



Commodities Trading SWITZERLAND



SALARY OVERVIEW

MARKET TRENDS

Reorganisation and cost optimisation are putting the squeeze on salaries

Following the reorganisation by large players of their support functions, we have witnessed market change with a decline in salaries, especially in operational and back-office roles among commodities operators, shipping, clearing and general administrative functions.

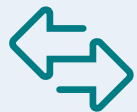
This trend has also seen more employers seeking candidates who are multi-skilled and have niche expertise.



Gaps between the soft commodities, energy and metals

There remains a significant difference in salaries between the three sectors of energy, metals and soft commodities. Oil is still king! – so much is certain.

We have also observed large gaps in how bonus schemes affect salaries within the different sectors, and how they reflect the size of the employing company and its appetite for and tolerance of risk.



How location affects take-home pay

There is competition at an international level between the commodities hubs of Geneva, London and Singapore. Here, the large institutions have pools of candidates to draw on but remain focused on finding the right people.

At a national level, within Switzerland itself, there are significant differences in the salaries to be earned in Geneva, Zurich and Zug, compared with the smaller commodities hubs such as Lausanne and Lugano.



What our clients are looking for

Clients are looking for candidates to be versatile and adaptable. Within boutique organisations, the scope of the employee's responsibilities has expanded. This is particularly true for trade support roles, such as finance and operations.

We also are undertaking searches on behalf of our clients for people with niche skills and specialisations within a certain product range, that have developed an expertise in certain countries of origin, or who have built up a strong commercial network.



What candidates expect

Salary is a key driver in attracting the best talent and it's also true that the lifestyle enjoyed in Switzerland is a magnet for talent. However, as the big players compete among themselves for the best people, it is not only compensation and benefits, such as an aggressive bonus scheme, that influence the candidate's decision. With talents and skills that make them highly mobile, candidates also feel that they can ask for greater flexibility and clear career progression from their prospective employers.



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 within commodities trading companies. We have observed large gaps – discrepancies between sectors, companies' size and sectors. 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 CHF	Minimum	Average	Maximum	Bonus* % of base salary
SUPPORT FUNCTIONS				
Finance				
Senior Accountant	95'000	105'000	120'000	5 to 10
Accounting Manager	120'000	130'000	160'000	5 to 15
Trading Accountant	90'000	120'000	150'000	5 to 15
Financial Controller	100'000	140'000	180'000	10 to 20
Head of Finance	160'000	200'000	250'000	30 to 50
Tax Manager	110'000	150'000	200'000	10 to 25
Tax Director	160'000	180'000	240'000	20 to 40
Internal Auditor	95'000	120'000	150'000	10 to 20
Head of Internal Audit - Compliance	160'000	180'000	230'000	15 to 30
Trade Finance				
Trade Finance Officer	100'000	120'000	130'000	10 to 20
Trade Finance Manager	130'000	150'000	180'000	10 to 20
Structured Trade Finance	120'000	160'000	200'000	10 to 25
Treasury Analyst	70'000	90'000	120'000	5 to 10
Treasury Manager	120'000	150'000	200'000	10 to 20
Head of Treasury - Financing	150'000	180'000	220'000	20 to 40
Cash Manager	100'000	120'000	150'000	10 to 20
Credit Risk Analyst	85'000	120'000	160'000	10 to 20
Credit Risk Manager	140'000	160'000	200'000	20 to 40
Middle Office & Risk Management				
Middle Officer - Trader's Assistant	80'000	110'000	160'000	10 to 20
Risk Manager	120'000	150'000	200'000	20 to 50
Back Office & Administration				
Contract Administrator	60'000	80'000	120'000	10 to 20
Contract Manager	120'000	140'000	160'000	11 to 20
Clearing and Settlement Specialist	70'000	90'000	130'000	10 to 20
Operations & Execution				
Commodities Trading Analyst	70'000	80'000	95'000	10 to 20
Commodities Trading Operator	90'000	110'000	125'000	10 to 20
Senior Operator	100'000	120'000	140'000	10 to 30
Operations Manager	120'000	140'000	170'000	10 to 40
Demurrage Specialist	70'000	110'000	120'000	10 to 20
Scheduler	80'000	110'000	130'000	10 to 20
Research				
Supply & Demand Analyst	90'000	120'000	170'000	10 to 30
Head of Research	140'000	180'000	250'000	20 to 40
TRADING				
Boutique Houses				
Soft Commodities Trader	110'000	140'000	180'000	30 to 80
Freight Trader	110'000	140'000	180'000	30 to 80
Metals Trader	130'000	150'000	200'000	40 to 80
Energy Trader	120'000	160'000	250'000	40 to 120
Blue Chip Companies				
Business Developer - Marketer	120'000	150'000	180'000	30 to 120
Freight Trader	110'000	160'000	230'000	30 to 120
Soft Commodities Trader	120'000	160'000	230'000	30 to 120
Metals Trader	130'000	180'000	280'000	40 to 130
Energy Trader	140'000	200'000	350'000	40 to 150
Head of Commodities Platform	160'000	200'000	350'000	40 to 150

* We have observed large gaps in bonus schemes, depending on the sector, a company's size and its attitude to risk.

CONTACT

www.michaelpage.ch
www.pagepersonnel.ch

Geneva

Quai de la Poste 12
1204 Geneva
Tel: +41 (0)22 544 19 00
contact.ge@michaelpage.ch
contact.ge@pagepersonnel.ch

Zurich

Bleicherweg 10
8002 Zurich
Tel: +41 (0)44 224 22 22
contact.zh@michaelpage.ch
contact.zh@pagepersonnel.ch

Lausanne

Place Bel-Air 1
1003 Lausanne
Tel: +41 (0)21 561 31 00
contact.la@michaelpage.ch
contact.la@pagepersonnel.ch