

# Salary Guide 2025



Michael Page

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## Salary Guide & Hiring Trends 2025

As we move into 2025, we are facing some economic challenges. With rising geopolitical tensions and inflation expected to drop to 1%, employers are exercising caution with headcount and salaries in other areas. Similarly, candidates are hesitant to switch jobs in this uncertain environment, leading to stagnant salaries for most roles.

Still, there is a demand for candidates who can help tackle those business challenges, such as the increasing difficulty of sourcing commodities and achieving ambitious sales targets. For this reason, over the past 12 months, metal traders and multilingual sales experts have seen the highest salary increases. The demand for professionals in other critical sectors like IT, HR or Finance, remains robust.

To assist you in your upcoming recruitment efforts or salary negotiations, we are pleased to present the latest edition of the Michael Page Salary Guide. This comprehensive Swiss-wide guide covers 585 job types across 15 key sectors.

Read more: [the Swiss job market in 2025](#)



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Managing Director  
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# Banking & Financial Services

Further market consolidation is occurring, not just for external asset managers but also for banks.

The merger between the two largest banks in Switzerland is still ongoing and continues to impact the labour market.

Companies are modernising and placing more emphasis on digitalisation and emerging technologies.

There is an expectation gap between candidates and companies regarding flexibility (part-time, home office, etc.).

## Most in-demand skills & experience

Languages

Local experience

Industry knowledge

Network / Client portfolio

## Most wanted positions

Front Office

Risk & Compliance

Finance

Investment Roles

Trust / corporate functions

## Top sectors which pay the most

Corporate & investment banking

Private Banking

Asset Management / Private Equity

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

### ASSET MANAGEMENT

INVESTMENT ANALYSIS/RESEARCH	MIN	AVG	MAX
Fundamental Analyst	125	150	200
Quantitative Analyst	115	145	160
Economist	120	150	190

PORTFOLIO MANAGEMENT	MIN	AVG	MAX
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 Multi-Asset Class	130	170	220
Quantitative Portfolio Manager	140	190	240

INVESTMENT MANAGEMENT	MIN	AVG	MAX
CIO / Chief Investment Officer	220	320	450
Execution/Trading	110	130	160
Investment Advisor	120	145	180
Manager Selection	120	140	180
Investment Support (Marketing/RFP/CRM)	90	100	120

SALES (INSTITUTIONAL & WHOLESALE)	MIN	AVG	MAX
Sales Assistant / Support	80	95	100
Whole Sales	120	140	180
Institutional Sales (traditional asset classes)	120	140	180
Structured Products Sales	110	150	175

# Banking & Financial Services

Sales Alternative Investments	150	180	220
Head Institutional Sales	200	250	330

PRIVATE EQUITY / PRIVATE MARKETS	MIN	AVG	MAX
Analyst	90	100	120
Associate	120	130	150
Investment Manager	150	175	200
Investment Director	180	200	250
Managing Director	240	280	350

## INVESTMENT BANKING

M&A ADVISORY	MIN	AVG	MAX
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	MIN	AVG	MAX
Relationship Manager Assistant	85	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	300	500
Wealth Planner	140	180	220

## TRUST MANAGEMENT

TRUST MANAGEMENT	MIN	AVG	MAX
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# Banking & Financial Services

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	MIN	AVG	MAX
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 Multinational Corporations	180	210	240
Managing Director (Corporate Banking)	240	280	340

## CORPORATE FUNCTIONS

LEGAL & COMPLIANCE	MIN	AVG	MAX
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	MIN	AVG	MAX
Accountant	90	100	110
Senior Accountant	110	120	140
Head of Accounting	140	160	185
Financial Controller	110	130	160
Finance Director	170	210	250

# Banking & Financial Services

CFO / Chief Financial Officer	185	250	360
<b>RISK &amp; CONTROL</b>			
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
<b>OPERATIONS</b>			
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
<b>TAX</b>			
Tax Manager	130	150	170
Tax Director	185	235	280

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# Commodity Trading

As the retention period ends, we are seeing a wave of professionals re-entering the job market. Many who moved into new roles in late 2021 or early 2022, benefiting from exceptional market conditions, secured high salaries and large bonuses.

Now, these individuals are returning to the market with similarly high expectations, often unaware that conditions have normalised and global volatility has decreased.

Since Brexit was formalised, fewer highly skilled candidates have been arriving from the UK due to the administrative burden on employers, despite quotas.

Additionally, many candidates have sought opportunities in Dubai, where office expansions have provided access to higher-level positions than they might have achieved locally.

Hiring managers remain highly specific in their candidate requirements, prioritising experienced profiles with specialised skills. This leaves fewer opportunities for junior candidates or those with transferable skills seeking to broaden their expertise.

## Most in-demand skills & experience

Programming / IT

Products expertise (Strong demand in metals)

Soft skills focus combined with mandatory technical skills

## Most wanted positions

Traders

Risk & Middle office

Controlling/Finance/Audit/Accounting

Operations

## Top sectors which pay the most

Oil & Gas

Metals

Agricultural commodities

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

Finance	MIN	AVG	MAX
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	MIN	AVG	MAX
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	MIN	AVG	MAX
Risk Manager	150	170	200
Middle Office Manager	150	170	200
Middle Office Specialist	110	130	150
Risk Analyst	110	130	150

  

Back Office	MIN	AVG	MAX
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# Commodity Trading

Contract Manager	120	130	140
Contract Administrator	80	90	110
<b>Operations &amp; Execution</b>			
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
<b>Research and Analysis</b>			
Head of Analysis	160	180	220
Quantitative Analyst	130	150	170
Market / Research Analyst	130	150	170
Data Scientist	110	130	150
<b>Trading</b>			
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.

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# Engineering & Manufacturing

The ongoing macroeconomic and geopolitical uncertainty is making organisations more cautious, slowing hiring processes and increasing the risk of losing top candidates.

Returning to the office means reintegrating into teams: candidates now prioritise cultural fit, carefully evaluating their peers and future managers before committing to a company.

Candidates seek visibility into the scalability of their role, looking for growth opportunities and mid-term development within the company.

From the start of the recruitment process, candidates are increasingly focused on a company's structure, speed, and agility, whereas companies are becoming more cautious and slower in managing the hiring process.

Industries made significant investments in recruiting Industry 4.0 transformation talent during the post-COVID years. As they adapt to new market conditions, the engineering and manufacturing sectors are shifting their technical focus back to positions that directly impact day-to-day operations.

## Most in-demand skills & experience

Industry knowledge
Project management skills
IT skills
“Plug and play” talents to quickly impact the operation
Problem solving mindset

## Most wanted positions

Quality & EHS Management
Production & Operations Management
Electronics & Automation
Technical Project / Product Management
Lean, performance improvement, robotisation, digital transformation, AI, 4.0

## Top sectors which pay the most

Pharmaceutical
Medical Device
Aerospace & Defense
Machinery
Manufacturing

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

PRODUCTION	MIN	AVG	MAX
Director/Plant Manager/Operations Director	152	193,5	235
Manager	110	136,5	163
Team Leader	90	110	130
Engineer	85	97,5	110
Technician	72	86	100

  

MAINTENANCE	MIN	AVG	MAX
Technical Director	135	177,5	220
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	MIN	AVG	MAX
Director	140	175	210
Team Leader/Manager	115	137,5	160
Engineer	85	112,5	140
Technician	72	83,5	95

  

QUALITY & EHS	MIN	AVG	MAX
Director	135	167,5	200
Team Leader/Manager	91	120,5	150
Engineer	85	102,5	120
Technician	72	83,5	95

  

INDUSTRIALISATION / PROCESS ENGINEERING / INDUSTRY 4.0	MIN	AVG	MAX
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# Engineering & Manufacturing

Team Leader/Manager	115	142,5	170
Engineer	85	100	115
Technician	72	83,5	95
<b>PROJECT MANAGEMENT</b>			
Program Manager / Head of Projects	120	155	190
Technical Project Manager	90	115	140

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# Environmental, Social & Governance

Regulatory developments: Governments are introducing regulations around ESG disclosure.

Climate Action: Growing emphasis on climate risk management, with companies setting net-zero targets.

Social responsibility: Companies are focussing more on DE&I (Diversity, Equity, and Inclusion).

Sustainable investing: Investors are increasingly allocating more capital to sustainable funds with positive social impact.

## Most in-demand skills & experience

Business accumen

Languages

Adaptability

Problem solving mindset

Data mangement / analysis

## Most wanted positions

Energy Transition

Legal

ESG Analyst

## Top sectors which pay the most

Medical device

Agriculture Commodity

Financial Services

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

ESG CORPORATE FUNCTIONS	MIN	AVG	MAX
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	MIN	AVG	MAX
Head of ESG Investments	210	250	320
ESG Director	170	190	210
ESG Manager	130	145	170
ESG Analyst	90	115	130

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# Finance & Accounting

Talent demand remains high in SMEs and startups, with a need for professionals possessing diverse skills in areas such as accounting, controlling, taxation, treasury, and audit, among others.

Both candidates and employers have very high expectations and requirements, making it difficult for both sides to align and reach a mutual agreement.

There is a genuine opportunity to recruit professionals over 50, who offer greater flexibility, as well as very junior candidates who are struggling to secure their first job after completing their studies.

Experienced professionals are considering leaving large corporations, anticipating restructurings and the difficulty of securing a similar opportunity in Switzerland due to high competition among candidates.

The demand for temporary staffing solutions remains strong, despite competition in the permanent recruitment space, creating challenges in retaining talent for the full duration of assignments.

## Most in-demand skills & experience

Soft skills

Commitment

Local experience

Business accumen

IT skills

## Most wanted positions

Qualified Accountants: Brevet Fédéral, Fachausweis / CPA

Financial / Manufacturing / Business Controllers with strong IT skills

Allrounder Finance Managers with experience in HR/IT/Legal/etc

Finance talents supporting the company's reorganisation, process, and systems optimisation

## Top sectors which pay the most

Pharmaceutical & Healthcare

FMCG

Commodities

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

<b>SMALL &amp; MID SIZED ENTERPRISES (SME)</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

<b>AUDIT &amp; FIDUCIARIES</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

<b>SENIOR LEADERSHIP</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Chief Financial Officer	280	360	450
VP Finance / Controlling	250	300	350

# Finance & Accounting

Regional Finance Director	200	240	280
Group Financial Controller	180	230	280
<b>ACCOUNTING ROLES</b>			
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
<b>FINANCIAL PLANNING / CONTROLLING ROLES</b>			
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
<b>AUDIT</b>			
Head of Internal Audit - Compliance	190	230	260
Internal Audit Manager	140	150	170
(Senior) Internal Auditor	100	115	130
<b>TAX AND SPECIALIST ROLES</b>			
Tax Director	200	230	270
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

# Finance & Accounting

Credit Manager	100	120	130
Credit / Cash collection	70	80	90
Payroll Specialist	85	98	110
Project Finance Manager	130	145	160

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# Healthcare & Life Sciences

Uncertainty is leading to longer decision-making processes and a preference for plug-and-play candidates.

Companies are increasingly seeking candidates who can wear multiple hats, ensuring greater flexibility.

There is a growing emphasis on cost efficiency, with many companies slowing down their investments and carefully managing resources.

Salaries are stagnating, with fewer increases as companies prioritise budget control over wage growth.

## Most in-demand skills & experience

Adaptability

Industry knowledge

Project management skills

Languages

Emotional intelligence

## Most wanted positions

QA Specialist / Engineer / Manager

Regulatory Affairs

CQV / C&Q / CSV

## Top sectors which pay the most

Biotech

Pharmaceutical

Medical Device

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

SALES	MIN	AVG	MAX
Sales Representative / Account Manager	90	115	140
Key Account Manager	110	125	140
National Sales Manager	140	160	180
Commercial Director	160	200	220
Export/Channel Manager	110	140	170
Business Unit Manager	160	205	250
Sales Force Effectiveness Specialist	120	150	180
Commercial Excellence Manager	150	175	200
Business Development Manager	130	155	180

  

MARKETING	MIN	AVG	MAX
VP Marketing	220	270	320
Product Manager	100	125	150
Brand Manager	100	125	150
Market Research Manager	115	145	175
Marketing Manager	150	165	180
Marketing Director	170	210	250
Training and Education Specialist	110	120	130
Digital Marketing Manager	120	140	160

  

RESEARCH & DEVELOPMENT	MIN	AVG	MAX
Head of Research and Development	160	185	210
Formulation Specialist	80	100	120
Formulation / R&D Project Manager	110	130	150
Laboratory Supervisor	120	135	150

# Healthcare & Life Sciences

Pharmacovigilance Manager	120	140	160
R&D Engineer (Medical Devices)	90	105	120
R&D Manager (Medical Devices)	120	135	150
Chief Scientific Officer	180	210	250

CLINICAL	MIN	AVG	MAX
Global Clinical Leader	230	250	300
Global Head Clinical Operations	200	225	270
Clinical Trials Assistant	70	85	100
Clinical Research Associate	80	95	110
Lead Clinical Research Associate	100	115	130
Clinical Trials / Project Manager	110	130	150
Clinical Sciences Leader	120	145	170
Clinical Pharmacologist	110	135	160

QUALITY & REGULATORY AFFAIRS	MIN	AVG	MAX
Director Quality	170	200	230
Director Regulatory Affairs	180	200	250
Quality Technician	70	80	90
Quality Engineer (QA/QC/QS)	80	100	120
Quality Manager	120	140	160
Regulatory Affairs Specialist	85	105	120
Regulatory Affairs Manager	120	140	160
Post Market Surveillance & Vigilance Specialist	80	95	110
Head RA & QM	200	250	350

MEDICAL	MIN	AVG	MAX
Chief Medical Officer	200	250	330
Head Market Access	180	230	280
Scientific Communication Manager	110	125	140

# Healthcare & Life Sciences

Medical Information Manager	110	125	140
Medical Writer	80	95	110
Medical Science Liaison	110	125	140
Medical Advisor/Manager	140	160	180
Medical Affairs Manager	130	145	160
Medical Affairs Director	160	190	220
Medical Director	180	210	240
Market Access Manager	140	160	180
Health Economics / Outcome Research Manager	140	160	180
Professional & Education Manager	120	145	170
Clinical Application Specialist	100	120	140

<b>MANUFACTURING</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Production Director	180	205	230
Site Head	220	285	350
Production Technician	70	85	100
Production Manager	110	130	150
Technical Operation Manager	120	135	150
Industrialisation Engineer	85	105	125
Industrialisation Manager	120	140	160
Method / Process Engineer	85	105	125
Method / Process Manager	125	138	150
Continuous Improvement / LEAN Engineer	100	115	130
Field Service Engineer	90	110	130
Qualification/Validation Engineer	90	105	120

In the German-speaking part of Switzerland, salaries in Healthcare & Life Sciences tend to be 10 - 15% higher than in the French-speaking part. This can't be observed for Senior Director positions though.

# Healthcare & Life Sciences

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# Human Resources

**Minimalist HR:** HR is becoming more operational and transactional, focusing on essentials with no frills. Simplicity and efficiency are prioritised.

**Mental health focus:** Certifications for HR to support employees and managers. New roles such as "case manager" are emerging to better address mental health needs.

**Hybrid HR roles:** Combining HR Business Partner roles with added expertise (recruitment, L&D, C&B) rather than creating specialised positions for specific projects.

**AI in HR:** While there's much discussion about AI in HR, few large-scale results have been seen. HRIS systems, however, are frequently challenged and reconsidered.

**Employer branding & culture:** Despite a retreat from remote work, HR is focused on creating a strong company culture that attracts employees to work on-site, making them feel secure and content.

## Most in-demand skills & experience

Business acumen
Negotiation skills
Local experience
Languages
Emotional intelligence

## Most wanted positions

HR BP
HR Specialist
HR Manager
Payroll

## Top sectors which pay the most

Life Sciences
Financial services
Trading

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

MULTINATIONAL COMPANIES	MIN	AVG	MAX
Senior Vice President / Chief HR Officer	240	300	400
Vice President HR	240	280	320
HR Director - Head of HR	180	230	280
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	MIN	AVG	MAX
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	MIN	AVG	MAX
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

# Human Resources

Recruiter	75	100	120
HR Assistant	70	80	85
<b>TALENT ACQUISITION</b>			
Director	180	210	240
Manager	130	150	180
Specialist	90	110	130
<b>TALENT DEVELOPMENT / L&amp;D</b>			
Director	160	195	230
Manager	120	140	180
Specialist	90	110	130
<b>TRANSVERSAL EXPERTS</b>			
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

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# Insurance

Consolidation of the insurance and brokerage sector in Switzerland and Europe.

Shortage of qualified employees, for both local and international profiles.

Lack of talent training in the local market.

## Most in-demand skills & experience

Industry knowledge

Local experience

Languages

AFA Certification

Federal Diploma in Insurance

## Most wanted positions

Insurance Branch Specialist

Insurance Account Manager

Sales Insurance Manager

## Top sectors which pay the most

Brokerage insurance

Pension funds

Insurance companies

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

<b>INSURANCE COMPANY - IN-HOUSE POSITIONS *</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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	120
Branch Manager / Team Leader	115	130	140
Actuary	85	100	130
Product Manager	90	110	130

  

<b>INSURANCE COMPANY - EXTERNAL POSITIONS **</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

  

<b>INSURANCE BROKERAGE – IN-HOUSE POSITIONS *</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Insurance Account Manager Assistant	55	60	65
Junior Insurance Account Manager (< 3 years of experience)	60	65	70

# Insurance

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	130
Team Leader	105	110	140

<b>INSURANCE BROKERAGE - EXTERNAL POSITIONS **</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Junior Private Insurance Sales Manager (< 3 years of experience)	55	60	65
Private Insurance Sales Manager	55	65	75
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

<b>PENSION FUND - IN-HOUSE POSITIONS *</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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.

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# Information Technology

Salaries have not increased, but talent retention remains a key focus for companies.

Rather than actively applying, candidates now expect to be approached directly. As headhunting becomes more crucial, making a strong impression is essential. These individuals need to be convinced by the offer and are less likely to compromise on their demands.

Candidates are placing more value on their employer's brand, reputation, and activities, staying actively informed about those through social media, news outlets, websites, etc.

A company's recruitment process alongside with its team and management style, will play an even more crucial role as a differentiating factor for candidates when making their final decisions.

Work-life balance has become a primary concern; it is no longer considered a perk or a luxury but a necessity that has become the standard. Candidates now expect work flexibility, including options like remote work, part-time schedules, flexible hours, and a four-day working week.

## Most in-demand skills & experience

Local experience

IT skills

Industry knowledge

Languages

Commitment

## Most wanted positions

System Engineer (Cloud etc...)

Security Engineer

Software Engineer

Workplace Engineer

PM/BA and ERP

## Top sectors which pay the most

Commodities

Tobacco

Banking

Life Sciences

Financial services

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

### MANAGEMENT

SENIOR MANAGEMENT	MIN	AVG	MAX
Chief Information Officer (CIO)	200	250	350
Head of IT / IT Director	160	190	240
Chief Digital Officer (CDO)	180	230	300
Chief Information Security Officer (CISO)	180	220	280
IT Manager	130	150	170

PROJECT MANAGEMENT	MIN	AVG	MAX
Programme Director / PMO	140	175	200
Project Manager	110	140	160
Business Analyst	100	125	150

### INFRASTRUCTURE

SYSTEM / NETWORK	MIN	AVG	MAX
System Administrator / Engineer	90	110	140
Cloud Engineer	110	130	150
Workplace Engineer	95	115	140
SecOps / SysOps Engineer	110	130	155
Network Engineer	110	130	150
Database Administrator	110	130	150

SUPPORT / HELPDESK	MIN	AVG	MAX
Helpdesk Specialist (level 1)	60	85	90
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
<b>SECURITY</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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
<b>ARCHITECTURE</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Enterprise Architect	150	175	200
Solution Architect	140	160	180
Technical Architect	130	145	160
<b>APPLICATION</b>			
<b>SOFTWARE DEVELOPMENT</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
.NET / Java Developer	100	130	150
DevOps Engineer	110	130	155
Embedded Software Developer	100	120	140
Testing Specialist / QA	90	120	135
Full-stack Developer	90	120	130
Front-End Developer (JS)	80	105	120
<b>ERP</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
ERP Business Analyst	110	135	150
ERP Project Manager	120	150	180
<b>DATA</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Data Scientist	100	130	170
Data Engineer	85	115	140
Data Analyst	75	90	115

BI Specialist

80

110

140

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# Legal & Compliance

Possessing a Swiss or international bar qualification is nearly essential for those aspiring to Senior Legal Counsel or General Counsel roles in Switzerland.

There is an increasing number of open positions in private practice, as well as in the commodity trading and real estate sectors.

Recruitment processes tend to be lengthy, often extending beyond two months.

There is a growing demand for professionals specialising in Corporate Governance and Compliance.

Flexibility is decreasing, with remote work options decreasing from two days to one or zero days per week.

## Most in-demand skills & experience

Industry knowledge
Bar qualification
English (mandatory); French and/or German (strong advantage)
International exposure
Negotiation, leadership and business accumen

## Most wanted positions

Corporate & Commercial Legal Counsel (Generalist, 5 to 8 years PQE)
Swiss Lawyer (Private Practice, 3 to 5 years PQE)
Head of Legal & Compliance
Corporate Paralegal (Inhouse)
Commodity Trading Legal Counsel (Qualified Solicitors)

## Top sectors which pay the most

Tobacco
Oil & Gas
Banking & Financial Services
Pharmaceutical
Law Firms

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

### PRIVATE PRACTICE

JOB POSITION	MIN	AVG	MAX
Legal Secretary (without law education)	75	80	95
Paralegal	80	95	115
<b>Corporate M&amp;A Lawyer</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Associate (0-5 years)	110	130	160
Senior Associate (+5 years)	150	180	220
<b>Arbitration Lawyer</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Associate (0-5 years)	110	140	160
Senior Associate (+5 years)	140	180	220
<b>Banking &amp; Finance Lawyer</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Associate (0-5 years)	120	130	170
Senior Associate (+5 years)	160	180	220
<b>Litigation Lawyer</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Associate (0-5 years)	90	120	140
Senior Associate (+5 years)	130	150	170
<b>Real Estate Lawyer</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Associate (0-5 years)	120	130	160
Senior Associate (+5 years)	160	180	200
<b>Tax Lawyer</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Associate (0-5 years)	110	130	150
Senior Associate (+5 years)	150	180	210

# Legal & Compliance

## INHOUSE

SUPPORT	MIN	AVG	MAX
Paralegal / legal support	85	95	120
Contract Officer to Manager	90	100	120

SPECIALIST TO EXPERIENCED	MIN	AVG	MAX
Legal Counsel (Generalist)	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
NICT Legal Counsel (IT soft & hardware)	100	110	130
Senior NICT Legal Counsel (IT soft & hardware)	130	150	160

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

DIRECTOR, HEAD OF FUNCTION / DEPARTMENT	MIN	AVG	MAX
Data Protection Officer	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.

# Legal & Compliance

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# Non-Profit Organisations

Tough times for non-profit organisations: they are encountering difficulties in fundraising and facing fierce competition among organisations.

Geneva remains an attractive place for organisations to register their headquarters, but not necessarily to base their entire staff.

Donors may require organisations to have some staff directly in the countries to increase the impact of their donations.

It is a challenging and competitive environment following the post-COVID euphoria: budgets are limited, and organisations compete for subsidies, which are lower than they used to be.

There are strong requirements for donor reporting and compliance.

## Most in-demand skills & experience

High level of education and background + fluent English

Extensive knowledge of international geopolitical and economic challenges

Field experience / Hands-on approach

Transformation experience acquired in consultancy firms

Experience in the private industry

## Most wanted positions

Fundraising

Programme management

Legal, ethics and compliance

System / Transformation profiles

Qualified finance professionals

## Top sectors which pay the most

Independent membership organisations

International organisations (VAT & other tax exempted)

Other NGOs, SME-sized associations and foundations

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

<b>ACCOUNTING &amp; FINANCE</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

  

<b>GRANT &amp; PROGRAMME MANAGEMENT</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Programme Assistant	70	78	85
Officer	80	95	110
Programme Manager	100	120	140
Programme Director	120	150	180

  

<b>GOVERNANCE</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Assistant	75	85	95
Coordinator	80	85	90
Manager	95	110	125

  

<b>COMMUNICATION, MARKETING &amp; DIGITAL</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

# Non-Profit Organisations

EXECUTIVE FUNCTIONS – COUNTRY PROGRAM			
	MIN	AVG	MAX
Corporate Functions (CHRO, CFO, GC, COO...)	170	220	280
Other executive core functions (fundraising, country programme, engagement ...)	200	260	330
Executive Director / Secretary General / CEO	220	330	450

  

FUNDRAISING & DONOR RELATIONS			
	MIN	AVG	MAX
Donor Relations	75	90	110
Fundraising	80	100	130
Public-Private Partnerships	100	130	150

  

NON-EXECUTIVE FUNCTIONS			
	MIN	AVG	MAX
Non-executive functions are not necessarily remunerated	–	30	50

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# Office & Management Support

Fewer jobs on the market due to the global economic situation.

Return to office presence, less flexibility from employers regarding remote work.

Versatility is in high demand, with Assistants often taking on additional tasks.

Candidates are paying more attention to other benefits (such as pension fund scheme, insurance coverage, etc).

General decline in the demand for Assistants. Receptionists are increasingly becoming Office / Facility Assistants.

## Most in-demand skills & experience

Language & IT Skills

Loyalty / stability

Flexibility & office presence

Industry experience

All-rounder skills & versatility

## Most wanted positions

Executive Assistant

Team Assistant

All-rounder Office Assistant (including Office/Facility Assistant)

Office Manager

## Top sectors which pay the most

Financial Services

Oil & Gas

Tobacco

Life Sciences

Chemical sector

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

OFFICE & MANAGEMENT SUPPORT	MIN	AVG	MAX
Receptionist	65	70	80
Administrative / Team Assistant	75	80	85
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).

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# Procurement & Supply Chain

The Swiss job market is facing challenges, with both permanent and temporary hiring slowing down. Roles in procurement and supply chain, typically requiring advanced qualifications, have been particularly impacted.

Due to budget constraints arising from market restrictions, employers are increasingly focusing on cost-effective recruitment solutions, such as shared service centres in lower-cost locations for procurement roles, including some senior positions outside Switzerland.

There is more movement within Swiss SMEs (natural turnover) compared to global conglomerates.

Local procurement roles and profiles are in demand—particularly mid-level technical and strategic procurement—while demand in other functions is stagnating.

More candidates are prioritising an optimised work-life balance and strong development opportunities within roles, rather than solely focusing on salary increases; some are even accepting lower salaries for job security.

## Most in-demand skills & experience

Commitment
Adaptability
Languages
IT skills
Industry knowledge

## Most wanted positions

Strategic and Technical Procurement
Indirect Procurement
Supply Chain Analyst
Transportation Specialist
Supply and Demand Planner

## Top sectors which pay the most

Life Sciences
Medical device
FMCG
Technical / Manufacturing
Governmental Institutions & NGO

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

### FMCG / FOOD / RETAIL

<b>PURCHASING</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

  

<b>SUPPLY CHAIN</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
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

  

<b>CUSTOMER SERVICE</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Sales Administration / Customer Service Coordinator	75	85	90
Customer Service Team Lead	95	110	120
Customer Service Manager / Director	130	145	165

  

<b>LOGISTICS</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Logistics Clerk / Technican	60	70	75
Import / Export Specialist	70	85	85
Logistics / Warehousing Supervisor	90	95	105
Logistics Manager / Director	120	150	185

# Procurement & Supply Chain

Head of Logistics

180 210 255

## MEDICAL TECHNOLOGIES & DEVICES, PHARMA

### PURCHASING

Procurement Coordinator

85 95 100

Operational / Technical Buyer

90 110 120

Strategic Buyer

110 125 140

Category / Commodity Manager

115 130 185

Procurement Manager

140 150 180

Procurement Director / Head of Procurement

170 205 250

### SUPPLY CHAIN

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

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

Logistics Clerk / Technician

60 70 80

Import / Export Specialist

80 85 100

Logistics / Warehousing Supervisor

95 110 115

Logistics Manager / Director

120 150 165

# Procurement & Supply Chain

Head of Logistics

180

215

245

## INDUSTRIAL MANUFACTURING & WATCHMAKING

### PURCHASING

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

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

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

Logistics Clerk / Technician

60

65

70

Import / Export Specialist

70

75

85

Logistics / Warehousing Supervisor

80

90

95

Logistics Manager / Director

110

140

175

# Procurement & Supply Chain

Head of Logistics

160

185

215

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# Property & Construction

Uncertain macroeconomic environment: Delays in decision-making and therefore in recruitment.

The reduction in interest rates should generate growing needs in the next months.

We are witnessing a decline in the number of experienced candidates in the property management sector.

The lack of training in energy-related professions leads to a shortage of candidates in this sector.

The market is still dynamic in the Architecture sector. We are facing a strong shortage of Draftspersons and Execution profiles.

## Most in-demand skills & experience

Local experience

Industry knowledge

Languages

Business accumen

Soft skills

## Most wanted positions

Project Owner Representative

Asset Manager

HVAC Project Manager

Sites Managers

Electrician / Photovoltaic Installer

## Top sectors which pay the most

Asset Management/Private Equity

Banking

General Contractors

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

<b>BIM MANAGEMENT</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
BIM Designer	70	85	95
BIM Coordinator	75	95	115
BIM Manager	90	120	150

  

<b>PROPERTY MANAGEMENT</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Property Management Assistant	65	75	85
Rental Property Manager	75	80	91
Technical Property Manager	85	95	110
Condominium Property Manager	80	100	120
360° Property Manager	85	95	120
Head of Group for Property Management	100	104	130
Branch Director	120	130	150
Residential Broker (fixed salary)	58	65	78

  

<b>CONSTRUCTION</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Project Assistant	65	75	85
Construction site Manager	82	95	120
Economist	90	115	130
Project Manager	105	130	165
Development Project Manager	110	135	175

  

<b>INVESTMENTS (BANKS/FUNDS MANAGEMENT/FAMILY OFFICE/ETC.)</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Analyst	85	105	125
Asset Manager	100	120	150
Portfolio Manager	110	135	170
Transaction Manager	115	130	160

# Property & Construction

Fund Manager	130	160	230
Head of Real Estate Investments	190	230	320
<b>ARCHITECTURE</b>			
Draughtsman with CFC / EFZ	65	80	95
Designer Architect	72	85	100
Construction Architect / Construction manager	75	90	120
Architect	75	85	105
Project Manager	80	100	120
Building technician	80	95	115
<b>BUILDING SERVICES (HVAC, ENERGY, ETC.)</b>			
Technician / Draughtsman	70	80	95
Project Manager	85	95	125
Department Manager	105	130	150
Facility Manager	85	110	150
<b>ENGINEER OFFICES (HVAC, CIVIL, ENVIRONMENT/ETC.)</b>			
Draughtsman	70	85	100
Engineer	75	90	110
Project Manager	85	115	135
<b>CLIENT SIDE</b>			
Construction Project Manager	120	130	170
Head of Construction/Development	160	200	240
<b>INFRASTRUCTURE ENGINEERING</b>			
Technician	70	85	100
Site Manager	80	95	120
Project Manager	90	115	135
Branch Manager	130	150	175

# Property & Construction

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# Sales & Marketing

Candidates are less willing to change their current roles, even when they receive attractive offers.

Top talent is highly valued by current employers, who offer top-end working conditions.

Technical expertise and specific knowledge/networks are in high demand.

Longer recruitment processes lead to unsuccessful recruitments and declined offers.

Companies are increasingly seeking candidates who can wear multiple hats to ensure greater flexibility.

## Most in-demand skills & experience

Specific industry knowledge & networks

Languages (trilingual)

Performance marketing: Growth, Acquisition, SEA

Hands-on mindset

## Most wanted positions

Technical Sales

Senior Marketing roles

Digital experts

## Top sectors which pay the most

International FMCG / luxury corporations

Tobacco

Pharmaceutical & Healthcare

Energy / building automation

IT & Tech

## Salaries in Switzerland 2025

Yearly gross fixed salary in kCHF

### SALES

IT	MIN	AVG	MAX
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	MIN	AVG	MAX
Sales Representative / Account Manager	80	100	120
Sales Mngr / Area Sales Manager (bilingual or trilingual)	100	135	160
Business Development Manager	75	100	120
Key Account Manager	100	125	150
Sales Engineer / Technical Sales	90	120	140
Sales Director	140	180	220

CONSUMER GOODS	MIN	AVG	MAX
Sales Representative / Account Manager	75	85	100
Sales Manager / Area Sales Manager (bilingual or trilingual)	75	120	150
Business Development Manager	80	105	110
Key Account Manager	85	120	130
Sales Director	130	150	180

BUSINESS SERVICES / CONSULTING / AGENCIES	MIN	AVG	MAX
Account Manager	75	95	110

# Sales & Marketing

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

MARKETING & COMMUNICATIONS	MIN	AVG	MAX
Marketing Assistant / Coordinator	65	75	85
Product / Brand Manager	80	100	130
Business Analyst /Research & Business Intelligence	75	100	120
Trade Marketing	75	90	120
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	MIN	AVG	MAX
Digital Marketing Coordinator	70	85	95
Social Media Manager / Community Manager bilingual or trilingual)	70	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

# Sales & Marketing

Head of Digital Marketing	130	150	180
<b>EXECUTIVE</b>	<b>MIN</b>	<b>AVG</b>	<b>MAX</b>
Chief Digital Officer (CDO)	160	230	300
Chief Marketing Officer (CMO)	180	215	250
Chief Sales Officer (CSO)	200	240	280
Head Sales & Marketing	220	270	320
Country Manager (MD)	180	215	250
Head Product Management	180	205	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%.)

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