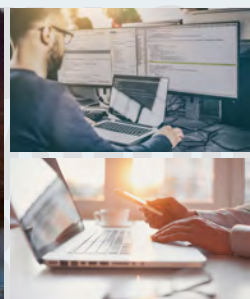
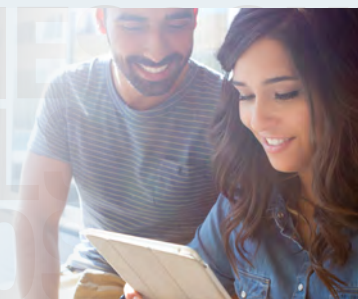


# A GUIDE TO SALARIES & SKILLS



## SWITZERLAND INFORMATION TECHNOLOGY

### MARKET TRENDS



**Candidate driven market**



**Candidates receiving several job offers at once**



**New positions based on Cloud**



**Niche profiles getting higher salaries**

### MOST WANTED PROFILES



**IT Diploma with local experience valued**



**Experience with an international company**



**Profiles with ERP experience**



**IT Certifications**

### CANDIDATE EXPECTATIONS



**Exciting projects**



**Remote working & flexibility**



**Long term perspectives**



**Opportunity to acquire new skills**

### ABOUT US

Page Executive, 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, various recruitment assignments managed by our consultants and years of experience within the Swiss market.

\* Data gathered through 1,800 interviews in Switzerland.

### CONTACT

[www.pageexecutive.com](http://www.pageexecutive.com)  
[www.michaelpage.ch](http://www.michaelpage.ch)  
[www.pagepersonnel.ch](http://www.pagepersonnel.ch)

#### Geneva

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

#### Zurich

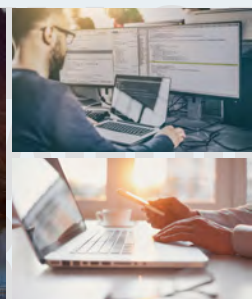
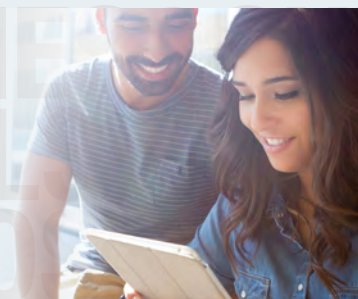
Bleicherweg 10  
8002 Zurich  
Tel: +41 (0)44 224 22 22  
[contact.zh@michaelpage.ch](mailto:contact.zh@michaelpage.ch)  
[contact.zh@pagepersonnel.ch](mailto:contact.zh@pagepersonnel.ch)

#### Lausanne

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

PageExecutive MichaelPage PagePersonnel

# A GUIDE TO SALARIES & SKILLS



## SWITZERLAND INFORMATION TECHNOLOGY

### ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

POSITIONS	<5 years	5-10 years	>10 years
<b>MANAGEMENT</b>			
<b>SENIOR MANAGEMENT</b>			
Chief Information Officer (CIO)	180'000	220'000	260'000
Head of IT / IT Director	150'000	175'000	200'000
Chief Digital Officer (CDO)	200'000	240'000	260'000
Head of Security	160'000	190'000	220'000
IT Manager	120'000	140'000	160'000
<b>PROJECT MANAGEMENT</b>			
Program Director / PMO	140'000	160'000	180'000
Project Manager	110'000	130'000	150'000
Business Analyst	110'000	125'000	140'000
<b>DEVELOPMENT</b>			
<b>SOFTWARE DEVELOPMENT</b>			
Architect Developer	120'000	150'000	200'000
.NET Developer	90'000	115'000	135'000
Java Developer	95'000	120'000	150'000
Embedded Software Developer	90'000	120'000	140'000
Testing Specialist / QA	85'000	110'000	130'000
<b>WEB DEVELOPMENT</b>			
Full-stack Developer	90'000	120'000	135'000
Back-end Developer	85'000	110'000	130'000
Front-End Developer (JS)	85'000	110'000	130'000
<b>ERP</b>			
ERP Business Analyst	90'000	110'000	130'000
ERP Project Manager	110'000	130'000	150'000
<b>INFRASTRUCTURE</b>			
<b>SYSTEM / NETWORK</b>			
System Administrator	80'000	95'000	105'000
System Engineer	100'000	115'000	130'000
Database Administrator	110'000	130'000	150'000
Network Engineer	110'000	130'000	150'000
Security Engineer	100'000	130'000	150'000
<b>SUPPORT / HELPDESK</b>			
Helpdesk Specialist (levels 0-1)	60'000	70'000	85'000
Support Engineer / Technical Analyst (levels 2-3)	75'000	90'000	100'000
Desktop Engineer / Technical Analyst	80'000	90'000	100'000
<b>DATA</b>			
<b>DATA MANAGEMENT</b>			
Data Scientist	105'000	130'000	160'000
Data Engineer	90'000	110'000	130'000
Data Analyst	75'000	90'000	110'000
BI Specialist	85'000	110'000	130'000

Salaries are subject to + / -15% variations depending on company size and location