

Salary Guide 2026



Michael Page

Salary Guide & Hiring Trends 2026	3
Banking & Financial Services	6
Commodity Trading	10
Engineering & Manufacturing	13
Environmental, Social & Governance	16
Finance & Accounting	18
Human Resources	21
Insurance	24
Information Technology	27
Legal, Tax & Compliance	30
Non-Profit Organisations	33
Office & Management Support	36
Procurement & Supply Chain	38
Property & Construction	42
Sales & Marketing	45

Salary Guide & Hiring Trends 2026

Switzerland's job market is undergoing a recalibration. Talent mobility has slowed, candidate optimism has softened, and hiring cycles are stretching. Yet, agile solutions - such as temporary and interim placements - are gaining traction. In this evolving landscape, culture, clarity, and customisation are emerging as key imperatives for attracting and retaining talent. Discover how flexible benefits, internal development, and a strong EVP can unlock opportunity in a cautious but forward-looking market.

A Market Recalibration

As we head into 2026, salary levels across most sectors remain flat. While this may not sound like good news, it signals a stabilisation after years of volatility. Employers and candidates alike are adapting to a new normal - one that increasingly relies on temporary and interim roles to manage uncertainty. Encouragingly, over 50% of these roles convert into permanent positions, making them a strategic gateway for both companies and professionals.

The Swiss job market is currently navigating a period of reduced talent mobility, marked by cautious candidate sentiment and slower hiring activity - though pockets of momentum remain, particularly among bankers in Private Equity, construction and project engineering.

Professionals are adopting a "wait and see" approach, leading to fewer replacement hires and longer recruitment cycles. The overall effect is reminiscent of being stuck in traffic on the motorway - progress is possible, but slow and unpredictable. In this context, temporary and interim roles function much like motorcycles navigating through congestion - more agile, responsive, and capable of progressing where traditional hiring routes remain constrained.

While 2021–2023 were years of growth, 2026 is shaping up to be a year of strategic recalibration. Yet, just as traffic eventually clears, this pause may be temporary. Companies that remain proactive and adaptable will be best positioned to accelerate when momentum returns.

What Candidates and Employees Want

To reduce attrition and attract available talent, employers must understand what employees and jobseekers truly care about. Culture plays a significant role in their decision to stay with or join an organisation. Candidates typically seek inclusive environments that support career development and continuous learning.

Compensation packages remain a critical part of the talent equation. While base salaries may stay relatively flat, candidates' expectations around salary increases have softened. According to our Candidate Confidence Salary Index, the proportion of jobseekers anticipating a salary increase has dropped from 74% to 59% since the start of 2025.

In this context, flexible benefits can be a powerful differentiator. Move beyond a "one size fits all" model - customise benefits to reflect the diverse priorities across your workforce. For example, gym memberships may appeal more to younger employees, while enhanced pension contributions could resonate with more experienced staff. Flexible benefits not only boost retention but also reinforce your commitment to employee wellbeing.



Yannick Coulange

Managing Director
PageGroup Switzerland

Most importantly, ensure hiring managers can clearly articulate the full value of your offer. Candidates are quick to walk away if the benefits aren't communicated clearly and effectively. Organisations that train their leaders to discuss compensation transparently gain a distinct competitive edge in attracting and retaining top talent.

Candidates are seeking flexibility and relevance over perfection; a well-articulated offering is often enough to meet expectations.

Flexible Employment: A Strategic Advantage

Flexibility remains a defining trend. For experienced professionals, it offers valuable opportunities - remote work, part-time arrangements, and even sabbatical-style scheduling (e.g., working 90% and taking the remaining 10% as a block).

Once avoided by many Swiss-based professionals, temporary and interim roles are now widely accepted. These "plug and play" positions offer agility and access to talent while helping employers manage headcount constraints. At the same time, they offer candidates opportunities to potentially convert to a permanent role while keeping their skills and CVs marketable.

Switzerland faces a talent shortage, exacerbated by low unemployment and the retirement of skilled Baby Boomers. Temporary and interim roles play a further role in helping this transition. Notably, they tend to benefit experienced professionals the most, offering them a flexible yet impactful way to stay active in the workforce.

Navigating the Talent Landscape: Guidance for Candidates and Employers

In today's evolving job market, both candidates and employers must adapt strategically to remain competitive and resilient.

For candidates, staying active and marketable is key. Temporary and interim roles can offer valuable experience and keep your skills sharp while opening doors to long-term opportunities, especially if you are currently unemployed. At the same time, don't overlook the potential for internal growth. Sometimes, the best move is to nurture the grass you're already standing on - invest in your current role and explore ways to expand your value within your organisation.

For employers, retention is more than just a metric - it's a mirror reflecting your culture, leadership, and alignment of values. To build a compelling talent strategy, it's essential to anchor your offering around a strong Employer Value Proposition (EVP). This defines the unique combination of experiences, values and benefits your organisation provides to attract, engage, and retain top talent, serving as the strategic backbone of both employer branding and talent acquisition. Ensure that hiring managers can confidently articulate your company's culture, growth opportunities, and total compensation package to reinforce the EVP at every touchpoint.

AI is also reshaping the talent landscape. In our latest Talent Trends study in Switzerland, 55% of respondents reported regularly using AI-enhanced and generative AI tools. Among them, 69% said these tools have increased their productivity - highlighting a real shift in the playing field. Employers who embrace AI as a tool for augmentation - not replacement - will be better equipped to innovate and attract future-ready talent.



Key Takeaways:

- Temporary and interim roles offer strategic flexibility for both employers and candidates.
- A strong EVP and clear communication are essential for retention.
- Internal growth, flexible benefits, and AI-readiness are powerful levers in a cautious market.

Banking & Financial Services

The Swiss financial sector is navigating a climate of heightened caution, shaped by ongoing macroeconomic uncertainty. This environment is slowing down recruitment processes, leading to longer decision cycles and more selective approval procedures. Companies are adopting a strategic and measured approach to hiring, focusing on critical needs.

Targeted growth is emerging in front-office roles, particularly in wealth management and private markets, with a strong emphasis on UHNW and institutional clients. This shift is driving demand for hybrid profiles - professionals who combine commercial acumen with technical expertise and regulatory knowledge.

Despite a more selective job market, candidate expectations remain high. Flexibility, competitive compensation, and clear career progression continue to be decisive factors in attracting top talent. Employers must therefore strike a balance between rigorous selection and meeting these evolving demands.

Senior roles are often filled through trusted networks, making access to these opportunities more discreet. To remain competitive, SMEs increasingly rely on specialised recruitment agencies with deep market insight and strong relationships, enabling them to identify and engage the right candidates.

Trends & salaries 2026

Most in-demand skills & experience

- Languages
- Local experience
- Industry knowledge
- Network / Client Portfolio
- Adaptability

Most wanted positions

- Front Office / Sales
- Finance
- Investment roles
- Risk & Compliance
- Trust / Corporate Functions

Top compensating sectors

- Corporate & investment banking
- Private Banking
- Asset Management / Private Equity

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

ASSET MANAGEMENT

INVESTMENT ANALYSIS/RESEARCH

	LOWER	AVG	HIGHER
Fundamental Analyst	125	150	200
Quantitative Analyst	115	145	160
Economist	120	150	190

PORTFOLIO MANAGEMENT

	LOWER	AVG	HIGHER
Portfolio Operations Specialist	80	95	115
Client Reporting Specialist	110	125	140
Junior Portfolio Manager	90	110	130
Equity Portfolio Manager	130	160	220
Fixed Income Portfolio Manager	130	170	225
Portfolio Manager Multiasset Class	130	170	220
Quantitative Portfolio Manager	140	190	240

INVESTMENT MANAGEMENT

	LOWER	AVG	HIGHER
CIO / Chief Investment Officer	220	320	450
Execution/Trading	110	130	160
Investment Advisor	120	150	195
Manager Selection	120	140	180
Investment Support (Marketing/RFP/CRM)	90	100	120

SALES (INSTITUTIONAL & WHOLESALE)

	LOWER	AVG	HIGHER
Sales Assistant / Support	80	95	100
Wholesale	120	140	180
Institutional Sales (traditional asset classes)	120	140	180
Structured Products Sales	110	150	175
Sales Alternative Investments	150	180	220
Head Institutional Sales	200	250	320

PRIVATE EQUITY / PRIVATE MARKETS

	LOWER	AVG	HIGHER
Analyst	90	100	120
Associate	120	130	150
Investment Manager	150	170	180
Investment Director	180	200	250
Managing Director	250	300	380

INVESTMENT BANKING

M&A ADVISORY

	LOWER	AVG	HIGHER
Analyst	90	100	120
Associate	120	135	160
Vice President	160	170	180
Director	180	220	250
Managing Director	250	280	350

PRIVATE BANKING

RELATIONSHIP MANAGEMENT

	LOWER	AVG	HIGHER
Relationship Manager Assistant	80	100	125
Junior Relationship Manager	100	110	130
Relationship Manager (Farmer)	130	150	200
Relationship Manager (Hunter)	160	220	310
Team Head Private Banking	180	220	250
Head Private Banking	250	380	500
Wealth Planner	140	180	220

TRUST MANAGEMENT

TRUST MANAGEMENT

	LOWER	AVG	HIGHER
Trust Accountant	90	105	130
Trust Administrator / Assistant	80	90	100
Trust Officer	90	110	130
Trust Manager	130	145	160
Trust Director	160	175	200

CORPORATE & RETAIL BANKING

RELATIONSHIP MANAGEMENT

	LOWER	AVG	HIGHER
Relationship Manager Assistant	70	85	100
Relationship Manager Retail Clients	75	95	120
Branch Manager Retail	120	135	155
Relationship Manager SMEs	120	145	160
Relationship Manager Large & Mid caps	150	180	220
Senior Relationship Manager Multinationals	180	210	240
Managing Director (Corporate Banking)	220	260	340

CORPORATE FUNCTIONS

LEGAL & COMPLIANCE

	LOWER	AVG	HIGHER
Junior Compliance Officer	90	100	110
Compliance Officer	110	125	160
Head of Compliance	170	200	250
Legal Counsel	140	170	200
Head Legal / Chief Legal Counsel	200	250	330

FINANCE & ACCOUNTING

	LOWER	AVG	HIGHER
Accountant	90	100	110
Senior Accountant	110	120	140
Head of Accounting	140	160	185
Financial Controller	110	130	160
Finance Director	150	200	250
CFO / Chief Financial Officer	185	250	360

RISK & CONTROL

	LOWER	AVG	HIGHER
Internal Auditor	110	130	150
Head of Internal Audit	160	185	210
Risk Manager (Market, Credit, Operational)	110	145	180
CRO / Chief Risk Officer	180	265	350

OPERATIONS

	LOWER	AVG	HIGHER
Back Office (Cash/Settlement/ Reconciliation)	80	95	120
Operations Manager	100	120	140
Head of Operations	140	160	180
COO / Chief Operations Officer	180	240	360

TAX

	LOWER	AVG	HIGHER
Tax Manager	130	150	170
Tax Director	185	235	280

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Commodity Trading

Post-COVID effects continue to influence the job market in the commodity trading sector. Many professionals hired between 2021 and 2022 still maintain high salary expectations, shaped by the exceptional conditions of that period. However, the market has since stabilised, and compensation levels are gradually returning to more sustainable standards.

In parallel, data analytics, risk management tools, and the growing adoption of artificial intelligence are transforming operations, driving strong demand for hybrid profiles that combine financial expertise with technical skills.

Energy and metals segments are particularly dynamic, supported by favourable market trends and geopolitical factors, which are actively stimulating recruitment of specialists in these areas.

Finally, the rise in temporary assignments, often linked to backlog resolution or specific project needs, reflects a strategic shift among companies seeking greater flexibility and tighter cost control in a more cautious economic environment.

Trends & salaries 2026

Most in-demand skills & experience

- Industry knowledge
- Product expertise
- A Third Language (French, Spanish, German...)

Most wanted positions

- Traders
- Controlling / Finance / Audit / Accounting
- Risk & Middle Office
- Treasury
- Operations

Top compensating sectors

- Oil & Gas
- Metals
- Agricultural Commodities

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

Finance

	LOWER	AVG	HIGHER
CFO	250	320	400
Finance Manager	160	200	250
Accounting Manager	120	130	160
Senior Accountant	100	110	130
Trade Accountant	100	120	140
Financial Controller	120	140	160
Tax Manager	130	170	220
Internal Auditor	110	130	160

Trade Finance

	LOWER	AVG	HIGHER
Head of Treasury - Financing	150	180	220
Trade Finance Manager	130	150	180
Trade Finance Officer	100	120	130
Treasury Manager	130	150	180
Treasury Analyst	90	100	120
Documentary Credit Specialist	90	100	110
Credit Risk Manager	140	160	180
Credit Risk Analyst	90	115	135

Middle Office and Risk

	LOWER	AVG	HIGHER
Risk Manager	150	170	200
Middle Office Manager	150	170	200
Middle Office Specialist	110	130	150
Risk Analyst	110	130	150

Back Office

	LOWER	AVG	HIGHER
Contract Manager	120	130	140
Contract Administrator	80	90	110

Operations & Execution

	LOWER	AVG	HIGHER
COO	220	260	320
Head of Operations	160	180	220
Senior Operator	130	150	170
Operator / Trade Execution	90	115	130
Demurrage Specialist	90	115	130

Research and Analysis

LOWER	AVG	HIGHER
-------	-----	--------

Commodity Trading

Head of Analysis	160	180	220
Quantitative Analyst	130	150	170
Market / Research Analyst	130	150	170
Data Scientist	110	130	150
Trading	LOWER	AVG	HIGHER
Head of Trading	200	300	400
Business Development Manager	160	180	220
Energy Trader	150	200	300
Metals Trader	150	200	250
Soft Commodities Trader	120	150	250
Freight Trader	120	150	250

For C-level positions and specific bonus levels, the amounts depend on each commodity type, location and role. For more information, please contact our experts.

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Engineering & Manufacturing

After post-COVID salary spikes, industrial wages in Switzerland have mostly stabilised, with fewer disparities among similar skill levels, though niche technical roles remain competitive.

Candidates are highly employable but cautious, prioritising salary amid economic uncertainty - younger talent also values career growth and company culture.

Companies are focusing on upskilling current staff for evolving roles, but still recruit specialists in AI and automation to boost innovation.

Technical managers are taking on growing HR duties, such as attracting and retaining talent. Their role now begins at the interview stage and strongly influences the candidate experience.

Firms seek versatile professionals who balance technical expertise with strong interpersonal skills, yet such profiles are scarce, prompting more internal development and clearer role definitions.

Trends & salaries 2026

Most in-demand skills & experience

- “Plug and play” talents
- Industry knowledge
- Soft skills
- Local experience
- Problem solving mindset

Most wanted positions

- Production & Operations Management
- Technical Project Management
- Method & Industrialisation
- Maintenance & Reliability
- Quality & EHS Management

Top compensating sectors

- Life Sciences
- Medical Device
- Luxury Industry
- Machinery
- Manufacturing

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

PRODUCTION	LOWER	AVG	HIGHER
Director/Plant Manager/Operations Director	160	180	200
Manager	115	140	165
Team Leader	90	110	130
Engineer	85	97.5	110
Technician	72	86	100

MAINTENANCE	LOWER	AVG	HIGHER
Technical Director	130	150	170
Team Leader /Manager	95	117.5	140
Engineer	85	102.5	120
Technician	72	86	100
Field Service Engineer	80	102.5	125

R&D / INNOVATION	LOWER	AVG	HIGHER
Director	160	180	200
Team Leader/Manager	115	137.5	160
Engineer	85	112.5	140
Technician	72	83.5	95

QUALITY & EHS	LOWER	AVG	HIGHER
Director	160	200	220
Team Leader/Manager	91	120.5	150
Engineer	85	102.5	120
Technician	72	83.5	95

INDUSTRIALISATION / PROCESS ENGINEERING / INDUSTRY 4.0	LOWER	AVG	HIGHER
Team Leader/Manager	115	142.5	170
Engineer	85	100	115
Technician	72	83.5	95

PROJECT MANAGEMENT	LOWER	AVG	HIGHER
Program Manager / Head of Projects	120	155	190
Technical Project Manager	88	114	140

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Environmental, Social & Governance

Corporate Social Responsibility - a strategic imperative facing temporary headwinds: While ESG transparency requirements remain firmly in place, companies are showing signs of slowing down their compliance efforts. Fewer resources are being allocated to proactive adaptation, reflecting a more cautious, wait-and-see approach. This deceleration, however, appears to be cyclical rather than structural, as regulatory pressure continues to build.

Climate action goals - particularly carbon neutrality targets - are still publicly upheld, but momentum is waning. New commitments are becoming less frequent, and implementation timelines are increasingly delayed, highlighting the growing tension between environmental ambition and economic constraints.

Social responsibility initiatives, especially those related to diversity, equity, and inclusion (DE&I), are also losing visibility and funding. In a context where operational efficiency and short-term priorities dominate, these programmes are often deprioritised.

Sustainable investment is experiencing a marked slowdown. Investor appetite for ESG funds has cooled, capital flows are contracting, and sustainability criteria are no longer driving investment decisions as strongly as in previous years. This shift raises important questions about the long-term role of ESG as a catalyst for transformation.

Trends & salaries 2026

Most in-demand skills & experience

- Languages
- Adaptability
- Problem solving mindset
- Data management / analysis

Most wanted positions

- Energy Transition
- Legal
- ESG Analyst

Top compensating sectors

- Medical device
- Agriculture Commodity
- Financial Services

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

ESG CORPORATE FUNCTIONS

	LOWER	AVG	HIGHER
ESG Head / Director	200	240	280
ESG Lead / Manager / Senior	150	175	200
ESG Specialist	95	125	150
ESG Project Manager	90	115	140
Chief Sustainability Officer / Director	200	230	260
Sustainability Manager / Senior Manager	150	175	200
Sustainability Specialist	95	120	140
Head of Climate Change	120	145	170
Corporate Responsibility Head / Director	160	180	220
Corporate Responsibility Lead / Manager / Senior	120	140	160
Corporate Responsibility Specialist	90	110	120

ESG INVESTMENT FUNCTIONS

	LOWER	AVG	HIGHER
Head of ESG Investments	210	250	320
ESG Director	170	190	210
ESG Manager	130	145	170
ESG Analyst	90	115	130

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

In 2026, the job market is evolving within an environment marked by a degree of economic instability. In this context, companies are primarily seeking profiles that combine stability with agility. Employers are therefore favouring candidates who have demonstrated loyalty and the ability to commit over the long term, while also showing strong adaptability in the face of rapidly changing economic and technological models. Cultural fit and close collaboration with business functions have now become key success criteria in recruitment processes.

A solid technical background in accounting remains highly valued and sought after across many roles. Employers now expect controllers not only to master the P&L but also to demonstrate a broader financial vision, understanding the interplay between the various financial statements (balance sheet, cash flow). Increasingly, employers are facing challenges in finding experienced and autonomous accountants as well as accounting managers. Candidates showing stability and long-term commitment to their employers are often rewarded with higher compensation, as such profiles are more difficult to attract.

Recruitment strategies are shifting towards a more opportunistic approach. Companies tend to optimise existing structures rather than create new positions, assessing the performance and relevance of current employees. This reflects a clear intent to strengthen collective efficiency and cost control. Among large international corporations, competition between Switzerland and offshore hubs is intensifying. Economic conditions, customs-related risks, and the strength of the Swiss franc are prompting some organisations to reconsider the relevance of maintaining certain positions within Switzerland.

This dynamic also translates into accelerating demand for hybrid skill sets-combining financial expertise with proficiency in digital tools, business intelligence, AI, and ERP systems. The use of interim or contract-based solutions is increasing, particularly to support transformation projects, ERP implementations, or financial transitions. These profiles allow organisations to address immediate needs without compromising the stability of permanent teams.

Trends & salaries 2026

Most in-demand skills & experience

- Business acumen
- Adaptability
- Problem solving mindset
- Local experience
- Digital savvy

Most wanted positions

- Financial Controller - BP
- Financial/GL Accountant
- Consolidation Specialist
- Finance & Administration Manager
- Finance ERP Specialist

Top compensating sectors

- Asset Management / Private Equity
- Pharmaceutical
- Commodities
- Consulting
- Tobacco

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

SMALL & MID SIZED ENTERPRISES (SME)

	LOWER	AVG	HIGHER
Finance Director	150	200	250
Deputy Finance Director	140	160	180
Head of Controlling	150	180	220
Finance & Accounting Manager	130	145	160
Deputy Finance & Accounting Manager	120	130	150
Chief Accountant - Team leader	110	125	140
Business / Manufacturing controller	85	120	140
Financial Controller	85	110	140
Accountant - Sole contributor	90	105	120
Business / Financial Analyst	85	100	120
Junior/ Assistant accountant	65	75	85

AUDIT & FIDUCIARIES

	LOWER	AVG	HIGHER
External Auditor - Big 4 - Manager /Senior Manager	115	130	160
External Auditor - Big 4 - Assistant / Senior / Assistant Manager	80	95	110
Assistant Accountant	60	70	80
Senior Fiduciary Accountant	85	110	130
Fiduciary Accountant	70	85	100
Tax Specialist	110	145	180
Tax Assistant	90	105	120

BLUECHIPS / MULTINATIONALS

SENIOR LEADERSHIP

	LOWER	AVG	HIGHER
Chief Financial Officer	280	360	450
VP Finance / Controlling	250	300	350
Regional Finance Director	200	240	280
Group Financial Controller	180	230	280

ACCOUNTING ROLES

	LOWER	AVG	HIGHER
Consolidation Manager	140	155	170
Accounting Manager	120	140	160
Senior Accountant	100	115	130
GL Accountant	90	105	120
AP / AR Accountant	75	85	100

FINANCIAL PLANNING / CONTROLLING ROLES

	LOWER	AVG	HIGHER
--	-------	-----	--------

Finance & Accounting

Financial Controlling Manager / Group Controller	160	195	230
Financial Planning & Analysis (FP&A) Manager	150	170	190
Financial Controller	120	135	150
Manufacturing Controller	85	100	140
FP&A / Business Analyst	90	105	130

AUDIT

	LOWER	AVG	HIGHER
Head of Internal Audit - Compliance	180	210	240
Internal Audit Manager	140	150	170
(Senior) Internal Auditor	100	115	130

TAX AND SPECIALIST ROLES

	LOWER	AVG	HIGHER
Tax Director	200	230	260
Tax Manager	150	165	180
VAT Manager	130	150	160
Tax Specialist / VAT Specialist	90	105	120
Transfer Pricing Specialist	110	135	160
Group Treasurer	200	230	270
Treasury Manager	125	145	165
Treasury Analyst	85	110	120
Credit Manager	100	120	130
Credit / Cash collection	70	80	90
Payroll Specialist	85	98	110
Project Finance Manager	130	145	160

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Human Resources

In Switzerland, Human Resources professionals are no longer simply supporting transformation—they are shaping it. In 2026, HR teams hold a strategic position at the intersection of human, organisational, and cultural challenges.

Faced with an ageing workforce, companies are investing in continuous learning, reverse mentoring, and succession planning. This approach strengthens knowledge transfer and enhances the organisation's ability to anticipate future needs.

Simplification has become a priority. HR practices are evolving towards greater clarity, efficiency, and streamlined processes, all aimed at better serving employees and improving operational flow.

Salary transparency is gaining ground, driven by European regulations and growing societal expectations. Fair pay is now a key lever for attracting and retaining talent in a candidate-driven job market.

Flexibility at work has expanded beyond remote working. It now includes adaptable schedules, contract types, and role definitions, tailored to individual needs and market dynamics. However, flexibility remains limited in certain roles.

Artificial intelligence, while central to many discussions, has yet to significantly disrupt HR practices. HR systems are being rethought with caution, favouring scalable and adaptable solutions over radical change.

Finally, in a context of talent shortages, employer branding has become a critical priority. Organisations that succeed in attracting top talent are those that foster a strong culture, embrace transparency, and offer genuine flexibility.

Trends & salaries 2026

Most in-demand skills & experience

- Problem solving mindset
- Digital savvy
- Business acumen
- Languages
- Adaptability

Most wanted positions

- HR Generalist / HR Business Partner
- Payroll
- Ad Interim roles from junior to senior
- HR Specialist
- HR Manager

Top compensating sectors

- Life Sciences
- Financial services
- Trading

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

MULTINATIONAL COMPANIES

	LOWER	AVG	HIGHER
Senior Vice President / Chief HR Officer	240	280	340
Vice President HR	240	280	320
HR Director - Head of HR	180	200	240
Global HR Business Partner	160	200	240
HR Business Partner EMEA / People & Culture Manager	130	155	180
HR Generalist	90	115	130
HR Assistant	70	80	90

COMPENSATION & BENEFITS

	LOWER	AVG	HIGHER
Director	180	230	280
Manager	130	170	180
HR Operations Manager	110	135	155
Payroll Manager	120	130	150
Specialist	100	120	130
HRIS Specialist	90	120	150
HR Operations Specialist	90	110	115
Mobility Specialist	90	100	120
HR Controller	90	110	130
Payroll Specialist	90	100	115

SMALL & MEDIUM SIZE COMPANIES

	LOWER	AVG	HIGHER
HR Director / Head of HR	150	180	220
HR Manager / Local HR Business Partner	120	140	160
Payroll Manager	100	115	140
HR Specialist / HR Generalist	85	110	120
Recruiter	75	100	120
HR Assistant	70	80	85

TALENT ACQUISITION

	LOWER	AVG	HIGHER
Director	180	210	240
Manager	130	150	180
Specialist	90	110	130

TALENT DEVELOPMENT / L&D

	LOWER	AVG	HIGHER
Director	160	195	230
Manager	120	140	180
Specialist	90	110	130

TRANSVERSAL EXPERTS

	LOWER	AVG	HIGHER
Change Management / Organisational Development Manager	150	180	220
Diversity Equity Inclusion & Belonging Specialist	90	100	110
Employee Experience Manager	90	110	125
Workforce planning expert	110	140	160

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

The insurance sector remains a cornerstone of the Swiss market, supported by stable demand and increasing insured volumes-especially during times of uncertainty in other industries, which seek to mitigate risks and secure coverage. However, the insurance market currently faces a threefold challenge.

The first challenge is a widespread consolidation that has intensified in recent years-beginning with reinsurance companies, followed by insurance providers, and now brokerage firms, which are merging and adopting similar strategies to those seen in banking and financial services, such as cost reduction and process standardisation.

The second challenge lies in the difficulty of sourcing qualified local talent, despite market consolidation. This is due to a significant number of retirements in recent years, a lack of appropriate training in insurance-related fields, and a persistent shortage of skilled labour in Swiss insurance branches. The market remains highly domestic and largely closed to international profiles.

The third challenge involves regulatory adjustments, such as the mandatory Insurance Intermediary Certificate for all advisors and financial intermediaries, as well as the growing importance of Federal Diplomas, Master's degrees, and CAS programmes, which are rightly gaining recognition within organisations.

Despite a healthy market, economic uncertainty and shrinking margins are creating a lack of visibility. This has led to a greater reliance on temporary contracts compared to previous years, and a noticeable absence of clear strategic direction in some organisations-at a time when candidates are increasingly seeking clarity, visibility, and opportunities for training and career development with their employers.

Ultimately, we are witnessing a professionalisation of the insurance market, which now adheres to quality and regulatory standards and contributes significantly to Switzerland's economic activity and employment.

Trends & salaries 2026

Most in-demand skills & experience

- Industry knowledge
- Local experience
- AFA Certification
- Languages (French, English, German & Italian)
- Federal Diploma in Insurance

Most wanted positions

- Insurance Account Manager with AFA Certification
- Insurance Branch Specialist
- Sales Insurance Manager

Top compensating sectors

- Brokerage insurance
- Pension funds
- Insurance companies

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

INSURANCE COMPANY - IN-HOUSE POSITIONS *	LOWER	AVG	HIGHER
Insurance Account Manager Assistant	55	60	65
Junior Insurance Account Manager (< 3 years of experience)	60	65	70
Private Insurance Account Manager	70	75	80
Corporate Insurance Account Manager	80	85	90
Senior Insurance Account Manager (> 8 years of experience)	90	100	110
Property & Casualty Insurance Account Manager	75	80	90
Social Insurance Account Manager	70	80	90
LPP Account Manager	60	75	90
Insurance Branch Specialist (Federal Certificate)	90	100	125
Branch Manager / Team Leader	115	130	145
Actuary	85	100	130
Product Manager	90	110	130

INSURANCE COMPANY - EXTERNAL POSITIONS **	LOWER	AVG	HIGHER
Junior Private Insurance Sales Manager (< 3 years of experience)	55	60	65
Private Insurance Sales Manager	60	75	96
Senior Private Insurance Sales Manager (> 8 years of experience)	90	100	120
Junior Corporate Insurance Sales Manager (< 3 years of experience)	80	85	90
Corporate Insurance Sales Manager	90	100	120
Senior Corporate Insurance Sales Manager (> 8 years of experience)	100	120	140
Insurance Head of Sales	120	130	150

INSURANCE BROKERAGE – IN-HOUSE POSITIONS *	LOWER	AVG	HIGHER
Insurance Account Manager Assistant	55	60	70
Junior Insurance Account Manager (< 3 years of experience)	65	70	75
Private Insurance Account Manager	70	75	80
Corporate Insurance Account Manager	80	90	100
Senior Insurance Account Manager (> 8 years of experience)	90	100	120
Property & Casualty Insurance Account Manager	75	85	95
Social Insurance Account Manager	75	85	100
LPP Account Manager	70	85	100
Insurance Branch Specialist (Federal Certificate)	95	110	135
Team Leader	105	110	140

INSURANCE BROKERAGE - EXTERNAL POSITIONS **	LOWER	AVG	HIGHER
Junior Private Insurance Sales Manager (< 3 years of experience)	55	60	65
Private Insurance Sales Manager	55	65	75

Insurance

Senior Private Insurance Sales Manager (> 8 years of experience)	55	75	95
Junior Corporate Insurance Sales Manager (< 3 years of experience)	75	80	85
Corporate Insurance Sales Manager	90	105	110
Senior Corporate Insurance Sales Manager (> 8 years of experience)	95	120	140
Insurance Head of Sales	110	130	150

PENSION FUND - IN-HOUSE POSITIONS *

	LOWER	AVG	HIGHER
LPP Account Manager Assistant	55	60	65
LPP Administrative Account Manager	65	70	75
LPP Account Manager	80	100	120
LPP Accounting Manager	90	105	125
LPP Team Leader	125	135	150
Pension Fund Director	150	180	250

* In-House positions include Back & Middle Office functions, with a focus on administration and product expertise, where salaries are often composed of a minimum fixed base plus a substantial variable as part of the overall remuneration.

** External positions include Front Office functions, focused on sales and customer acquisition, where salaries are often composed of a minimum fixed base plus a substantial variable as part of the overall remuneration.

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Information Technology

Despite a decline in demand compared to last year, the IT recruitment market in Switzerland remains dynamic in 2026, driven by the ongoing digital transformation of businesses. While generalist profiles are less sought after, there is strong demand for specialists in cybersecurity, cloud engineering, AI integration, and data analytics. Employers now favour hybrid profiles that combine technical expertise with interpersonal skills.

Even with relatively stable salaries, companies are intensifying their efforts to retain talent. Keeping top performers is no longer just about compensation-it's about the technological nature of the projects, purpose, company culture, and the quality of relationships.

Finally, the recruitment process, along with the management approach, plays a decisive role in candidates' final decisions. The candidate experience has become a strategic lever.

Trends & salaries 2026

Most in-demand skills & experience

- Specific IT Skills required for the position
- Local experience
- Soft skills
- Industry knowledge
- Languages

Most wanted positions

- System Engineer
- IT Architect
- Software Engineer
- PM / BA
- Security Engineer

Top compensating sectors

- Commodities
- Tobacco
- Banking
- Life Sciences
- Financial services

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

MANAGEMENT

SENIOR MANAGEMENT

	LOWER	AVG	HIGHER
Chief Information Officer (CIO)	220	270	350
Head of IT / IT Director / CTO	170	200	240
Chief Digital Officer (CDO)	200	230	300
Chief Information Security Officer (CISO)	170	220	280
IT Manager	125	150	170

PROJECT MANAGEMENT

	LOWER	AVG	HIGHER
Programme Director / PMO	140	175	210
Project Manager	110	140	160
Business Analyst	100	125	150

INFRASTRUCTURE

SYSTEM / NETWORK

	LOWER	AVG	HIGHER
System Administrator / Engineer	90	110	140
Cloud Engineer	110	130	150
Workplace Engineer	90	115	140
SecOps / SysOps Engineer	110	130	150
Network Engineer	110	130	150
Database Administrator	110	130	150

SUPPORT / HELPDESK

	LOWER	AVG	HIGHER
Helpdesk Specialist (level 1)	60	80	85
IT Support (levels 1-2)	70	85	100
Support Engineer (levels 2-3)	85	100	120
VIP Support	85	100	120
IT Support Application	80	95	110

SECURITY

	LOWER	AVG	HIGHER
Security Engineer / Consultant	90	125	150
Information Security Officer	130	150	180
Network Security Engineer	110	130	150
SOC Analyst	75	100	130
IAM / PAM Engineer	110	125	140

ARCHITECTURE

	LOWER	AVG	HIGHER
Enterprise Architect	150	180	200
Solution Architect	140	160	190
Technical Architect	130	145	160

APPLICATION

SOFTWARE DEVELOPMENT

	LOWER	AVG	HIGHER
.NET / Java Developer	90	130	150
DevOps Engineer	110	130	150
Embedded Software Developer	100	120	150
Testing Specialist / QA	85	120	130
Blockchain Engineer (Web3)	110	130	150
Full-stack Developer	90	120	130
Front-End Developer (JS)	80	105	120

ERP

	LOWER	AVG	HIGHER
ERP Business Analyst	110	135	150
ERP Project Manager	120	150	170

DATA / AI

	LOWER	AVG	HIGHER
Data Scientist	100	130	170
Data Engineer	85	115	140
Data Analyst	75	90	115
AI Engineer	95	120	140
ML Engineer	90	120	140
BI Specialist	80	110	140

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Legal, Tax & Compliance

Holding a Swiss or international bar qualification is now considered essential for candidates targeting Senior Legal Counsel or General Counsel roles in Switzerland.

Law firms are showing increased demand for senior lawyers with three to five years of post-qualification experience, particularly in tax law, construction, and real estate. Recruitment processes tend to be lengthy, often exceeding two months. However, there is a noticeable rise in temporary legal roles, which offer shorter and more flexible hiring timelines.

Legal professionals with expertise in legal tech (AI, data protection), compliance, and technology-related contracts are increasingly sought after.

Workplace flexibility continues to decline, with remote work options reduced from two days to just one - or none - per week.

Trends & salaries 2026

Most in-demand skills & experience

- Industry knowledge
- Bar qualification
- Languages
- International Exposure
- Negotiation, leadership and business acumen

Most wanted positions

- Corporate & Commercial Legal Counsel (Generalist)
- Swiss Lawyer (Private Practice, 3-5 years PQE); esp. Tax and Real Estate Lawyers
- Head of Legal & Compliance
- Corporate & Commercial Paralegal (Inhouse)

Top compensating sectors

- Tobacco
- Energy, Trading, Natural Resources
- Banking & Financial Services
- Pharmaceutical
- Law Firms

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

PRIVATE PRACTICE	LOWER	AVG	HIGHER
Legal Secretary (without law education)	75	80	95
Paralegal	80	95	115
Corporate M&A Lawyer			
Associate (0-5 years)	110	130	160
Senior Associate (+5 years)	150	180	220
Arbitration Lawyer			
Associate (0-5 years)	110	140	160
Senior Associate (+5 years)	140	180	220
Banking & Finance Lawyer			
Associate (0-5 years)	120	130	170
Senior Associate (+5 years)	160	180	220
Litigation Lawyer			
Associate (0-5 years)	90	120	140
Senior Associate (+5 years)	130	150	170
Real Estate Lawyer			
Associate (0-5 years)	120	130	160
Senior Associate (+5 years)	160	180	200
Tax Lawyer			
Associate (0-5 years)	110	130	150
Senior Associate (+5 years)	150	180	210

INHOUSE

SUPPORT	LOWER	AVG	HIGHER
Paralegal / legal support	85	95	120
Contract Officer to Manager	90	100	120

LEGAL FUNCTIONS	LOWER	AVG	HIGHER
Legal Counsel	90	120	140
Senior Legal Counsel	130	150	180
Legal Counsel Corporate Finance / M&A	120	135	150
Senior Legal Counsel Corporate Finance / M&A	160	180	220
Paralegal / Junior IP and Trademark Legal Counsel	90	110	120
Senior IP LC - (excl. Banking and Financial Services)	130	150	160
Legal & Compliance Officer - (excl. Banking and Financial Services)	100	120	140
Senior Legal & Compliance Officer	140	160	180
Data protection Legal Counsel	100	120	140

Legal, Tax & Compliance

NICT Legal Counsel (IT soft & hardware)	100	120	140
Senior NICT Legal Counsel (IT soft & hardware)	140	160	180

Senior: more than 5 years experience. Lawyer (in-house): includes holders and non-holders of a lawyer's degree.

DIRECTOR, HEAD OF FUNCTION / DEPARTMENT	LOWER	AVG	HIGHER
Data Protection Officer/Legal Counsel	150	160	180
Head of Legal department, Director	180	210	250
Director Tax	200	230	270
Governance & Compliance Director	180	220	250
General Legal Counsel	230	270	350

In the legal and compliance sectors (in-house positions), the average bonus is around 20%. This is determined based on the performance of both the company and the employee. Bonuses are typically awarded starting from Senior Legal Counsel roles. Legal Heads may also receive a long-term bonus, in addition to their annual bonus, averaging around 50%. These figures should be considered with caution, as they vary significantly depending on the industry.

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Non-Profit Organisations

Balancing Uncertainty with Resilience: Switzerland's not-for-profit sector is navigating a period of transition, marked by ongoing uncertainty but also by a notable capacity for resilience and reinvention. While many of the challenges seen last year have persisted - particularly due to funding decisions by key international donors - new dynamics are beginning to reshape the sector.

The number of job opportunities has declined significantly, especially when compared to the surge in activity during the Covid and immediate post-Covid years. At that time, many organisations expanded rapidly to meet urgent global health and humanitarian needs. Today, that momentum has slowed, giving way to tighter budgets and a redefinition of strategic priorities.

Organisations in the health space, in particular, are struggling to regain a stable growth trajectory. With reduced funding and shifting mandates, they face growing pressure to demonstrate measurable impact and operational efficiency.

That said, not all organisations are equally affected. Those with more diversified funding models - blending public, private, and multilateral sources - are proving more resilient. Many are even expanding their activities in high-growth areas such as climate action, sustainability, digital governance, and human rights.

Within this broader landscape, Geneva's international ecosystem remains a key barometer. While it reflects some of the sector's vulnerabilities - particularly around donor dependency - it also highlights the adaptability of well-funded and strategically positioned institutions.

For professionals in the sector, this evolving environment calls for greater agility, the ability to pivot quickly, and the capacity to apply cross-functional skills. The most in-demand profiles are those who combine technical expertise with a strong grasp of global issues and the ability to thrive in complex, multicultural environments.

Trends & salaries 2026

Most in-demand skills & experience

Great knowledge internat. geopolitics / economy
Field experience
Transformation experience
Strategic Communication, Policy, & Advocacy Acumen

Most wanted positions

Fundraising
System / Transformation profiles
Programme management
Communications and Advocacy
Monitoring, Evaluation and data analysis

Top compensating sectors

Independent membership organisations
International organisations (VAT and other tax exempt)
Other NGOs, SME-sized associations, and foundations

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

ACCOUNTING & FINANCE	LOWER	AVG	HIGHER
Accounting / Finance Officer	70	80	90
Financial Controller	80	100	120
Accounting / Finance Manager	90	110	130
Grant Financial Controller	90	110	130
Internal Auditor / Internal Control / Risk	90	120	140
Treasurer	100	120	140
Project Finance Manager	100	120	140
Head of Finance	110	140	180
GRANT & PROGRAMME MANAGEMENT	LOWER	AVG	HIGHER
Programme Assistant	70	78	85
Officer	80	95	110
Programme Manager	100	120	140
Programme Director	120	150	180
GOVERNANCE	LOWER	AVG	HIGHER
Assistant	75	85	95
Coordinator	80	85	90
Manager	95	110	125
COMMUNICATION, MARKETING & DIGITAL	LOWER	AVG	HIGHER
Internal Communication	70	90	110
Event Professionals	70	100	120
Digital Marketing (Content Marketing)	70	110	140
External Communication	80	100	120
PR Manager / Public Affairs	80	95	130
EXECUTIVE FUNCTIONS – COUNTRY PROGRAM	LOWER	AVG	HIGHER
Corporate Functions (CHRO, CFO, GC, COO...)	200	220	280
Other executive core functions (fundraising, country programme, engagement ...)	200	260	330
Executive Director / Secretary General / CEO	220	330	450
FUNDRAISING & DONOR RELATIONS	LOWER	AVG	HIGHER
Donor Relations	75	90	110
Fundraising	80	100	130
Public-Private Partnerships	100	130	150

Non-Profit Organisations

NON-EXECUTIVE FUNCTIONS

Non-executive functions are not necessarily remunerated

LOWER	AVG	HIGHER
-------	-----	--------

30	50	
----	----	--

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Office & Management Support

Executive assistant and secretarial roles are undergoing a major transformation: In 2026, the role of an assistant goes far beyond administrative execution. It continues to evolve into a strategic function, central to team coordination, project management, and operational support for both teams and their leaders.

Companies are seeking professionals who can thrive in complex environments, manage multiple priorities, and actively contribute to the smooth running of internal processes.

On the talent side, expectations are clear: Firstly, part-time roles are increasingly attractive, offering better control over personal and professional rhythms. Secondly, social benefits (such as pension schemes and health coverage) are becoming key differentiators. Lastly and above all, meaningful work has become a decisive factor in choosing a position - often outweighing salary considerations.

It's worth noting that while flexibility remains a strong demand among candidates, it is still limited in these roles, particularly when it comes to remote work.

Administrative and support roles in Switzerland are no longer just about assisting - they are about structuring, anticipating, and embodying a new kind of efficiency: one that is more human, more committed, and more impactful.

Trends & salaries 2026

Most in-demand skills & experience

- Languages
- Computer skills, incl. CRM and AI
- Loyalty / stability
- Industry experience
- Proactivity, versatility, and cross-functional skills

Most wanted positions

- Executive Assistant
- Team Assistant
- Office Assistant
- Project Assistant/Coordinator
- Receptionist

Top compensating sectors

- Tobacco
- Financial Services
- Commodity Trading (including Oil & Gas)
- Life Sciences & Chemical sector
- FMCG

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

OFFICE & MANAGEMENT SUPPORT

	LOWER	AVG	HIGHER
Receptionist	65	70	80
Administrative Assistant	75	80	85
Team Assistant	80	90	100
Legal Assistant	75	85	95
Office / Facility Assistant	70	80	90
Office Manager	80	95	110
Executive Assistant	90	100	125
Personal Assistant	90	110	130

This salary guide applies for the entire country of Switzerland. However, please note that the salaries in the region of Zurich tend to be much higher than in Romandie. Salaries also tend to be different depending on the type of company structure (SMEs vs. Multinationals).

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Procurement & Supply Chain

Over the past two years, the Swiss logistics and supply chain job market has remained stable, with consistent demand for both permanent and temporary roles. High-value local functions - such as supply planning, inventory optimisation, and flow management - continue to be in demand, particularly in industrial, pharmaceutical, and distribution sectors.

Cost pressures are prompting some companies to offshore support functions to shared service centres abroad. However, technical and strategic roles remain largely based in Switzerland, where expertise in digital tools, customs compliance, and risk management is increasingly sought after.

Trade tensions and evolving customs regulations are adding complexity to cross-border operations. This is driving demand for professionals who can navigate regulatory frameworks, manage import/export risks, and optimise supply chain resilience.

Swiss SMEs continue to demonstrate agility, adapting their structures to remain competitive in a challenging economic environment while maintaining operational excellence.

Trends & salaries 2026

Most in-demand skills & experience

- Data management expert
- Local experience
- Digital savvy
- Industry knowledge
- Languages

Most wanted positions

- Demand & S&OP Planning
- Technical / Strategic Direct Procurement
- Indirect Procurement
- Export / Import Specialist
- Supply Chain Manager

Top compensating sectors

- Life Sciences
- Medical device
- Electronics
- FMCG
- Governmental Institutions

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

FMCG / FOOD / RETAIL

PURCHASING

	LOWER	AVG	HIGHER
Procurement Coordinator	70	85	90
Operational / Technical Buyer	85	95	105
Strategic Buyer	100	115	125
Category / Commodity Manager	130	145	180
Procurement Manager	130	145	160
Procurement Director	170	215	250

SUPPLY CHAIN

	LOWER	AVG	HIGHER
Master Data Analyst	75	85	90
Logistics Coordinator	75	85	90
Production Planner	85	90	100
Supply / Demand Planner	85	95	115
Supply Chain Manager	135	140	165
Supply Chain Director / Head of Supply Chain	160	190	235

CUSTOMER SERVICE

	LOWER	AVG	HIGHER
Sales Administration / Customer Service Coordinator	75	85	90
Customer Service Team Lead	95	110	120
Customer Service Manager / Director	130	145	165

LOGISTICS

	LOWER	AVG	HIGHER
Logistics Clerk / Technician	60	70	75
Import / Export Specialist	70	85	85
Logistics / Warehousing Supervisor	90	95	105
Logistics Manager / Director	120	150	185
Head of Logistics	180	210	255

MEDICAL TECHNOLOGIES & DEVICES, PHARMA

PURCHASING

	LOWER	AVG	HIGHER
Procurement Coordinator	85	95	100
Operational / Technical Buyer	90	110	120
Strategic Buyer	110	125	140
Category / Commodity Manager	115	130	185

Procurement & Supply Chain

Procurement Manager	140	150	180
Procurement Director / Head of Procurement	170	205	250

SUPPLY CHAIN

	LOWER	AVG	HIGHER
Master Data Analyst	80	100	105
Logistics Coordinator	80	90	95
Production Planner	85	95	105
Supply / Demand Planner	90	110	125
Supply Chain Manager	140	150	175
Supply Chain Director / Head of Supply Chain	180	200	245

CUSTOMER SERVICE

	LOWER	AVG	HIGHER
Sales Administration / Customer Service Coordinator	75	85	95
Customer Service Team Lead	110	120	125
Customer Service Manager / Director	135	170	190
Head of Customer Service	170	200	215

LOGISTICS

	LOWER	AVG	HIGHER
Logistics Clerk / Technician	60	70	80
Import / Export Specialist	80	85	100
Logistics / Warehousing Supervisor	95	110	115
Logistics Manager / Director	120	150	165
Head of Logistics	180	215	245

INDUSTRIAL MANUFACTURING & WATCHMAKING

PURCHASING

	LOWER	AVG	HIGHER
Procurement Coordinator	65	80	85
Operational / Technical Buyer	85	100	105
Strategic Buyer	95	105	115
Category / Commodity Manager	130	150	175
Procurement Manager	115	125	150
Procurement Director / Head of Procurement	150	185	220

SUPPLY CHAIN

	LOWER	AVG	HIGHER
Master Data Analyst	70	90	95
Logistics Coordinator	75	85	90
Production Planner	75	85	90
Supply / Demand Planner	85	95	110
Supply Chain Manager	115	125	145
Supply Chain Director / Head of Supply Chain	170	190	215

CUSTOMER SERVICE

	LOWER	AVG	HIGHER
--	-------	-----	--------

Procurement & Supply Chain

Sales Administration / Customer Service Coordinator	65	80	85
Customer Service Team Lead	90	95	105
Customer Service Manager / Director	115	120	165
Head of Customer Service	150	180	185

LOGISTICS

	LOWER	AVG	HIGHER
Logistics Clerk / Technician	60	65	70
Import / Export Specialist	70	75	85
Logistics / Warehousing Supervisor	80	90	95
Logistics Manager / Director	110	140	175
Head of Logistics	160	185	215

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

Property & Construction

The uncertain macroeconomic environment, coupled with the implementation of Basel III agreements, slowed decision-making and consequently recruitment during the early months of 2025. However, the strength of fundamentals in the real estate and construction sectors supported a recovery in activity since late spring.

Falling interest rates are once again benefiting the investment sector, driving demand for professionals specialised in real estate transactions and asset management.

The housing shortage remains a key issue in cantonal development policies, fuelling construction activity.

Meanwhile, companies in architecture, HVAC, and construction are facing a decline in the number of qualified candidates, intensifying recruitment challenges.

As a result, talent attraction and retention are more critical than ever to build and sustain strong teams.

Trends & salaries 2026

Most in-demand skills & experience

- Local experience
- Industry knowledge
- Soft skills
- Business acumen
- Languages

Most wanted positions

- Asset Manager
- Project Manager
- Facility Managers
- Transaction Manager
- Economists

Top compensating sectors

- Family Offices
- Asset Management
- General Contractors

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

BIM MANAGEMENT	LOWER	AVG	HIGHER
BIM Designer	70	80	95
BIM Coordinator	75	95	115
BIM Manager	90	120	150

PROPERTY MANAGEMENT	LOWER	AVG	HIGHER
Property Management Assistant	65	75	85
Rental Property Manager	75	85	91
Technical Property Manager	85	95	110
CondoLWERM Property Manager	85	100	110
360° Property Manager	85	100	120
Head of Group for Property Management	100	110	130
Branch Director	120	130	150
Residential Broker (fixed salary)	60	65	78

CONSTRUCTION	LOWER	AVG	HIGHER
Project Assistant	65	75	85
Construction site Manager	82	95	115
Economist	80	100	120
Project Manager	100	125	150
Development Project Manager	110	135	175

INVESTMENTS (BANKS/FUNDS MANAGEMENT/FAMILY OFFICE/ETC.)	LOWER	AVG	HIGHER
Analyst	85	105	125
Asset Manager	105	125	150
Portfolio Manager	110	135	170
Transaction Manager	120	140	170
Fund Manager	130	160	220
Head of Real Estate Investments	190	230	320

ARCHITECTURE	LOWER	AVG	HIGHER
Draughtsman with CFC / EFZ	65	80	95
Designer Architect	72	85	100
Construction Architect	80	95	105
Architect	75	90	105
Project Manager	90	105	120
Construction Manager	85	100	130

Property & Construction

BUILDING SERVICES (HVAC, ENERGY, ETC.)

	LOWER	AVG	HIGHER
Technician / Draughtsman	70	80	90
Project Manager	80	90	120
Department Manager	105	130	150
Facility Manager	85	110	140

ENGINEER OFFICES (HVAC, CIVIL, ENVIRONMENT/ETC.)

	LOWER	AVG	HIGHER
Draughtsman	70	80	90
Engineer	75	90	110
Project Manager	85	115	135

CLIENT SIDE

	LOWER	AVG	HIGHER
Construction Project Manager	120	140	170
Head of Construction/Development	160	200	240

INFRASTRUCTURE ENGINEERING

	LOWER	AVG	HIGHER
Technician	75	85	95
Site Manager	85	95	125
Project Manager	95	120	140
Branch Manager	130	150	175

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

In a market marked by intense competition for talent, companies must demonstrate increased agility and enhanced attractiveness to secure the best profiles.

The most qualified candidates - often possessing specific sector knowledge, strong local experience, and language proficiency - are now more selective in their approach. They seek environments that offer genuine autonomy, evolving roles, and a clear understanding of how their work contributes to the company's strategy.

The scarcity of sales profiles with strong technical or sector-specific expertise on one hand, and specialised digital marketing experts on the other, is intensifying competition among employers.

In a market where negotiation skills, adaptability, and the ability to understand local dynamics are decisive, recruitment processes that are too lengthy or overly demanding increase the risk of losing talent to organisations capable of making quicker decisions.

As such, companies now differentiate themselves through their ability to recognise the value of these scarce profiles and to offer a framework that promotes sustainable performance and long-term engagement.

Trends & salaries 2026

Most in-demand skills & experience

- Industry knowledge
- Languages
- Local experience
- Negotiation skills
- Adaptability

Most wanted positions

- Technical Sales
- Generalist and hands-on Marketing professionals
- Specialist Digital experts

Top compensating sectors

- Tobacco
- Pharmaceutical & Healthcare
- Financial Services
- Tech & Industry
- International FMCG / Luxury Corporations

Salaries in Switzerland 2026

Yearly gross fixed salary in kCHF

SALES

IT	LOWER	AVG	HIGHER
Business Development Manager / Account Executive	75	95	125
Sales Manager (bilingual or trilingual)	100	130	150
Sr Business Development Manager	170	190	210
Sales Consultant	170	190	210
Key Account Manager	95	120	140
Sales Engineer / Technical Sales	95	120	140
Sales Director	140	190	240

MANUFACTURING	LOWER	AVG	HIGHER
Sales Representative / Account Manager	80	100	120
Sales Mngr / Area Sales Manager (bilingual or trilingual)	100	135	160
Business Development Manager	80	110	130
Key Account Manager	100	125	150
Sales Engineer / Technical Sales	90	120	140
Sales Director	140	180	220

CONSUMER GOODS	LOWER	AVG	HIGHER
Sales Representative / Account Manager	80	90	100
Sales Manager / Area Sales Manager (bilingual or trilingual)	75	120	150
Business Development Manager	80	105	120
Key Account Manager	85	120	130
Sales Director	130	150	180

BUSINESS SERVICES / CONSULTING / AGENCIES	LOWER	AVG	HIGHER
Account Manager	75	95	110
Sales / Area Sales Manager (bilingual or trilingual)	100	120	140
Business Development Manager	80	105	130
Key Account Manager	90	120	140
Sales Director	140	150	170

MARKETING & COMMUNICATIONS	LOWER	AVG	HIGHER
Marketing Assistant / Coordinator	70	75	85
Product / Brand Manager	80	100	130
Business Analyst /Research & Business Intelligence	75	100	120
Trade Marketing	80	90	120

Sales & Marketing

Consumer Insights	80	110	130
Marketing Manager	100	120	150
Head of Marketing	140	160	180
Communications Manager	90	110	140
PR Manager / Public Affairs	80	95	130
Event Manager	80	100	130

DIGITAL MARKETING

	LOWER	AVG	HIGHER
Digital Marketing Coordinator	75	85	95
Social Media Manager / Community Manager bilingual or trilingual)	75	95	120
Digital Innovation Manager	130	140	160
UX/UI/Graphic Designer	80	95	110
CRM Manager	90	110	140
Growth Manager	100	120	140
E-Commerce Manager	110	130	170
SEO / SEA / SEM Specialist	80	100	120
Influencer Marketing Manager	85	95	110
Content Marketing / Copywriting (bilingual or trilingual)	70	80	110
Head of Digital Marketing	130	150	180

EXECUTIVE

	LOWER	AVG	HIGHER
Chief Digital Officer (CDO)	160	230	300
Chief Marketing Officer (CMO)	220	260	330
Chief Sales Officer (CSO)	220	240	300
Head Sales & Marketing	180	220	250
Country Manager (MD)	180	230	260
Head Product Management	180	200	230

The highest bonus range can be found for Sales positions in the IT sector with an added 30-60%. In other sectors, the bonus in Sales ranks from 10 to 35% (manufacturing, consumer goods) or 15-20% (business services). In Marketing, the bonus range is 5-15%, while for Digital it is rather 10-25%. Executive positions in Sales & Marketing can count with a bonus of 15-25%.)

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Are you open to new career opportunities?

Get started with your job search today and take the next step in your career.

Search for your dream job

The background features a dark blue gradient with a vertical line down the center. Three large, overlapping circles are positioned horizontally across the page. The top circle is split by the vertical line, with the left half in a darker blue and the right half in a lighter blue. The middle circle is also split, with the left half in a medium blue and the right half in a darker blue. The bottom circle is split, with the left half in a dark blue and the right half in a teal blue. The text 'Michael Page' is centered at the bottom in a white serif font.

Michael Page