



# Finance & Accounting Switzerland



## SALARY OVERVIEW

### EMPLOYERS' REQUIREMENTS: FLEXIBILITY IS KEY

We are seeing an increased demand for finance professionals with strong expertise in accounting and financial control. In addition to these core competencies, companies are looking for professionals who can demonstrate good communication skills and a solid knowledge of IT/ERP.



As employers are still driving cost optimisation and transformation projects, they need a workforce that can thrive in an environment where change is the only constant, and whose salary expectations are flexible.



A flair for languages is also highly desirable. With very few exceptions, candidates are required to speak at least one or two national languages. English remains important for multinational companies, followed by French or German.



We observe significant salary variations across different industries for similar roles. The oil & gas, tobacco, financial services and pharmaceutical sectors pay considerably higher salaries (up to 20% more) than the retail and manufacturing sectors.



Location plays a part, too: there is a gap (around 10%) 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 careers and to move into positions that represent either a change of sector (to broaden their experience), or a step up the career ladder.



While compensation is still key for candidates, other factors influence their decision on whether to take on a new role. Increasingly important are the prospects for long-term career development and the likely chemistry with management and fellow team members.



Candidates are also expecting the workplace to adapt more to their needs, with opportunities for flexible hours and for working from home. This can be explained by the growing number of candidates who are studying privately for further finance and accounting qualifications.

### ABOUT US

Michael Page and Page Personnel are part of PageGroup, a leading recruitment agency specialised 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.

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Average annual salary in CHF

	Bluechip / Multinationals	Minimum	Average	Maximum	Bonus %
<b>Senior Leadership</b>					
CFO - VP Finance / Controlling		220'000	250'000	330'000	30 to 50
Regional Finance Director		200'000	240'000	250'000	20 to 35
Group Financial Controller		180'000	200'000	220'000	15 to 25
<b>Accounting Roles</b>					
Consolidation Manager		130'000	150'000	160'000	5 to 15
Accounting Manager		120'000	140'000	160'000	5 to 15
Senior Accountant		95'000	105'000	120'000	5 to 10
GL Accountant		78'000	91'000	110'000	0 to 5
AP / AR Accountant		65'000	75'000	80'000	0 to 5
<b>Financial Planning / Controlling</b>					
Head of Controlling		140'000	160'000	180'000	10 to 20
Financial Planning & Analysis (FP&A) Manager		140'000	160'000	180'000	15 to 25
Financial Controller		110'000	130'000	150'000	10 to 20
Manufacturing Controller		90'000	110'000	140'000	10 to 20
Finance/Business Analyst		90'000	105'000	130'000	5 to 10
<b>Audit</b>					
Head of Internal Audit - Compliance		180'000	210'000	240'000	15 to 20
Internal Auditor		90'000	110'000	140'000	10 to 20
<b>Tax and specialist Roles</b>					
Tax Director		200'000	240'000	280'000	20 to 40
Tax Manager		140'000	160'000	180'000	10 to 25
VAT Manager		130'000	150'000	160'000	5 to 15
Indirect Tax Specialist		85'000	95'000	105'000	5 to 10
Transfer Pricing Specialist		100'000	125'000	150'000	5 to 15
Group Treasurer		180'000	220'000	280'000	20 to 40
Treasury Analyst		80'000	95'000	110'000	5 to 15
Cash Manager		100'000	115'000	130'000	5 to 15
Credit Manager		100'000	120'000	130'000	5 to 15
Credit / Cash collection		65'000	75'000	85'000	0 to 5
Payroll Specialist		85'000	98'000	110'000	5 to 10
Project Finance Manager		140'000	150'000	160'000	10 to 20
<b>Small &amp; Mid Sized Enterprises (SME)</b>					
Finance & Administration Director		140'000	165'000	200'000	15 to 30
Chief Accountant - Team leader		100'000	120'000	140'000	5 to 10
Accountant - Sole contributor		80'000	90'000	110'000	5 to 10
Business / Financial Analyst		75'000	95'000	120'000	10 to 15
<b>Audit &amp; Fiduciaries</b>					
Senior - Manager External Auditor - Big 4		110'000	130'000	140'000	5 to 20
External Auditor - Big 4		70'000	85'000	100'000	5 to 10
Assistant Accountant		54'000	60'000	70'000	0 to 5
Fiduciary Accountant		80'000	90'000	110'000	5 to 10
Tax Specialist		75'000	85'000	100'000	5 to 10

**Methodology:** Our Salary Factsheet benchmarks profiles across Switzerland. The information provided in this survey comes from three different sources: our database, various recruitment assignments managed by our consultants, and years of experience within the Swiss market.