

SKIA GUIDE TO SALARIES AND ANCE SALARIES G LLS AND SKILLS SALARIES SA FINANCE 2021 GUIDET

E-COMMERCE **MARKET TRENDS** SALES & MARKETING FINANCE MANUFACTURING
AN RESOURCES **IN SWITZERLAND** FINANCE HEALTHCARE & LIFE SCIENCE
PLY CHAIN **FOR ENTRY LEVEL TO EXECUTIVE POSITIONS** BANKING FINANCE



Michael Page

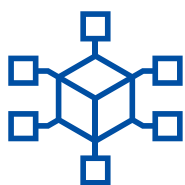
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2001-2021

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ABOUT US

Thanks to our **40 years of experience** and a worldwide reknown expertise, we help you recruit the **best qualified candidates**. Our local network and reactivity allow us to support your recruitment projects everywhere across Switzerland in a large variety of disciplines.



We answer all hiring needs:

Permanent, Temporary,
Interim Management,
Contracting, Payrolling



We are experts in many sectors:

over 12 disciplines
represented by our teams



Highly reactive team:

An answer within 48h

Michael Page is one of the world's leading professional recruitment consultancies, specialised in the placement of candidates in permanent, contract, temporary and interim positions with clients around the world. The Group has operations in the UK, Europe, Middle East, Africa, Asia-Pacific and the Americas.

Despite our international background, we cater to the needs of global as well as local clients. We offer a bespoke service for every recruitment need, and employ consultants that are specialists in their respective area. Michael Page Switzerland is part of PageGroup. PageGroup recruits for all positions from entry level to executive level and high volume recruitment projects through our 3 brands in Switzerland: Michael Page, Page Executive and Page Outsourcing.

We have offices in the following 3 locations, allowing us to be near our clients and candidates: Geneva, Lausanne & Zurich. Visit our websites www.michaelpage.ch, www.pageexecutive.com and www.pageoutsourcing.com to find out how we can support you with your latest job search, or how our specialised consultants can help you fulfill your recruitment need.

PageExecutive

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Salary Study Switzerland 2021

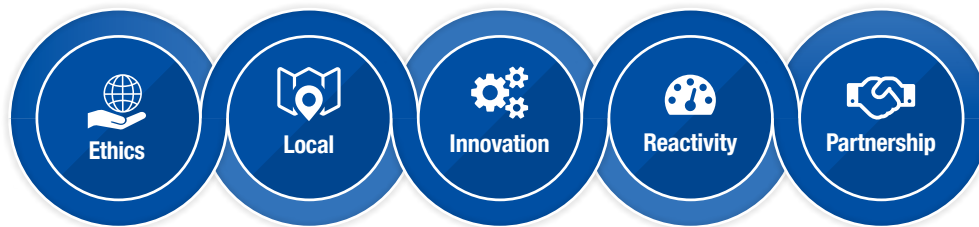
YOUR SATISFACTION AT THE HEART OF EVERYTHING WE DO

93% of our clients are **satisfied** or **very satisfied***

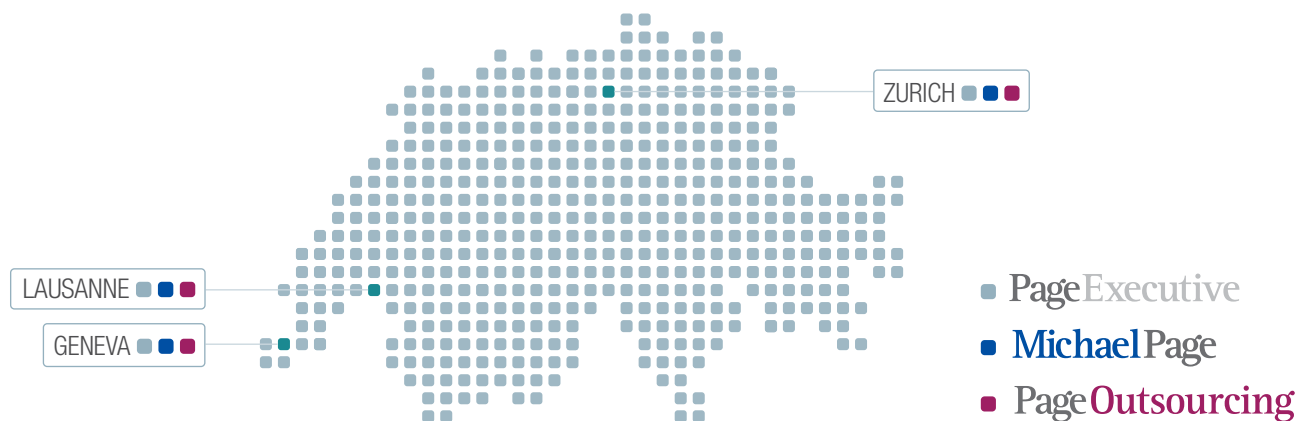
94% of our candidates are **satisfied** or **very satisfied***

Satisfaction survey led in 2020 with 4'038 clients & candidates

OUR 5 COMMITMENTS



OUR OFFICES



OUR SPECIALIZED TEAMS COVER ALL THE FOLLOWING DISCIPLINES

- | | | |
|------------------------------|---|----------------------------|
| Finance & Accounting | Sales Administration & Customer Service | IT |
| Banking & Financial Services | Public & Non-Profit | Human Resources |
| Commodity Trading | Procurement, Logistics & Supply Chain | Healthcare & Life Sciences |
| Legal & Paralegal | Sales & Marketing | Engineering |
| Office & Management Support | Digital Marketing | Property & Construction |

Salary Study Switzerland 2021

METHODOLOGY

Our salary and trends analysis benchmarks profiles on Start-ups, SME & Blue-Chip organisations with salary data until end of Q4 2020 and bonuses figures of 2019 across the entire territory of Switzerland for entry level up to executive positions. The survey information comes from our database, various search engine assignments and years of experience within the Swiss market. All our salaries may vary +/- 15% according to company's size and location.

OUR EXPERTISE

20,584

Interviews led
in 2020

862

lives changed
in 2020

>700K

candidates in
our swiss database

This year will be crucial for employment in Switzerland. For this exact reason, we place our commitments as leaders in specialized recruitment at the heart of our approach to guarantee the highest quality of service: Reactivity, Proximity, Partnership, Innovation, Ethics & Responsibility.

We pride ourselves on being your trusted partners for your career and your recruitments and have worked on gathering in this new salary study all the latest market trends, most wanted profiles for employers and most wanted benefits from candidates sector per sector in 2021 in Switzerland.

EDITORIAL

What to look forward to in 2021

by Julien Gibert, Senior Executive Director
& Nicolai Mikkelsen, Executive Director, Michael Page Switzerland

There is no way to deny it – in 2020, we witnessed a change that affected businesses in all sectors, and in just a few weeks changed entire industries, alongside local and global markets.

The coronavirus pandemic, and the restrictions it brought in terms of isolation, of new sanitary requirements and the lockdown that was introduced as a consequence, have all posed major challenges for employers of all kinds.

Searching for new talent for a business is of major importance in a time of a crisis. Many companies realise this, especially those that have resolved to turn their hardships into a chance to grow, hiring people with new skills and thus stepping onto a new path of development.

One of the priorities has been to ensure organisational continuity, and to allow staff to carry on their work in the new normality. Given the popularity of online sales and teleworking, job offers were strong for IT experts, healthcare and life sciences professionals alongside procurement & logistics roles.

The financial services as an industry is going through changes, becoming more focused on the value potential hires can add, with many quality professionals on the market looking for their next opportunity – something Michael Page can help you with.

Sectors like Sales & Marketing experienced a slower recovery at first and are now back on track, essentially driven by digital positions. The job of HR professionals changed too, as now they were not just responsible for organising work in line with the new standards, but also for looking after the mental health of the staff – their motivation and efficiency also throughout the ubiquitous home office system.

Temporary and interim positions are picking up for companies working on time-pressured projects, highlighting that the Swiss economy has not lost its dynamism and remains attractive for companies and candidates for all types of contracts and projects.

It is highly probable that many businesses have already gone through the worst of the crisis. The profound digital transformation many organisations have gone through, highlighted their ability to effectively manage teams remotely – and their readiness to swiftly adapt to new realities, showing the innovative quality of Swiss companies, especially in the Healthcare sector.



Editorial



Businesses operating in e-commerce, distribution, logistics, or storage managed not only to face up to the challenges but to take advantage of the changes and develop business activity, boosting sales.

What grew in importance was not just the notion of telework, but also the idea of distance learning. Although having to find, recruit and carry out the induction of a new worker to a company on a remote basis is indeed a big challenge, it opens up several additional opportunities with regard to acquiring top talent without the limits set by geography.

Online recruitment has become common practice, and we can assume that it is here to stay. Video is already part and parcel of recruitment, and we anticipate that the market will continue with a mixed model, where face-to-face interactions with candidates will still play a major role.

We hope that the worst has already happened, and that 2021 will bring a change for the better in the economy and with it a wave of new investments. We are delighted to help and support our clients and partners in their new pursuits – those regarding recruitment, staff, HR, staff management, or employer branding.

We believe that success in business relies on people, which is why we shall strive to make sure that together with our clients we can create new, safer and promising jobs.

The data featured here is the outcome of hundreds of recruitment procedures and thousands of job interviews held in 2020 for specific positions across many industries.

We hope that this guide will help employers make optimal business decisions, and that it offers candidates a chance to effectively assess their value in the current, exciting job market we see in Switzerland.

We wish you an inspiring read, and please remember, if you have any questions, contact one of our expert consultants for an in-depth conversation.

TRENDS BY SECTOR



Information Technology



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- Amid the sanitary crises, **the IT sector remains a candidate driven market**, where IT profiles sometimes get more than one offer at once.
- The **accelerated digitalisation of companies** having to shift overnight to remote working conditions created a boost in IT opportunities.
- Companies have refocused their **priorities in improving their IT infrastructures**.
- **New Positions in Cloud** are emerging.
- Niche profiles have **strong power of negotiation** towards getting higher salaries.
- We witness an **emerging trend in temporary positions** for IT projects.

MOST WANTED PROFILES



**IT Diploma
with local
experience valued**



**Experience
with an
international company**



**Profiles with
ERP experience**



**IT
Certifications**

MOST WANTED BENEFITS TO ATTRACT TALENT



Exciting projects



**Remote working
& flexibility**



**Long term
perspectives**



**Opportunity to
acquire new skills**

Information Technology

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

MANAGEMENT			
SENIOR MANAGEMENT	<5 YEARS	5-10 YEARS	>10 YEARS
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
PROJECT MANAGEMENT	<5 YEARS	5-10 YEARS	>10 YEARS
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
DEVELOPMENT			
SOFTWARE DEVELOPMENT	<5 YEARS	5-10 YEARS	>10 YEARS
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
WEB DEVELOPMENT	<5 YEARS	5-10 YEARS	>10 YEARS
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
ERP	<5 YEARS	5-10 YEARS	>10 YEARS
ERP Business Analyst	90'000	110'000	130'000
ERP Project Manager	110'000	130'000	150'000

Information Technology

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

INFRASTRUCTURE			
SYSTEM / NETWORK	<5 YEARS	5-10 YEARS	>10 YEARS
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
SUPPORT / HELPDESK	<5 years	5-10 years	>10 years
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
DATA			
DATA MANAGEMENT	<5 years	5-10 years	>10 years
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

Banking & Financial Services



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- Recruitment **opportunities in Fintech and asset management** companies in spite of the crisis.
- Usage of **new tools and softwares** such as Data Crunching become more popular.
- **Outbreak of NeoBanks** with roles such as Business Development, Client advisory or Investment platform managers.
- New trends emerging in sustainable investment. **Impact Finance and ESG are now in demand.**
- Opportunities are **on the rise for Front Office positions** as well as sales profiles in general. Banks focus their efforts in maintaining growth through business development.
- Although the **banking sector has only partially suffered** from the sanitary crisis, salaries are expected to decrease slightly on the mid to long term.

SPECIAL REQUIRED SKILLS



IT Litterate

(eg. Programming
VBA, Python, Excel
Macros)



FINMA



**Hybrid profiles
combining
responsibilities**
(2 jobs in 1)



German-speaker
(even in Romandie)



**Ability to
assess new
Products /
Services**
(eg. FINTECH)



Regulatory

MOST WANTED JOB FUNCTIONS



**Relationship
Management / Sales**



**Risk &
Compliance**



**Private
Markets**



Legal



Technology

Banking & Financial Services

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

ASSET MANAGEMENT				
INVESTMENT ANALYSIS/RESEARCH	MIN	AVERAGE	MAX	BONUS
Fundamental Analyst	125'000	150'000	200'000	25%
Quantitative Analyst	115'000	145'000	160'000	20%
Economist	120'000	150'000	190'000	25%
PORTFOLIO MANAGEMENT	MIN	AVERAGE	MAX	BONUS
Portfolio Operations Specialist	80'000	95'000	115'000	10%
Client Reporting Specialist	110'000	125'000	140'000	10%
Junior Portfolio Manager	90'000	110'000	130'000	20%
Equity Portfolio Manager	130'000	160'000	220'000	30%
Fixed Income Portfolio Manager	140'000	170'000	225'000	25%
Portfolio Manager Multiasset Class	140'000	170'000	220'000	30%
Quantitative Portfolio Manager	160'000	190'000	240'000	40%
INVESTMENT MANAGEMENT	MIN	AVERAGE	MAX	BONUS
CIO / Chief Investment Officer	220'000	320'000	450'000	60%
Execution/Trading	125'000	140'000	160'000	20%
Investment Advisor	130'000	160'000	200'000	30%
Manager Selection	120'000	140'000	180'000	25%
RFP Specialist	100'000	130'000	150'000	10%
Investment Support (Marketing/RFP/CRM)	90'000	100'000	120'000	5%
SALES (INSTITUTIONAL & WHOLESALE)	MIN	AVERAGE	MAX	BONUS
Sales Assistant / Support	80'000	95'000	100'000	5%
Whole Sales	130'000	160'000	200'000	30%
Institutional Sales (traditional asset classes)	140'000	170'000	220'000	35%
Structured Products Sales	140'000	190'000	240'000	40%
Sales Alternative Investments	160'000	220'000	280'000	50%
Head Institutional Sales	200'000	250'000	330'000	50%
PRIVATE EQUITY / PRIVATE MARKETS	MIN	AVERAGE	MAX	BONUS
Analyst	85'000	100'000	120'000	30%
Associate	125'000	130'000	160'000	40%
Investment Manager	150'000	175'000	210'000	50%
Investment Director	180'000	200'000	250'000	65%
Managing Director	240'000	280'000	350'000	80%

Banking & Financial Services

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

INVESTMENT BANKING

M&A ADVISORY	MIN	AVERAGE	MAX	BONUS
Analyst	80'000	100'000	120'000	30%
Associate	120'000	135'000	170'000	45%
Vice President	150'000	175'000	200'000	50%
Director	180'000	220'000	250'000	65%
Managing Director	240'000	280'000	350'000	90%

TRUST

TRUST MANAGEMENT	MIN	AVERAGE	MAX	BONUS
Trust Accountant	90'000	100'000	110'000	5%
Trust Officer	110'000	115'000	125'000	10%
Trust Manager	130'000	140'000	160'000	20%
Trust Director	150'000	170'000	200'000	25%

PRIVATE BANKING

RELATIONSHIP MANAGEMENT	MIN	AVERAGE	MAX	BONUS
Relationship Manager Assistant	90'000	110'000	130'000	5%
Junior Relationship Manager	95'000	115'000	145'000	15%
Relationship Manager (Farmer)	140'000	150'000	180'000	35%
Relationship Manager (Hunter)	165'000	220'000	320'000	45%
Team Head Private Banking	170'000	200'000	220'000	50%
Head Private Banking	250'000	340'000	500'000	70%
Wealth Planner	150'000	180'000	210'000	15%

CORPORATE & RETAIL BANKING

RELATIONSHIP MANAGEMENT	MIN	AVERAGE	MAX	BONUS
Relationship Manager Assistant	70'000	85'000	100'000	5%
Relationship Manager Retail Clients	80'000	100'000	120'000	15%
Branch Manager Retail	120'000	135'000	155'000	15%
Relationship Manager SMEs	120'000	145'000	160'000	15%
Relationship Manager Large & Mid caps	150'000	180'000	220'000	20%
Senior Relationship Manager Multinationals	180'000	210'000	240'000	35%
Managing Director (Corporate Banking)	240'000	280'000	340'000	45%

Banking & Financial Services

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

CORPORATE FUNCTIONS				
LEGAL & COMPLIANCE	MIN	AVERAGE	MAX	BONUS
Junior Compliance Officer	80'000	90'000	100'000	10%
Compliance Officer	100'000	125'000	160'000	15%
Head of Compliance	185'000	220'000	250'000	20%
Legal Counsel	150'000	185'000	220'000	25%
Head Legal / Chief Legal Counsel	200'000	250'000	330'000	30%
FINANCE & ACCOUNTING	MIN	AVERAGE	MAX	BONUS
Accountant	85'000	100'000	120'000	5%
Senior Accountant	110'000	130'000	150'000	15%
Head of Accounting	140'000	160'000	185'000	20%
Financial Controller	125'000	155'000	180'000	25%
Finance Director	170'000	190'000	250'000	25%
RISK & CONTROL	MIN	AVERAGE	MAX	BONUS
Internal Auditor	130'000	145'000	170'000	15%
Head of Internal Audit	180'000	210'000	240'000	20%
Risk Manager (Market, Credit, Operational)	130'000	150'000	190'000	30%
OPERATIONS	MIN	AVERAGE	MAX	BONUS
Back Office (Cash/Settlement/Reconciliation)	85'000	95'000	115'000	
Operations Manager	100'000	120'000	140'000	10%
Head of Operations	140'000	160'000	180'000	15%
TAX	MIN	AVERAGE	MAX	BONUS
Tax Manager	130'000	145'000	170'000	15%
Tax Director	185'000	235'000	280'000	20%
DATA / BUSINESS MANAGEMENT	MIN	AVERAGE	MAX	BONUS
Business Intelligence	110'000	135'000	160'000	5%
Business Analyst	110'000	135'000	160'000	5%

Engineering



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- International companies invest in marketing to boost their activity and innovate. **Opportunities in project management** for engineers rise accordingly.
- **Automation, Mechatronics & Robotics** are booming sectors which are highly candidate driven.
- Most profiles are **highly qualified but lack field experience**. SMEs mostly in Romandie are looking for technicians or hands-on candidates.
- Recruitment processes have slowed down and become **more selective**. Each candidate is thoroughly evaluated.
- Engineering in general seems to have recovered from the crisis and is **back on track for most industries**.

MOST WANTED PROFILES



Local qualifications /
training / apprenticeship



English level C1



Field experience /
Hands-on approach
(Romandie)



Candidates living
near work location

MOST WANTED BENEFITS TO ATTRACT TALENT



Acquisition of
new skills



Flexible workspace



Short
term evolution



Bonus based
on performance

Engineering

AVERAGE YEARLY FIXED REVENUE IN KCHF

PRODUCTION					
JOB TITLE	Precision Engineering / Watchmaking	Food / Chemistry / Cosmetics	Machinery / Automation	Electronics	Heavy Industry / Transportation
Director	160-200	140-180	160-200	160-200	160-200
Team Leader	110-140	100-120	110-130	110-130	110-130
Engineer	90-115	85-110	90-115	90-115	90-115
Technician	75-90	70-90	75-90	75-90	75-90

MAINTENANCE					
JOB TITLE	Precision Engineering / Watchmaking	Food / Chemistry / Cosmetics	Machinery / Automation	Electronics	Heavy Industry / Transportation
Director	130-150	110-140	130-170	160-200	180-200
Team Leader	100-130	100-130	100-130	100-130	100-130
Engineer	80-100	90-110	90-120	90-120	90-120
Technician	70-90	70-90	75-95	75-95	70-90
Field Service Engineer	90-120	80-120	90-120	90-120	90-120

R&D					
JOB TITLE	Precision Engineering / Watchmaking	Food / Chemistry / Cosmetics	Machinery / Automation	Electronics	Heavy Industry / Transportation
Director	160-200	140-180	160-190	160-190	160-190
Team Leader	120-140	120-140	120-140	120-140	120-140
Engineer	110-140	100-140	90-120	90-120	90-120
Technician	70-90	65-90	75-90	75-90	75-85

Engineering

AVERAGE YEARLY FIXED REVENUE IN KCHF

QUALITY AND EHS					
JOB TITLE	Precision Engineering / Watchmaking	Food / Chemistry / Cosmetics	Machinery / Automation	Electronics	Heavy Industry / Transportation
Director	160-190	160-180	160-200	160-210	160-200
Team Leader	120-140	110-130	120-140	115-140	120-140
Engineer	90-120	85-110	90-120	85-115	90-120
Technician	70-90	65-90	70-90	70-85	70-90

INDUSTRIALISATION / PROCESS ENGINEERING					
JOB TITLE	Precision Engineering / Watchmaking	Food / Chemistry / Cosmetics	Machinery / Automation	Electronics	Heavy Industry / Transportation
Director	140-180	160-180	160-200	160-200	160-180
Team Leader	120-150	120-150	120-150	120-150	120-150
Engineer	90-120	80-120	75-120	90-120	90-120
Technician	70-90	65-90	70-90	70-90	70-90

PROJECT MANAGEMENT					
JOB TITLE	Precision Engineering / Watchmaking	Food / Chemistry / Cosmetics	Machinery / Automation	Electronics	Heavy Industry / Transportation
Director	180-200	180-200	180-200	180-200	180-200
Manager	100-130	100-130	100-130	100-130	100-130
Engineer	85-100	80-100	85-100	85-100	85-100

Property & Construction Romandie



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- The real estate sector seems to have **withstood the health crisis better** than experts were predicting. Despite a slight slowdown in investment, Swiss people's interest in bricks and mortar remains intact.
- Salaries, which have increased by 10% over the past 10 years, **remain stable this year**.
- Jobs in **Geneva are generally better paid** than in the rest of Romandie (+ 9%).
- For equal positions, compensation **levels in Zurich are generally higher** than in Geneva (+ 4%).
- Infrastructure projects via public investments are maintained and **local authorities recruit** mostly project managers / town planners.
- Emerging trend towards **Proptech**: digitization of the real estate sector and certain positions related to construction.

MOST WANTED PROFILES



Construction site
Manager/Director



Bilingual candidates



Knowledge of BIM



360 degrees Property
Manager

MOST WANTED BENEFITS TO ATTRACT TALENT



Performance based
bonuses



Flexibility
at work



Opportunity
for trainings



Employer with
strong ESG values

Property & Construction Romandie

AVERAGE YEARLY BASIC SALARY IN KCHF

Kindly note that since our property & construction team operates mainly in Romandie, the positions are listed in French. If you have any specific request for a project in another part of Switzerland, please contact us to discuss your needs.

BIM MANAGEMENT	0 à 5 ans	5 à 10 ans	10 ans et plus
Dessinateur BIM	72 - 85	80 - 95	N/A
Coordinateur BIM	80 - 100	95 - 120	N/A
Manager BIM	90 - 110	105 - 130	125 - 150
IMMOBILIER / RÉGIES	0 à 5 ans	5 à 10 ans	10 ans et plus
Assistant Gérance	60 - 75	70 - 85	80 - 95
Gérant Location	70 - 80	75 - 90	90 - 100
Gérant Technique	80 - 90	95 - 105	100 - 120
Gérant PPE	80 - 95	85 - 100	95 - 110
Gérant d'Immeubles	85 - 95	90 - 110	100 - 120
Chef de Groupe Gérance	95 - 110	100 - 120	110 - 130
Directeur Succursale	100 - 130	110 - 140	120 - 180
ENTREPRISES GÉNÉRALES DE CONSTRUCTION	0 à 5 ans	5 à 10 ans	10 ans et plus
Conducteur de Travaux	72 - 90	83 - 100	95 - 115
Chef de Projet	110 - 125	117 - 145	130 - 160
Calculateur/Economiste	80 - 100	95 - 115	105 - 130
Responsable Développement	85 - 110	105 - 140	140 - 200
INVESTISSEMENTS (BANQUES/DIRECTION DE FONDS/FAMILY OFFICE/ETC.)	0 à 5 ans	5 à 10 ans	10 ans et plus
Analyste	75 - 110	105 - 130	125 - 160
Asset Manager	80 - 110	105 - 150	130 - 180
Portfolio Manager	90 - 120	120 - 160	145 - 190
Fund Manager	110 - 135	130 - 160	150 - 200
Responsable Investissements Immobiliers	N/A	130 - 170	160 - 240
ARCHITECTURE	0 à 5 ans	5 à 10 ans	10 ans et plus
Dessinateur	65 - 80	75 - 85	80 - 95
Architecte Projeteur	75 - 85	80 - 95	90 - 100
Architecte Exécution / DT	85 - 95	90 - 120	100 - 130
Chef de Projets	90 - 100	95 - 120	110 - 140

Property & Construction Romandie

AVERAGE YEARLY BASIC SALARY IN KCHF

Kindly note that since our property & construction team operates mainly in Romandie, the positions are listed in French. If you have any specific request for a project in another part of Switzerland, please contact us to discuss your needs.

TECHNIQUES DU BÂTIMENT (CVC/ELECTRICITÉ/SANITAIRE/ETC. . .)	0 à 5 ans	5 à 10 ans	10 ans et plus
Technicien/Projeteur	60 - 72	70 - 85	80 - 95
Chef de Projet/Chargé d'affaires	75 - 90	85 - 100	90 - 120
Responsable de Département	N/A	105 - 125	120 - 150
Facility Manager	75 - 95	95 - 130	120 - 160

BUREAUX D'INGÉNIEURS	0 à 5 ans	5 à 10 ans	10 ans et plus
Dessinateur	55 - 72	65 - 85	78 - 100
Ingénieur	60 - 78	75 - 90	85 - 110
Chef de Projet	80 - 90	85 - 110	105 - 130

MAÎTRISE D'OUVRAGE	0 à 5 ans	5 à 10 ans	10 ans et plus
Chef de Projet	105 - 125	120 - 145	140 - 160
Responsable Immobilier	N/A	N/A	175 - 220

GÉNIE CIVIL	0 à 5 ans	5 à 10 ans	10 ans et plus
Technicien	70 - 90	85 - 110	90 - 120
Conducteur de Travaux	75 - 100	95 - 120	105 - 130
Chef de Projet	N/A	110 - 125	120 - 160
Responsable de Succursale	N/A	N/A	160 - 200

Human Resources



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- **New jobs have emerged** with a clear focus on people & customer experience: D&I manager, People and Culture, Employee Experience Manager.
- **Temporary, Interim and Contracting** jobs seem to have **noticeably increased**. HR Professionals also offer consulting services.
- **Capacity for crisis management** and business continuity plans are highly valued.
- **Diversity and Inclusion** are now part of companies KPIs.
- Companies are focusing their HR efforts in offering a **360 positive employee experience** from attracting talent to offboarding employees.
- HR now participate clearly in the definition of the employer branding through the communication of **strong core values and company culture**.
- Technology plays a larger part in HR processes through **people analytics and process digitalization**.

MOST WANTED PROFILES



Knowledge of Swiss labor law with a local network



Language skills in German, English and French



Previous experience in change management



Strong business partnering skills and ability to plan & anticipate



Hands on skills: HR Ops & Payroll, C&B, HRIS, HR Admin

MOST WANTED BENEFITS TO ATTRACT TALENT



Company reputation



Flexible working: Home office, part time and job sharing



Autonomous / Impactful HR



HR policies with a focus on people

Human Resources

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

MULTINATIONAL COMPANY				
JOB TITLE	Minumum	Median	Maximum	Bonus
Senior Vice President / Chief HR Officer	320'000	370'000	420'000	40-50
Vice President HR	240'000	280'000	320'000	30-40
HR Director - Head of HR	180'000	230'000	280'000	25-35
Global HR Business Partner	160'000	200'000	240'000	-
HR Business Partner EMEA / People & Culture Mngr	130'000	155'000	180'000	-
HR Generalist	90'000	115'000	130'000	-
HR Assistant	70'000	80'000	90'000	-

COMPENSATION & BENEFITS				
JOB TITLE	Minumum	Median	Maximum	Bonus
Director	180'000	230'000	280'000	25-35
Manager	130'000	170'000	180'000	-
HR Operations Manager	110'000	135'000	155'000	-
Payroll Manager	110'000	130'000	150'000	-
Specialist	100'000	120'000	130'000	-
HRIS Specialist	90'000	120'000	150'000	-
HR Operations Specialist	90'000	110'000	115'000	-
Mobility Specialist	90'000	100'000	120'000	-
HR Controller	90'000	100'000	110'000	-
Payroll Specialist	80'000	100'000	115'000	-

Human Resources

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

TALENT ACQUISITION				
JOB TITLE	MINIMUM	MEDIAN	MAXIMUM	Bonus
Director	180'000	210'000	240'000	25-30
Manager	130'000	150'000	180'000	–
Specialist	90'000	110'000	130'000	–

TALENT DEVELOPMENT				
JOB TITLE	MINIMUM	MEDIAN	MAXIMUM	Bonus
Director	160'000	195'000	230'000	25-30
Change Management / Organisational Development Manager	150'000	180'000	220'000	–
Manager	120'000	140'000	180'000	–
Specialist	90'000	110'000	130'000	–
Diversity & Inclusion Specialist	90'000	100'000	110'000	–
Employee Experience Manager	90'000	110'000	125'000	–

SMES				
JOB TITLE	MINIMUM	MEDIAN	MAXIMUM	Bonus
HR Director	140'000	180'000	220'000	25-30
HR Manager / Local HR Business Partner	120'000	140'000	160'000	–
Payroll Manager	100'000	115'000	140'000	–
HR Specialist / HR Generalist	85'000	110'000	120'000	–
Recruiter	75'000	100'000	120'000	–
HR Assistant	70'000	80'000	85'000	–

Office & Management Support



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- Admin and assistants' job were heavily impacted by the crisis, confinement and travel ban 2020. Therefore **the purpose of their role fundamentally changed.**
- Opportunities are opening now for virtual assistant or profiles with **digital and online skills** including online meeting management, reporting and drafting. IT skills are now a must-have.
- Assistants are now integrated in project management: **coordination, budget monitoring, timeline follow up.**
- Companies expect more versatility from receptionists. **Those positions are now systematically being merged with the role of office managers.**

MOST WANTED PROFILES



Digital savvy profiles



Multi-task roles requiring all-round skill-set



Specific skills and experience for more specialized position



Local Multilingual profiles preferred

MOST WANTED BENEFITS TO ATTRACT TALENT



Acquisition of new skills



Flexible hours



Short term evolution



Bonus allowance

Office & Management Support

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

JOB TITLE	< 3 YEARS	3-5 YEARS	5-7 YEARS	> 7 YEARS
Personal Assistant	85'000-90'000	90'000-100'000	100'000-120'000	> 120'000
Executive Assistant	80'000-85'000	85'000-95'000	95'000-110'000	> 110'000
Office Manager	70'000-75'000	75'000-85'000	85'000-95'000	> 95'000
Administrative/Team Assistant	60'000-70'000	70'000-75'000	75'000-85'000	> 85'000
Legal Assistant/Secretary	65'000-70'000	70'000-75'000	75'000-85'000	> 85'000
Human Resources Assistant	60'000-70'000	70'000-75'000	75'000-85'000	> 85'000
Receptionist	60'000-65'000	65'000-70'000	70'000-75'000	> 75'000



Sales & Marketing



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- **Digital Marketing and e-commerce related positions** seems to have benefited from the crisis to the detriment of operational positions.
- Sales positions have started **recovering steadily from September 2020**.
- The accelerated digitalization of companies in 2020 led to the **internalization of digital marketing functions**.
- **New positions are emerging** such as SEO, SEM SEA managers or influencer marketing specialists.
- **Sales profiles** with CRM knowledge are now, and will continue to be, **highly valued**.

MOST WANTED PROFILES



MOST WANTED BENEFITS TO ATTRACT TALENT



Sales & Marketing

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

	IT / Telco	Manufacturing	Consumer Goods / NGOs	Business Services / Consulting / Agencies	Bonus / variable %
SALES					
Sales Representative / Account Manager	70–110	80–110	75–100	75–110	10–30%
Sales Manager / Area Sales Manager (bilingual or trilingual)	80–120	70–120	70–110	90–120	10–30%
Business Development Manager	80–120	80–120	80–110	80–110	10–30%
Key Account Manager	90–130	90–120	80–120	80–110	10–30%
Sales Engineer / Technical Sales	90–130	90–120	N/A	90–120	10–30%
Sales Director	140–180	140–170	130–180	140–180	20–40%
Inside Sales / Customer Service	60–90	60–80	60–80	60–80	0–20%
MARKETING & COMMUNICATIONS					
Marketing Assistant / Coordinator	70–85	70–80	70–85	70–85	0–20%
Product / Brand Manager	70–100	70–100	75–95	70–90	0–20%
Market Analyst / Research & Business Intelligence	80–100	80–100	80–100	80–100	0–20%
Trade Marketing	70–100	70–100	70–100	70–100	0–20%
Marketing Manager	100–130	110–130	100–130	100–130	0–30%
Head of Marketing	130–170	120–160	120–160	120–150	0–30%
Communications Manager	80–120	95–120	90–120	90–120	0–20%
PR Manager / Public Affair	80–130	95–120	90–120	90–120	0–5%
Event Manager	70–110	80–100	75–110	80–100	0–5%

Sales & Marketing

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

	IT / Telco	Manufacturing	Consumer Goods / NGOs	Business Services / Consulting / Agencies	Bonus / variable %
DIGITAL MARKETING					
Digital Marketing Coordinator	70–90	65–90	70–95	65–85	0–20%
Social Media Manager / Community Manager (bilingual or trilingual)	70–100	70–100	80–115	70–100	0–20%
CRM Manager	85–120	80–110	90–120	80–110	0–20%
Media Planner / Buyer	90–110	80–100	90–120	80–100	0–20%
E-Commerce Manager	90–140	80–120	100–140	90–120	0–20%
SEO / SEA / SEM Specialist	70–100	70–90	75–90	65–90	0–20%
Influencer Marketing Manager	85–110	85–110	85–110	85–110	0–20%
Content Marketing / Copywriting (bilingual or trilingual)	70–100	70–100	80–110	70–100	0–20%
Head of Digital Marketing	120–170	110–150	130–170	120–150	0–30%
EXECUTIVE					
Chief Digital Officer (CDO)	200–260	200–260	200–260	200–280	20–40%
Chief Marketing Officer (CMO)	180–250	180–250	180–250	180–250	20–30%
Chief Sales Officer (CSO)	200–280	200–280	200–280	200–280	30–60%
Head Sales & Marketing	220–320	220–320	220–320	220–320	30–80%
Country Director (MD)	180–250	180–250	180–250	180–250	20–50%
Head Product Management	180–230	180–230	180–230	180–230	20–30%

Supply Chain Management



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- Logistics, Procurement and Supply Chain have had an **interesting growth over the crisis in 2020**, with strong needs in specific industries (food, healthcare, ecommerce etc...).
- **Supply Chain Management is on the rise** thanks to its valued connection and flow between R&D, suppliers, manufacturing, quality, logistics, and information technologies.
- **New positions are being created** to supervise the complete operational processes: S&OP, IBP, E2E Supply Chain Optimization lead. Opportunities are flourishing for supply chain managers.
- **Low-to-mid positions are outsourced** abroad while decision makers still sit in Switzerland.
- **Salary level** inflations experienced over the past years are **now stabilizing to fit the market reality**.
- Profiles with skills in **data analytics and systems knowledge are highly valued**.

MOST WANTED PROFILES



Strong desire to have engineering background for Supply Chain Management roles



Profiles with ERP integration skills are highly sought after



Strong language skills: English and local languages. Customer Service operations prefer trilingual candidates



Global working experience

MOST WANTED BENEFITS TO ATTRACT TALENT



Growth and long-term perspective



High salary packages



Flexibility



Reputation of the company



Gain insights of different industries

Supply Chain Management

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

FMCG / FOOD / RETAILS		
PURCHASING	Min	Max
Procurement Coordinator	70'000	95'000
Operational / Technical Buyer	85'000	110'000
Strategic Buyer	100'000	125'000
Category / Commodity Manager	140'000	180'000
Procurement Manager	130'000	160'000
Procurement Director	160'000	240'000+
Procurement Vice President (VP) / Head of Procurement	220'000	290'000+
SUPPLY CHAIN	Min	Max
Master Data Analyst	75'000	95'000
Logistics Coordinator	75'000	95'000
Production Planner	85'000	105'000
Supply / Demand Planner	85'000	120'000
Supply Chain Manager	135'000	170'000
Supply Chain Director	170'000	240'000+
Supply Chain Vice President (VP) / Head of Supply Chain	230'000	300'000+
CUSTOMER SERVICE	Min	Max
Sales Administration / Customer Service Coordinator	65'000	95'000
Customer Service Team Lead	95'000	125'000
Customer Service Manager / Director	130'000	160'000+
Customer Service Vice President (VP) / Head of Customer Service	160'000	180'000+
LOGISTICS	Min	Max
Logistics Clerk / Technican	60'000	70'000
Import / Export Specialist	70'000	90'000
Logistics / Warehousing Supervisor	90'000	110'000
Logistics Manager / Director	120'000	160'000+
Logistics Vice President (VP) / Head of Logistics	180'000	250'000+

Supply Chain Management

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

MEDICAL TECHNOLOGIES & DEVICES, PHARMA		
PURCHASING	Min	Max
Procurement Coordinator	80'000	100'000
Operational / Technical Buyer	90'000	120'000
Strategic Buyer	110'000	130'000
Category / Commodity Manager	150'000	185'000
Procurement Manager	140'000	180'000
Procurement Director	170'000	250'000+
Procurement Vice President (VP) / Head of Procurement	250'000	320'000+
SUPPLY CHAIN	Min	Max
Master Data Analyst	80'000	110'000
Logistics Coordinator	80'000	100'000
Production Planner	85'000	110'000
Supply / Demand Planner	90'000	130'000
Supply Chain Manager	140'000	180'000
Supply Chain Director	180'000	250'000+
Supply Chain Vice President (VP) / Head of Supply Chain	260'000	300'000+
CUSTOMER SERVICE	Min	Max
Sales Administration / Customer Service Coordinator	75'000	100'000
Customer Service Team Lead	110'000	130'000
Customer Service Manager / Director	135'000	170'000+
Customer Service Vice President (VP) / Head of Customer Service	170'000	220'000+
LOGISTICS	Min	Max
Logistics Clerk / Technician	75'000	85'000
Import / Export Specialist	80'000	100'000
Logistics / Warehousing Supervisor	95'000	110'000
Logistics Manager / Director	120'000	170'000+
Logistics Vice President (VP) / Head of Logistics	180'000	250'000+

Supply Chain Management

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

INDUSTRIAL MANUFACTURING & WATCHMAKING		
PURCHASING	Min	Max
Procurement Coordinator	65'000	85'000
Operational / Technical Buyer	85'000	105'000
Strategic Buyer	95'000	115'000
Category / Commodity Manager	130'000	175'000
Procurement Manager	115'000	150'000
Procurement Director	150'000	220'000+
Procurement Vice President (VP) / Head of Procurement	200'000	280'000+
SUPPLY CHAIN	Min	Max
Master Data Analyst	70'000	90'000
Logistics Coordinator	75'000	95'000
Production Planner	75'000	95'000
Supply / Demand Planner	85'000	115'000
Supply Chain Manager	115'000	150'000
Supply Chain Director	160'000	220'000+
Supply Chain Vice President (VP) / Head of Supply Chain	190'000	250'000+
CUSTOMER SERVICE	Min	Max
Sales Administration / Customer Service Coordinator	65'000	90'000
Customer Service Team Lead	90'000	110'000
Customer Service Manager / Director	115'000	150'000+
Customer Service Vice President (VP) / Head of Customer Service	150'000	170'000+
LOGISTICS	Min	Max
Logistics Clerk / Technician	60'000	70'000
Import / Export Specialist	70'000	90'000
Logistics / Warehousing Supervisor	80'000	100'000
Logistics Manager / Director	110'000	140'000+
Logistics Vice President (VP) / Head of Logistics	160'000	220'000+

Healthcare & Life Sciences



MARKET TRENDS: WHAT TO EXPECT IN 2021?

- The Healthcare sector has led **the transition to remote working and digitalization** ahead of all other sectors, having to cope with tremendous stakes in 2020.
- The demand in project management across the sector has had a **positive impact on temporary and interim positions** for technical as well as scientific roles.
- **Digitized medicine is impacting all departments** from clinical to business requiring new business models and new tools while contributing to the expansion of data generation.
- **New regulations in medical technologies** are placing quality and patients' safety as priorities: MDR and IVDR regulations increase their demands in regulatory, clinical affairs and post-market surveillance departments.
- **Patients become the focal point** for disease awareness and therapy campaigns instead of product communication.
- **Trends in Biologics, Genetics and Cell Therapy** are still growing.

MOST WANTED PROFILES



**Regulatory and
Clinical Affairs
Specialists**



CMC Specialist



**Electronics &
Software Engineer**



**Manufacturing
Engineer**



QA Engineer



**Trilingual medical
advisors / medical
science liaisons
(rare disease &
oncology)**



**Post Market
Surveillance**



**SHQA certificate
for sales positions**



**EMEA Product
Manager**



**Trilingual profiles
in local sales
& marketing
positions**

Healthcare & Life Sciences

MOST WANTED BENEFITS TO ATTRACT TALENT



**Flexibility
at work**



**Long-term
perspectives**



**Benefits
over wages**



**Interest in innovation
and new businesses**



Healthcare & Life Sciences

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

SALES	
Sales Representative / Account Manager	90'000 - 140'000
Key Account Manager	110'000 - 140'000
National Sales Manager	140'000 - 180'000
Commercial Director	160'000 - 220'000
Export/Channel Manager	110'000 - 170'000
Business Unit Manager	160'000 - 250'000
Sales Force Effectiveness Specialist	120'000 - 180'000
Commercial Excellence Manager	150'000 - 200'000

MARKETING	
Product Manager	100'000 - 150'000
Brand Manager	100'000 - 150'000
Market Research Manager	115'000 - 175'000
Marketing Manager	150'000 - 180'000
Marketing Director	170'000 - 250'000
Training and Education Specialist	110'000 - 130'000
Project / Program Manager	110'000 - 180'000

MEDICAL	
Scientific Communication Manager	110'000 - 140'000
Medical Information Manager	110'000 - 140'000
Medical Writer	80'000 - 110'000
Medical Science Liaison	110'000 - 140'000
Medical Advisor/Manager	140'000 - 180'000
Medical Affairs Manager	130'000 - 160'000
Medical Affairs Director	160'000 - 220'000
Medical Director	180'000 - 240'000
Market Access Manager	140'000 - 180'000
Health Economics / Outcome Research Manager	140'000 - 180'000
Clinical Trainer	100'000 - 140'000

Healthcare & Life Sciences

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

RESEARCH & DEVELOPMENT

Formulation Specialist	90'000 - 110'000
Formulation / R&D Project Manager	110'000 - 150'000
Laboratory Supervisor	120'000 - 150'000
Pharmacovigilance Manager	120'000 - 160'000
Clinical Trials Assistant	70'000 - 100'000
Clinical Research Associate	80'000 - 110'000
Lead Clinical Research Associate	100'000 - 130'000
Clinical Trials / Project Manager	110'000 - 150'000
Clinical Sciences Leader	120'000 - 170'000
Clinical Pharmacologist	110'000 - 160'000
R&D Engineer (Medical Devices)	100'000 - 130'000
R&D Manager (Medical Devices)	120'000 - 150'000

QUALITY & REGULATORY AFFAIRS

Quality Technician	70'000 - 90'000
Quality Engineer (QA/QC/QS)	90'000 - 120'000
Quality Manager	120'000 - 160'000
Regulatory Affairs Specialist	85'000 - 120'000
Regulatory Affairs Manager	120'000 - 160'000

MANUFACTURING

Production Technician	65'000 - 90'000
Production Manager	110'000 - 140'000
Technical Operation Manager	120'000 - 150'000
Industrialization Engineer	90'000 - 120'000
Industrialization Manager	120'000 - 160'000
Method / Process Engineer	90'000 - 120'000
Method / Process Manager	125'000 - 150'000
Continuous Improvement / LEAN Engineer	100'000 - 130'000
Field Service Engineer	90'000 - 130'000

Healthcare & Life Sciences

ANNUAL BASE SALARY (BASED ON EXPERIENCE IN THE FUNCTION)

EXECUTIVE POSITIONS	
Market Access Head	180'000 - 280'000
Real World Evidence & Outcome Head	180'000 - 300'000
Director Regulatory Affairs	190'000 - 250'000
Global Clinical Leader	230'000 - 300'000
Translational Medical Leader M.D.	220'000 - 300'000
Global Head Clinical Operations	200'000 - 250'000
Director Quality	190'000 - 230'000
Production Director	180'000 - 230'000
Site Head	220'000 - 350'000
Global Scientific Director	230'000 - 300'000
Head of Research and Development / Chief Scientific Officer	160'000 - 210'000
Global Head Drug Safety	220'000 - 300'000
Director Data Science	190'000 - 210'000
Director Biostatistics	220'000 - 280'000
Technical Regulatory Head	210'000 - 290'000
Head Portfolio/Product Launch	220'000 - 320'000
Head Clinical Genomics	190'000 - 240'000
Senior Computational Biologist	200'000 - 250'000
Head Pharma Engineering	180'000 - 260'000
Chief Medical Officer	350'000 - 480'000

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Contact us!**

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