	AVERAGE	MAX
Director	150'000	170'000	200'000
Manager	110'000	130'000	150'000
Engineer	80'000	105'000	120'000



Sales & Marketing

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- **Digital Marketing and e-commerce** related positions have benefited from the crisis to the detriment of operational positions
- **Sales positions** are still in high demand in a **candidate driven market** with low availability of skilled Business Developers profiles
- The accelerated digitalization of companies in 2020 led to the **internalization of digital marketing functions**
- New demand for **skills related to content**: Copywriting, SEO, SEM, but also for communication specialists especially in internal communication
- Candidates are hard to convince. They receive multiple offers at the same time

MOST IN-DEMAND SKILLS & EXPERIENCE

SALES



Product/Service knowledge and prospecting skills



Softskills such as adaptability and resilience



Industry knowledge with relevant network



Trilingual profiles

MARKETING



Trend towards holistic marketing experience



Digital experience with recognised qualifications

MOST WANTED BENEFITS TO ATTRACT TALENT



Flexibility such as home office



Growth and long-term perspective



Specific trainings to improve skills



Compensation package: Salary, holidays, car, etc

MOST WANTED POSITIONS

1

Trilingual Sales/Key Account Managers

2

Communication Specialist (content, copywriting, internal communications... with specific languages)

3

General Digital Marketing specialist / E-Commerce managers (CMS, SEO, SEA, content, acquisition...)

Sales & Marketing

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

SALES				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
IT				
Business Development Mngr / Account Executive	70'000	90'000	120'000	20-50%
Sales Manager (bilingual or trilingual)	90'000	110'000	160'000	10-30%
Sr Business Development Manager	170'000	190'000	210'000	20-50%
Sales consultant	170'000	190'000	210'000	30-40%
Key Account Manager	90'000	110'000	130'000	10-30%
Sales Engineer / Technical Sales	90'000	110'000	130'000	10-30%
Sales Director	140'000	190'000	240'000	20-40%
MANUFACTURING				
Sales Representative / Account Manager	80'000	100'000	110'000	10-30%
Sales Mngr / Area Sales Mngr (bilingual or trilingual)	100'000	130'000	150'000	10-30%
Business Development Manager	80'000	100'000	120'000	10-30%
Key Account Manager	100'000	125'000	140'000	10-30%
Sales Engineer / Technical Sales	90'000	110'000	120'000	10-30%
Sales Director	140'000	180'000	200'000	20-40%
CONSUMER GOODS				
Sales Representative / Account Manager	75'000	85'000	100'000	10-30%
Sales Manager / Area Sales Mngr (bilingual or trilingual)	70'000	120'000	150'000	10-30%
Business Development Manager	80'000	105'000	110'000	10-30%
Key Account Manager	80'000	110'000	120'000	10-30%
Sales Director	130'000	150'000	180'000	20-40%
BUSINESS SERVICES / CONSULTING / AGENCIES				
Account Manager	75'000	95'000	110'000	10-30%
Sales Mngr / Area Sales Mngr (bilingual or trilingual)	100'000	110'000	130'000	10-30%
Business Development Manager	80'000	105'000	140'000	10-30%
Key Account Manager	90'000	115'000	140'000	10-30%
Sales Director	140'000	150'000	180'000	20-40%

MARKETING & COMMUNICATIONS				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Marketing Assistant / Coordinator	70'000	75'000	85'000	0-20%
Product / Brand Manager	80'000	100'000	130'000	0-20%
Market Analyst / Research & Business Intelligence	80'000	85'000	100'000	0-20%
Trade Marketing	80'000	100'000	140'000	0-20%
Marketing Manager	100'000	120'000	150'000	0-30%
Head of Marketing	120'000	150'000	160'000	0-30%
Communications Manager	80'000	110'000	120'000	0-20%
PR Manager / Public Affairs	80'000	95'000	130'000	0-5%
Event Manager	70'000	100'000	120'000	0-5%
DIGITAL MARKETING				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Digital Marketing Coordinator	65'000	80'000	95'000	0-20%
Sales Mngr / Area Sales Mngr (bilingual or trilingual)	70'000	95'000	115'000	0-20%
CRM Manager	80'000	100'000	120'000	0-20%
Media Planner / Buyer	80'000	100'000	120'000	0-20%
E-Commerce Manager	80'000	115'000	140'000	0-20%
SEO / SEA / SEM Specialist	70'000	80'000	90'000	0-20%
Influencer Marketing Manager	85'000	95'000	110'000	0-20%
Content Marketing / Copywriting (bilingual or trilingual)	70'000	80'000	110'000	0-20%
Head of Digital Marketing	110'000	130'000	170'000	0-30%
EXECUTIVE				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Chief Digital Officer (CDO)	160'000	230'000	300'000	20-40%
Chief Marketing Officer (CMO)	180'000	215'000	250'000	20-30%
Chief Sales Officer (CSO)	200'000	240'000	280'000	30-60%
Head Sales & Marketing	220'000	270'000	320'000	30-80%
Country Manager (MD)	180'000	215'000	250'000	20-50%
Head Product Management	180'000	205'000	230'000	20-30%

Procurement & Supply Chain

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- **Flexibility and agility** in supply chains (omni-channel approach, digitalisation, intelligent forecasting, control towers)
- Efficient & alternative sourcing to answer increasing demand for in-shoring
- Further commitment to **sustainable supply chains** (focus areas: in-sourcing, logistics, and production)
- **Ongoing talent shortage** due to increasing supply chain complexity resulting in more opportunity for temporary assignments
- Increasing need to benchmark, optimize and develop supply chain management
- **Salary inflations** experienced over the past years are **now stabilizing** to fit the market reality

MOST IN-DEMAND SKILLS & EXPERIENCE



Engineering background for Supply Chain Management roles



Profiles with ERP integration skills



Trilingual candidates (especially in customer service)



International experience

MOST WANTED BENEFITS TO ATTRACT TALENT



Flexibility



Smart work-space setup



Further personal development opportunities



Growth and long-term perspective

MOST WANTED POSITIONS



Customer Service and Logistics Coordinators



Sourcing Professionals (e.g. Category and Commodity managers)



Business Intelligence and Data Analysts



Procurement & Supply Chain

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

FMCG / FOOD / RETAILS			
JOB TITLE	MIN	AVERAGE	MAX
PURCHASING			
Procurement Coordinator	70'000	80'000	95'000
Operational / Technical Buyer	85'000	90'000	110'000
Strategic Buyer	100'000	110'000	125'000
Category / Commodity Manager	130'000	140'000	180'000
Procurement Manager	130'000	140'000	160'000
Procurement Director	160'000	200'000	240'000+
Procurement Vice President (VP) / Head of Procurement	220'000	230'000	290'000+
SUPPLY CHAIN			
Master Data Analyst	75'000	85'000	95'000
Logistics Coordinator	75'000	85'000	95'000
Production Planner	85'000	90'000	105'000
Supply / Demand Planner	85'000	90'000	120'000
Supply Chain Manager	135'000	140'000	170'000
Supply Chain Director	170'000	180'000	240'000+
Supply Chain Vice President (VP) / Head of Supply Chain	230'000	250'000	300'000+
CUSTOMER SERVICE			
Sales Administration / Customer Service Coordinator	65'000	70'000	95'000
Customer Service Team Lead	95'000	110'000	125'000
Customer Service Manager / Director	130'000	135'000	160'000+
Customer Service Vice President (VP) / Head of Customer Service	160'000	170'000	180'000+
LOGISTICS			
Logistics Clerk / Technican	60'000	65'000	70'000
Import / Export Specialist	70'000	75'000	90'000
Logistics / Warehousing Supervisor	90'000	95'000	110'000
Logistics Manager / Director	120'000	130'000	160'000+
Logistics Vice President (VP) / Head of Logistics	180'000	200'000	250'000+

MEDICAL TECHNOLOGIES & DEVICES, PHARMA			
JOB TITLE	MIN	AVERAGE	MAX
PURCHASING			
Procurement Coordinator	80'000	90'000	100'000
Operational / Technical Buyer	90'000	90'000	120'000
Strategic Buyer	110'000	120'000	130'000
Category / Commodity Manager	115'000	125'000	185'000
Procurement Manager	140'000	145'000	180'000
Procurement Director	170'000	200'000	250'000+
Procurement Vice President (VP) / Head of Procurement	250'000	275'000	320'000+
SUPPLY CHAIN			
Master Data Analyst	80'000	100'000	110'000
Logistics Coordinator	80'000	90'000	100'000
Production Planner	85'000	95'000	110'000
Supply / Demand Planner	90'000	110'000	130'000
Supply Chain Manager	140'000	150'000	180'000
Supply Chain Director	180'000	200'000	250'000+
Supply Chain Vice President (VP) / Head of Supply Chain	260'000	275'000	300'000+
CUSTOMER SERVICE			
Sales Administration / Customer Service Coordinator	75'000	85'000	100'000
Customer Service Team Lead	110'000	120'000	130'000
Customer Service Manager / Director	135'000	150'000	170'000+
Customer Service Vice President (VP) / Head of Customer Service	170'000	190'000	220'000+
LOGISTICS			
Logistics Clerk / Technican	55'000	70'000	85'000
Import / Export Specialist	80'000	85'000	100'000
Logistics / Warehousing Supervisor	95'000	110'000	110'000
Logistics Manager / Director	120'000	150'000	170'000+
Logistics Vice President (VP) / Head of Logistics	180'000	200'000	250'000+

Procurement & Supply Chain

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

INDUSTRIAL MANUFACTURING & WATCHMAKING

JOB TITLE	MIN	AVERAGE	MAX
PURCHASING			
Procurement Coordinator	65'000	75'000	85'000
Operational / Technical Buyer	85'000	95'000	105'000
Strategic Buyer	95'000	100'000	115'000
Category / Commodity Manager	130'000	145'000	175'000
Procurement Manager	115'000	120'000	150'000
Procurement Director	150'000	180'000	220'000+
Procurement Vice President (VP) / Head of Procurement	200'000	220'000	280'000+

SUPPLY CHAIN

Master Data Analyst	70'000	90'000	95'000
Logistics Coordinator	75'000	85'000	95'000
Production Planner	75'000	85'000	95'000
Supply / Demand Planner	85'000	95'000	115'000
Supply Chain Manager	115'000	125'000	150'000
Supply Chain Director	160'000	180'000	220'000+
Supply Chain Vice President (VP) / Head of Supply Chain	190'000	210'000	250'000+

CUSTOMER SERVICE

Sales Administration / Customer Service Coordinator	65'000	80'000	90'000
Customer Service Team Lead	90'000	95'000	110'000
Customer Service Manager / Director	115'000	120'000	150'000+
Customer Service Vice President (VP) / Head of Customer Service	150'000	160'000	170'000+

LOGISTICS

Logistics Clerk / Technican	60'000	65'000	70'000
Import / Export Specialist	70'000	80'000	90'000
Logistics / Warehousing Supervisor	80'000	90'000	100'000
Logistics Manager / Director	110'000	125'000	140'000+
Logistics Vice President (VP) / Head of Logistics	160'000	180'000	220'000+



MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

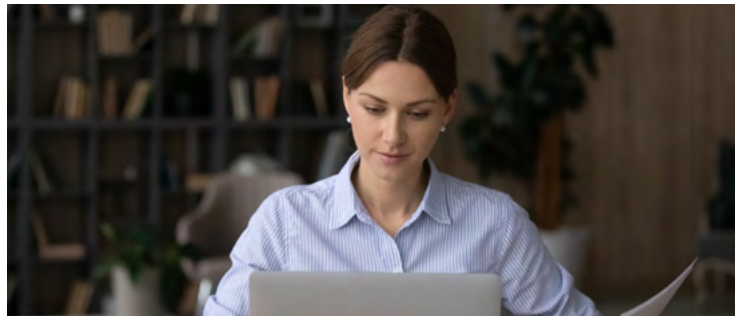
- Legal applicants in Switzerland evolve in a **candidate driven market**: strong profiles receive multiple offers
- **Opportunities in the Life Sciences industry are** flourishing due to the current context
- **Bar qualified** (swiss or international) : candidates can expect 10% to 20% higher wage (applicable for legal counsel to senior legal counsel roles)

MOST IN-DEMAND SKILLS & EXPERIENCE

-  **Specific skills and experience for more specialized positions especially for senior profiles** (specific industry knowledge, data protection, commercial contracts experience...)
-  **Strong business partner skills and ability to anticipate**
-  **Strong negotiation and leadership skills**
-  **Experience in an international environment**
-  **Excellent command of English** (fluent to bilingual) and **minimum one additional language** (French, German)
-  **Junior profiles: versatile, eager to learn, capacity to handle a high volume of commercial contracts**

MOST WANTED BENEFITS TO ATTRACT TALENT

-  **Flexible working: home office, flexible working hours, part-time**
-  **Pleasant working environment / Team work**
-  **Growth and long term perspectives**
-  **Exciting projects**
-  **Acquisition of new skills**



MOST WANTED POSITIONS

-  **Legal Counsel & Senior Legal Counsel in Life Sciences industry**
-  **Legal Counsel & Senior Legal Counsel Corporate / M&A**
-  **Paralegal (Corporate /Commercial)**

Legal

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

PRIVATE PRACTICE				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Legal Secretary (without law education)	65'000	70'000	90'000	NA
Paralegal	72'000	85'000	100'000	NA
Newly Qualified (0-2 years)	90'000	105'000	120'000	NA
Associate (3<x<5 years)	120'000	130'000	160'000	NA
Senior Associate (+5 years)	160'000	180'000	200'000	20-30%
INHOUSE				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
SUPPORT				
Paralegal / legal support	75'000	90'000	120'000	NA
Contract Officer to Manager	85'000	100'000	120'000	NA
SPECIALIST TO EXPERIENCED				
Legal Counsel (generalist)	90'000	120'000	140'000	NA
Senior Legal Counsel	130'000	150'000	170'000	NA
Legal Counsel Corporate Finance / M&A	120'000	135'000	150'000	NA
Senior Legal Counsel Corporate Finance / M&A	160'000	180'000	200'000	NA
IP and Trademark Legal Counsel	100'000	120'000	130'000	NA
Senior IP LC	130'000	150'000	170'000	NA
Legal & Compliance Officer	90'000	120'000	140'000	NA
Senior Legal & Compliance Officer	130'000	150'000	170'000	NA
NICT Legal Counsel (IT soft and hardware)	100'000	120'000	140'000	NA
Senior NICT Legal Counsel (IT soft and hardware)	130'000	150'000	160'000	NA
Tax Lawyer	100'000	120'000	140'000	NA
Senior Tax Lawyer	140'000	150'000	170'000	NA
DIRECTOR, HEAD OF FUNCTION / DEPARTMENT				
Data protection Officer	160'000	180'000	200'000	20%
Head of Legal, Director	200'000	250'000	330'000	30%
Director Tax	200'000	230'000	270'000	30%
Governance & Compliance Director	180'000	200'000	250'000	20%
General Legal Counsel	200'000	250'000	320'000	25%












Healthcare

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- The demand in project management across the sector continues to **boost temporary and interim positions** for Regulatory, Quality, Clinical and Manufacturing roles
- **Digitized medicine is impacting all departments** from clinical to business, requiring therefore new business models and new tools while contributing to the expansion of data generation
- Regulations in medical technologies are **prioritizing quality and patients' safety**: MDR and IVDR regulations remain an important focus for companies and requirements in regulatory, clinical affairs and post-market surveillance departments are still quite demanding
- **Diagnostic organisations** in Switzerland are growing fast and investing in new resources
- Patients are now the focal point for disease awareness and therapy campaigns instead of product communication
- Trends in **Biologics, Genetics and Cell Therapy** are still growing

MOST WANTED POSITIONS & SKILLS

-  Regulatory and Clinical Affairs Specialists
-  CMC Specialists
-  Electronics & Software Engineers
-  Manufacturing Engineer
-  QA Engineers
-  Trilingual medical advisors / medical science liaisons (rare disease & oncology)
-  Post Market Surveillance
-  SHQA certificate for sales positions
-  EMEA Product Managers
-  Trilingual profiles in local sales & marketing

MOST WANTED BENEFITS TO ATTRACT TALENT

-  Flexibility at work
-  Benefits over wages
-  Long term perspectives
-  Interest in innovation and new businesses

Healthcare

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. In the case of healthcare, salary ranges may vary also according to specific sectors (Pharmaceuticals, Medtech etc...). For more information, feel free to contact our experts.

SALES				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Sales Representative / Account Manager	90'000	115'000	140'000	20-40%
Key Account Manager	110'000	125'000	140'000	20-40%
National Sales Manager	140'000	160'000	180'000	20-40%
Commercial Director	160'000	190'000	220'000	20-40%
Export/Channel Manager	110'000	140'000	170'000	20-40%
Business Unit Manager	160'000	205'000	250'000	20-40%
Sales Force Effectiveness Specialist	120'000	150'000	180'000	15-25%
Commercial Excellence Manager	150'000	175'000	200'000	15-25%
Business Development Manager	130'000	155'000	180'000	20-40%

RESEARCH & DEVELOPMENT				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Head of Research and Development / Chief Scientific Officer	160'000	185'000	210'000	20-40%
Formulation Specialist	90'000	100'000	110'000	5-15%
Formulation / R&D Project Manager	110'000	130'000	150'000	5-20%
Laboratory Supervisor	120'000	135'000	150'000	5-20%
Pharmacovigilance Manager	120'000	140'000	160'000	5-20%
R&D Engineer (Medical Devices)	100'000	115'000	130'000	5-10%
R&D Manager (Medical Devices)	120'000	135'000	150'000	5-10%

CLINICAL				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Global Clinical Leader	230'000	265'000	300'000	20-40%
Global Head Clinical Operations	200'000	225'000	250'000	20-40%
Clinical Trials Assistant	70'000	85'000	100'000	5-15%
Clinical Research Associate	80'000	95'000	110'000	5-10%
Lead Clinical Research Associate	100'000	115'000	130'000	5-10%
Clinical Trials / Project Manager	110'000	130'000	150'000	5-15%
Clinical Sciences Leader	120'000	145'000	170'000	5-25%
Clinical Pharmacologist	110'000	135'000	160'000	5-25%

MARKETING				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
VP Marketing	220'000	270'000	320'000	20-40%
Product Manager	100'000	125'000	150'000	5-25%
Brand Manager	100'000	125'000	150'000	10-25%
Market Research Manager	115'000	145'000	175'000	5-15%
Marketing Manager	150'000	165'000	180'000	15-30%
Marketing Director	170'000	210'000	250'000	15-30%
Training and Education Specialist	110'000	120'000	130'000	5-20%
Digital Marketing Manager	120'000	140'000	160'000	10-30%

QUALITY & REGULATORY AFFAIRS				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
Director Quality	190'000	210'000	230'000	20-40%
Director Regulatory Affairs	190'000	220'000	250'000	20-40%
Quality Technician	70'000	80'000	90'000	5-10%
Quality Engineer (QA/QC/QS)	90'000	105'000	120'000	5-10%
Quality Manager	120'000	140'000	160'000	5-20%
Regulatory Affairs Specialist	85'000	105'000	120'000	5-15%
Regulatory Affairs Manager	120'000	140'000	160'000	10-20%
Post market Surveillance & Vigilance Specialist	80'000	95'000	110'000	5-15%
Qualified Person (QP) / FvP	130'000	155'000	180'000	10-25%

Healthcare

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MEDICAL

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Chief Medical Officer	350'000	415'000	480'000	20-40%
Market Access Head	180'000	230'000	280'000	20-40%
Scientific Communication Manager	110'000	125'000	140'000	5-15%
Medical Information Manager	110'000	125'000	140'000	5-15%
Medical Writer	80'000	95'000	110'000	5-15%
Medical Science Liaison	110'000	125'000	140'000	10-30%
Medical Advisor/Manager	140'000	160'000	180'000	10-40%
Medical Affairs Manager	130'000	145'000	160'000	10-40%
Medical Affairs Director	160'000	190'000	220'000	10-40%
Medical Director	180'000	210'000	240'000	20-50%
Market Access Manager	140'000	160'000	180'000	5-20%
Health Economics / Outcome Research Manager	140'000	160'000	180'000	5-20%
Professional & Education Manager	120'000	145'000	170'000	5-20%
Clinical Application Specialist	100'000	120'000	140'000	5-20%

MANUFACTURING

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Production Director	180'000	205'000	230'000	20-40%
Production Director	220'000	285'000	350'000	20-40%
Production Technician	65'000	78'000	90'000	5-10%
Production Manager	110'000	125'000	140'000	10-20%
Technical Operation Manager	120'000	135'000	150'000	10-20%
Industrialization Engineer	90'000	105'000	120'000	10-20%
Industrialization Manager	120'000	140'000	160'000	10-25%
Method / Process Engineer	90'000	105'000	120'000	5-20%
Method / Process Manager	125'000	138'000	150'000	10-25%
Continuous Improvement / LEAN Engineer	100'000	115'000	130'000	10-20%
Field Service Engineer	90'000	110'000	130'000	15-30%



Information Technology

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- Amid the sanitary crisis, the **IT sector remains a candidate driven market**, where IT profiles sometimes get more than one offer at once
- Solutions for remote and onsite work: Many technology firms start to motivate their employees to **work partly onsite**
- Companies have refocused their priorities on improving their IT infrastructures
- **New Cloud and DevOps-based** positions are emerging
- **Niche profiles** have strong power of negotiation towards **getting higher salaries**
- Due to the pandemic, many firms don't have the budget to hire, which explains the increase of opportunities in **Temporary and Interim assignments**

MOST IN-DEMAND SKILLS & EXPERIENCE



IT Diploma & Certifications



Experience within an international and local companies



Profiles with ERP experience



Profiles with the latest tech stacks

MOST WANTED BENEFITS TO ATTRACT TALENT



Exciting projects



Remote working & flexibility



Long-term perspectives



Opportunity to acquire new skills

MOST WANTED POSITIONS



Full-Stack Developer



DevOps/Cloud Engineer



ERP Consultant



Information Technology

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

MANAGEMENT				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
SENIOR MANAGEMENT				
Chief Information Officer (CIO)	180'000	240'000	300'000	10-30%
Head of IT / IT Director	150'000	175'000	200'000	10-30%
Chief Digital Officer (CDO)	200'000	240'000	260'000	10-30%
Head of Security	160'000	190'000	220'000	0-20%
IT Manager	120'000	140'000	160'000	0-20%
PROJECT MANAGEMENT				
Program Director / PMO	140'000	160'000	180'000	0-10%
Project Manager	110'000	130'000	150'000	0-10%
Business Analyst	100'000	115'000	140'000	0-10%
DEVELOPMENT				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
SOFTWARE DEVELOPMENT				
Architect Developer	120'000	150'000	200'000	0-10%
.NET Developer	85'000	105'000	135'000	0-10%
Java Developer	90'000	115'000	150'000	0-10%
Embedded Software Developer	90'000	115'000	140'000	0-10%
Testing Specialist / QA	95'000	120'000	140'000	0-10%
WEB DEVELOPMENT				
Full-stack Developer	80'000	110'000	140'000	0-10%
Back-end Developer	80'000	110'000	140'000	0-10%
Front-End Developer (JS)	75'000	105'000	130'000	0-10%
ERP				
ERP Business Analyst	90'000	110'000	130'000	0-10%
ERP Project Manager	110'000	130'000	150'000	0-10%

INFRASTRUCTURE				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
SYSTEM / NETWORK				
System Administrator	80'000	95'000	110'000	0-10%
System Engineer	100'000	115'000	130'000	0-10%
Database Administrator	110'000	130'000	150'000	0-10%
Network Engineer	110'000	130'000	150'000	0-10%
Security Engineer	100'000	130'000	150'000	0-10%
SUPPORT / HELPDESK				
Helpdesk Specialist (levels 0-1)	60'000	75'000	85'000	0-10%
Support Engineer / Technical Analyst (levels 2-3)	70'000	85'000	100'000	0-10%
Desktop Engineer / Technical Analyst	80'000	95'000	110'000	0-10%
DATA				
JOB TITLE	MIN	AVERAGE	MAX	BONUS
DATA MANAGEMENT				
Data Scientist	100'000	130'000	160'000	0-10%
Data Engineer	90'000	110'000	130'000	0-10%
Data Analyst	75'000	90'000	110'000	0-10%
BI Specialist	85'000	110'000	130'000	0-10%

Office & Management Support

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- Admin and assistants' jobs were heavily impacted by 2020-2021 crisis, confinement and travel ban. Therefore the purpose of their role **fundamentally changed**
- Opportunities are opening now for virtual assistants or profiles with digital and online skills including online meeting management, reporting and drafting. **IT skills are now a must-have**
- Assistants are now integrated in project management: **coordination, budget monitoring, timeline follow up**
- Companies expect more versatility from receptionists. **Those positions are now systematically being merged with the role of office managers**

MOST IN-DEMAND SKILLS & EXPERIENCE



Digital and IT Savvy profiles



Multi-task roles requiring all-round skill-set



Specific skills and experience for more specialized positions



Profiles mastering all local languages

MOST WANTED BENEFITS TO ATTRACT TALENT



Acquisition of new skills



Flexible hours and remote work



Short term evolution



Values of the employer and purpose of the job

MOST WANTED POSITIONS



Administrative/Team Assistant



HR Assistant



Executive Assistant



Office & Management Support

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

OFFICE & MANAGEMENT SUPPORT			
JOB TITLE	MIN	AVERAGE	MAX
Personal Assistant	85'000	115'000	140'000
Executive Assistant	80'000	110'000	130'000
Office Manager	70'000	85'000	95'000
Administrative/Team Assistant	60'000	75'000	90'000
Legal Assistant/Secretary	65'000	78'000	90'000
Human Resources Assistant	60'000	75'000	85'000
Receptionist	60'000	68'000	75'000



Property & Construction

MARKET OVERVIEW & HIRING INSIGHTS

SECTOR TRENDS 2022

- The property sector has resisted the sanitary crisis. Overall, it is still valued as a safe investment
- New working models have led companies to **reconsider their office spaces**: new working models have emerged, office rentals have decreased, some offices were turned into households
- Although candidates are lacking, salary trends have been **decreasing in certain sectors** (Property Management & Architects Offices) to be compensated with other types of benefits
- Companies in Geneva generally offer better salaries than in the rest of Romandie
- The public sector has maintained its **investments in infrastructure projects** and local authorities have been hiring project managers / city planners
- Despite their long time conservative approach on the topic, employers in the property sector have been moving towards more **flexibility through part-time work** (working at 80-90% is now an option)

MOST WANTED SKILLS

-  Local experience
-  Swiss qualification/degree related to the job
-  Bilingual French/German
-  Stable professional record

MOST WANTED BENEFITS TO ATTRACT TALENT

-  Flexibility: Home Office & Flexible hours
-  Training & Development opportunities
-  Extra benefits: Parking, Extra holidays, Transportation allowance, Health insurance etc...
-  Employer with sustainable values

MOST WANTED POSITIONS

-  **1** Real Estate Investment Specialist
(Bilingual FR/GER)
-  **2** Experienced Construction Project Manager and Site Manager
-  **3** Condominium Project Manager & Assistant
-  **4** REVIT/BIM Specialist



Property & Construction

Please note that all salaries listed below will vary according to the experience of the candidate but also the size of the company and its location within the Swiss territory. For more information, feel free to contact our experts.

BIM MANAGEMENT

JOB TITLE	MIN	AVERAGE	MAX	BONUS
BIM Designer	66'000	85'000	95'000	-
BIM Coordinator	80'000	100'000	115'000	-
BIM Manager	95'000	125'000	150'000	-

PROPERTY MANAGEMENT

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Property Management Assistant	65'000	75'000	85'000	-
Rental Property Manager	75'000	80'000	91'000	-
Technical Property Manager	85'000	95'000	110'000	-
Condominium Property Manager	85'000	97'500	120'000	-
360° Property Manager	85'000	97'500	110'000	-
Head of Group for Property Management	95'000	104'000	130'000	-
Branch Director	104'000	130'000	150'000	-
Broker (fixed salary)	52'000	65'000	84'500	-

CONSTRUCTION

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Construction site Manager	78'000	95'000	120'000	-
Project Manager	105'000	130'000	165'000	-
Economist	85'000	115'000	130'000	-
Development Project Manager	95'000	135'000	175'000	-
Project Assistant	65'000	75'000	85'000	-

INVESTMENTS (BANKS/FUNDS MANAGEMENT/FAMILY OFFICE/ETC.)

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Analyst	78'000	110'000	135'000	5-10%
Asset Manager	85'000	115'000	145'000	10-20%
Portfolio Manager	95'000	125'000	170'000	10-25%
Fund Manager	130'000	160'000	230'000	20-40%
RE Investment Manager	195'000	240'000	320'000	25-50%

ARCHITECTURE

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Draughtsman with CFC / EFZ	52'000	78'000	110'000	0-5%
Designer Architect	68'000	82'000	108'000	0-5%
Execution Architect / Site Manager	86'000	105'000	125'000	0-8%
Project Manager	86'000	102'000	135'000	0-8%
Senior Project Manager / Team Lead	110'000	130'000	150'000	0-10%
Construction Technician	75'000	85'000	110'000	0-5%

BUILDING SERVICES (HVAC/PLUMBING/ETC...)

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Technician / Draughtsman	65'000	80'000	95'000	-
Project Manager	78'000	95'000	120'000	-
Department Manager	95'000	120'000	140'000	-
Facility Manager	85'000	120'000	160'000	-

ENGINEER OFFICES

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Draughtsman	60'000	80'000	100'000	-
Engineer	68'000	90'000	105'000	-
Project Manager	85'000	120'000	135'000	-

CLIENT SIDE

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Construction Project Manager	105'000	140'000	160'000	10-20%
Head of Real Estate	160'000	200'000	240'000	20-40%

INFRASTRUCTURE ENGINEERING

JOB TITLE	MIN	AVERAGE	MAX	BONUS
Technician	65'000	85'000	100'000	-
Site Manager	75'000	85'000	110'000	-
Project Manager	85'000	110'000	130'000	-
Branch Manager	120'000	145'000	180'000	-

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