



Healthcare Switzerland



SALARY OVERVIEW

THE IMPACT OF GENERIC DRUGS

In most of the countries where we operate, the prevailing regulatory and pricing frameworks set by government heavily influence the market. Now that many patents have reached end of life, generic drugs have taken an important share from large pharmaceuticals, and have disrupted the market in doing so.

As a consequence, companies producing pharmaceuticals or medical devices are increasingly challenged to hone their profitability through innovation and R&D. Acquisitions, always a feature of the pharmaceutical industry, are on the increase. Many companies needing to expand their R&D capabilities have biotechnology firms in their sights.

Switzerland is a pharmaceutical and medical devices market leader in terms of the number of international headquarters and production sites located in the country, with a global reputation for quality production and research. However, its high operating costs undermine the competitiveness of the Swiss generic market.

In the light of this pressure, pharmaceutical companies in Switzerland are focusing on their end-of-life strategies, branding, messaging campaigns and physician engagement.



SPREADING THE NET FOR WORLDWIDE RECRUITMENT

Recently, we have seen new demand from US companies seeking to establish their headquarters on Swiss territory. In turn, this has led to increasing demand to recruit candidates from across the world. Companies already based in Switzerland are investing significantly in recruiting candidates in market access, the health economy, pharmacovigilance, regulatory affairs and medical affairs.

Swiss affiliated companies on the other hand are facing issues in finding candidates who can speak the national languages of German, French and Italian and who have a good understanding of the Swiss market.



IT'S NOT JUST ABOUT THE MONEY

While candidates are still seeking attractive compensation, other factors influence their decision when it comes to a career move. Having a discernible career path is becoming key, combined with there being a good chemistry with management and fellow team members.

Candidates' expectations are also rising when it comes to flexible working and home office possibilities.

ABOUT US

Michael Page is 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.



Sales and Marketing

AVERAGE ANNUAL SALARY IN CHF

Position	Minimum	Average	Maximum	Bonus %
Sales Representative	80'000	95'000	120'000	15-20%
Account Manager	100'000	120'000	140'000	15-20%
Area Sales Manager	110'000	140'000	160'000	15-20%
National Sales Director	160'000	200'000	220'000	20-25%
Commercial Director	160'000	200'000	220'000	15-25%
Export / Channel Manager	110'000	140'000	170'000	15-20%
Business Unit Manager	145'000	160'000	200'000	15-20%
Brand / Product Manager	100'000	120'000	150'000	10-15%
Market Research Manager	120'000	150'000	180'000	10-20%
Marketing Manager	140'000	160'000	180'000	15-20%
Marketing Director	160'000	190'000	220'000	15-25%
Sales Force Effectiveness Specialist	110'000	130'000	150'000	10-20%
Commercial Excellence	150'000	165'000	180'000	15-20%
Training and Education Specialist	110'000	120'000	130'000	10-15%
Clinical Trainer	100'000	120'000	140'000	10-15%
Market Access Manager	130'000	150'000	160'000	10-15%
Health Economics / Outcome Research Manager	130'000	140'000	160'000	10-15%
Project / Programme Manager	110'000	150'000	180'000	10-15%

Medical

AVERAGE ANNUAL SALARY IN CHF

Position	Minimum	Average	Maximum	Bonus %
Medical Communication Manager	130'000	150'000	170'000	10-15%
Medical Information Manager	120'000	130'000	140'000	10-15%
Medical Writer	80'000	100'000	120'000	10-15%
Medical Sciences Liaison	100'000	120'000	140'000	15-20%
Medical Advisor / Manager	130'000	150'000	180'000	10-15%
Medical Affairs Manager	120'000	140'000	160'000	15-20%
Medical Affairs Director	160'000	180'000	220'000	15-20%
Medical Director	180'000	220'000	240'000	15-20%

Research & Development

AVERAGE ANNUAL SALARY IN CHF

Position	Minimum	Average	Maximum	Bonus %
Laboratory Technician	70'000	85'000	100'000	0-5%
Formulation Specialist	90'000	100'000	110'000	5-10%
R&D Project Manager	110'000	130'000	150'000	5-10%
Laboratory Supervisor	120'000	130'000	150'000	5-10%
Pharmacovigilance Manager	120'000	140'000	160'000	10-15%
Head of Research and Development / Chief Scientific Officer	150'000	180'000	210'000	20-25%
Clinical Trials Assistant	70'000	85'000	100'000	5-10%
Clinical Research Associate	80'000	95'000	110'000	5-10%
Lead Clinical Research Associate	100'000	110'000	130'000	5-10%
Clinical Trials / Project Manager	110'000	125'000	140'000	5-15%
Clinical Research Scientist / Science Leader	100'000	120'000	140'000	5-15%
Clinical Pharmacologist	110'000	130'000	160'000	5-15%
Quality Control / Quality Assurance Manager	100'000	130'000	150'000	5-10%
Regulatory Affairs Specialist	100'000	120'000	130'000	5-10%
Regulatory Affairs Manager	120'000	140'000	160'000	10-15%
Head of Quality and Regulatory Affairs	180'000	220'000	240'000	15-25%

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