

BANKING & FINANCIAL SERVICES

SALARY OVERVIEW - SWITZERLAND



CURRENT RECRUITING TRENDS IN THE BANKING SECTOR

RECRUITMENT IN A FAST-MOVING MARKET

Overall, we see a more dynamic market in the banking sector with the speed of hiring accelerating due to faster recruitment processes. In this current market, we are also observing that highly skilled candidates are pursuing multiple options concurrently.

GROWTH AREAS

Asset management in particular shows strong potential for global growth. Simultaneously Fintech companies are entering the market, attracting new types of talent.

WHAT OUR CLIENTS ARE LOOKING FOR

Digitalisation and the need for innovation remain key topics, forcing companies to look for professionals who offer a combination of IT and project management paired with sound banking knowledge.

WHAT CANDIDATES EXPECT

To attract the best candidates in today's market employers are offering good salaries and benefits such as flexible working hours, home office, part time roles and an education allowance for continued studies.

Millennials rate soft factors, such as development opportunities and growth potential highly. They favour flat organisational structures and companies that encourage an entrepreneurial mindset.

OVERVIEW OF SALARIES

Generally speaking, salaries are stable. On average, a move to a new company can bring a salary increase of 5-10%

Entry-level positions at larger organisations continue to attract relatively high salaries. Once professionals reach middle management, they can expect to see a strong improvement in their compensation & benefits package.

Location also plays an important role: there is a gap of 10-15% between major cities such as Zurich and Geneva and the rest of Switzerland.

ABOUT US

Michael Page and Page Personnel are part of PageGroup. At the heart of our business are the thousands of people's lives we change, the outstanding service we provide to our clients and candidates and the exciting opportunities within our offices all over the world. We're proud to set the standard in the recruitment profession – our specialist service with a personal touch is how we change lives for people through creating opportunity to reach potential.

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.



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BANKING & FINANCIAL SERVICES - SALARY OVERVIEW



Average annual salary in CHF

Fixed salary

Bonus

(Junior/Middle to Senior Management Roles)	Expertise	Function	Min	Average	Max	Average
Asset Management & Investment Banking	Investment Analysis	Fundamental Analyst	125,000	150,000	200,000	35,000
		Quantitative Analyst	115,000	145,000	160,000	25,000
	Portfolio Management	Portfolio Operations Specialist	80,000	95,000	115,000	10,000
		Junior Portfolio Manager	90,000	110,000	130,000	20,000
		Equity Portfolio Manager	120,000	170,000	230,000	60,000
		Fixed Income Portfolio Manager	150,000	180,000	235,000	40,000
		Systematic/Quantitative Portfolio Manager	165,000	190,000	240,000	70,000
	Sales (Institutional & Wholesale)	Sales Assistant	80,000	90,000	100,000	5,000
		Fund Sales	130,000	180,000	240,000	60,000
		FX Sales	120,000	150,000	190,000	30,000
		Structured Products Sales	140,000	210,000	260,000	90,000
	M&A Advisory	Analyst	80,000	100,000	120,000	50,000
		Associate	120,000	135,000	170,000	60,000
		Vice President	150,000	155,000	220,000	80,000
		Director	180,000	240,000	280,000	130,000
	Private Equity	Analyst	85,000	100,000	120,000	30,000
		Associate	125,000	130,000	160,000	50,000
		Investment Manager	150,000	175,000	210,000	80,000
Investment Director		180,000	200,000	250,000	130,000	
Private Banking & Wealth Management	Investment	Execution/Trading	125,000	130,000	160,000	20,000
		Discretionary Portfolio Manager	140,000	170,000	220,000	40,000
		Investment Advisor	145,000	175,000	225,000	30,000
		Fixed Income Specialist	120,000	145,000	180,000	35,000
		Hedge Fund Selection	135,000	185,000	230,000	55,000
		Strategist/Economist	145,000	185,000	245,000	50,000
	Relationship Management	Investment Support (Marketing/RFP/CRM)	90,000	100,000	120,000	3,000
		Junior Relationship Manager	95,000	115,000	145,000	20,000
		Relationship Manager (Farmer)	140,000	150,000	180,000	55,000
		Relationship Manager (Hunter)	165,000	220,000	320,000	100,000
	Wealth Planning	Relationship Manager Assistant	90,000	110,000	130,000	5,000
		Wealth Planner	150,000	180,000	210,000	30,000
Corporate & Retail Banking		Branch Manager Retail	120,000	135,000	155,000	10,000
		Relationship Manager Retail Clients	80,000	100,000	120,000	15,000
		Relationship Manager SMEs	120,000	145,000	160,000	25,000
		Relationship Manager Large & Mid caps	150,000	180,000	220,000	40,000
		Senior Relationship Manager Multinationals	180,000	220,000	240,000	70,000
		Relationship Manager Assistant	65,000	90,000	110,000	5,000
Trust		Junior Trust Accountant	70,000	80,000	90,000	0
		Trust Accountant	90,000	100,000	110,000	5,000
		Trust Officer	110,000	115,000	125,000	15,000
		Junior Trust officer (Trust administrator)	70,000	80,000	90,000	0
		Trust Manager	130,000	140,000	160,000	25,000
		Trust Director	150,000	170,000	200,000	40,000
Support Functions (all sectors)	Central File	Central File Specialist	80,000	90,000	115,000	5,000
		Head of Central file	90,000	115,000	125,000	15,000
	Legal & Compliance	Junior Compliance Officer	80,000	90,000	100,000	10,000
		Compliance Officer	100,000	125,000	160,000	15,000
		Head of Compliance	185,000	220,000	280,000	45,000
		Banking Legal Advisor	160,000	185,000	230,000	50,000
	Finance & Accounting	Junior Accountant	75,000	80,000	85,000	5,000
		Senior Accountant	100,000	130,000	150,000	10,000
		Head of Accounting	140,000	160,000	185,000	20,000
		Financial Controller	125,000	155,000	180,000	30,000
		Finance Director	170,000	190,000	250,000	45,000
		Risk & Control	Operational Risk	120,000	145,000	165,000
	Internal Auditor		130,000	145,000	170,000	20,000
	Head of Internal Audit		180,000	210,000	240,000	35,000
	Head of Operational Risk		180,000	210,000	250,000	50,000
	Risk		Credit Risk Officer	110,000	125,000	140,000
		Market Risk Officer	115,000	130,000	140,000	20,000
	Operations	Back Office (Cash/Settlement/Reconciliation)	85,000	95,000	115,000	0
		Operations Manager	100,000	120,000	140,000	15,000
		Head of Operations	140,000	160,000	180,000	25,000
Tax	Tax Manager	130,000	145,000	170,000	25,000	
	Tax Director	185,000	235,000	280,000	40,000	
Project Management	Business Intelligence	110,000	135,000	160,000	10,000	
	Business Analyst	110,000	135,000	160,000	10,000	