



SWITZERLAND

MARKET UPDATE 2017



MARKET OVERVIEW

The first half of 2017 has been characterised by a consistent volume of hiring activity for both permanent and interim professionals. This demand has been seen across our core recruitment disciplines of Finance, Accounting, Sales and Marketing positions as well as the Banking & Financial Services sector. We expect this demand to remain consistent for the second half of 2017 across all sectors.

Confidence among professionals is relatively high, with many prepared to look for new opportunities. This means clients have to move quickly with their recruitment processes to secure the best talent due to the finite pool of specialists available in the Swiss market. Candidates with in demand skill sets are gaining confidence in securing new roles and are also experiencing multiple job offers.

THE STATE OF DEMAND

Finance & Accounting teams across commerce & industry remained relatively stable during the first 6 months of the year. Companies for the most part replaced existing roles rather than creating new positions, reflecting ongoing market pressure in certain sectors on cost base and a focus on revenue generation.

Despite this, demand was high among local Swiss companies for cost controllers, systems specialists for integrations and roll outs, IT controllers, technical accountants and Treuhand. Swiss SME's (small and medium sized businesses) faced a high degree of competition to find locally qualified Swiss talent in these areas.

Financial Services recruitment has been relatively dynamic throughout the first half of 2017. Hiring activity has been high across the following areas: Asset Management for Sales and Marketing roles, Corporate Banking for client coverage functions Wealth Management for Relationship Managers with a book and also Legal and Compliance divisions across all sectors.

Demand for Sales and Marketing professionals with a specialist knowledge of the Information Communications Technology (ICT) and luxury industries remained high. Professionals with specific expertise in Big Data, Business Intelligence and data analytics were in high demand within ICT and FinTech. Multi-lingual sales professionals with a strong contact network as well as luxury goods experience were also most sought after in the luxury space.

Across all market sectors, Robert Walters recognised a strong and continuous need for temporary hires in Switzerland. In Financial Services, interim hiring remains a popular option for project, IT and regulatory focused roles. In the field of Accounting and Finance the first half of 2017 revealed an on-going trend for outsourcing finance functions and restructuring efforts, with interim professionals being hired for dedicated transition periods and important implementations. In addition, more and more businesses are seeing Interim Management as a more cost effective approach compared with consultancy firms when it comes to recruitment for ad-hoc projects.



SALARIES IN SWITZERLAND

Salaries in Switzerland remain amongst the highest in Europe. However, despite the ongoing demand for specialist candidates, salaries have remained stable due to companies' continued focus on their cost base. A slight increase for salaries for young professionals has been noticeable.

Similar to other regions, Swiss candidates continue to place importance on aspects of a job besides salary. Topics

such as the company's financial stability, transparent career opportunities and a well-balanced working environment are key drivers for individuals to move jobs.

Interim salaries continue to maintain a higher level compared to permanent salaries by providing organisations with a higher degree of flexibility.

ACCOUNTING & FINANCE	PERMANENT POSITIONS (CHF)* PER ANNUM		INTERIM POSITIONS (CHF)*
ROLE	3 – 7 YRS EXPERIENCE	7 + YRS EXPERIENCE	RATE PER DAY
Cost Controller	110 – 140k	140 – 170k	550 – 750
IT Controller	100 – 140k	140 – 180k	550 – 750
Technical Accountant	100 – 140k	140 – 160k	550 – 750

*Salaries exclusive of benefits/bonuses

BANKING & FINANCIAL SERVICES	PERMANENT POSITIONS (CHF)* PER ANNUM		INTERIM POSITIONS (CHF)*
ROLE	3 – 7 YRS EXPERIENCE	7 + YRS EXPERIENCE	RATE PER DAY
Relationship Manager	110 – 140k	140 – 180k	
Compliance Manager	140 – 180k	190 – 300k	650 – 900
Sales	100 – 160k	150 – 220k	

*Salaries exclusive of benefits/bonuses

SALES & MARKETING	PERMANENT POSITIONS (CHF)* PER ANNUM	
POSITION	3 – 7 YRS EXPERIENCE	7 + YRS EXPERIENCE
Key Account Manager Software	80 – 110k	90 – 120k
Key Account Manager TELCO/IT	80 – 110k	90 – 120k
Key Account Manager Luxury	80 – 110k	90 – 120k

*Salaries exclusive of benefits/bonuses



RECRUITMENT STRATEGIES IN A CANDIDATE SHORT MARKET

Candidate shortages continue to affect the Swiss recruitment market. Competition for top talent among companies in Switzerland is fierce, with local professionals with specific and specialist skill sets being highly sought after.

Businesses should consider reviewing their recruitment strategies in order to secure top calibre professionals in this environment, embracing flexibility and being prepared to move quickly with recruitment processes. Additionally companies should not only focus on publishing job adverts with common job boards but actively headhunt and engage with the best talent in the market.

In order to attract talent most Swiss companies currently use job boards such as Jobs.ch or their own company website. International companies tend to additionally utilise LinkedIn and larger organisations often have in-house generalist recruiters. However, demand is still high for professional recruitment consultancies who can provide specialist knowledge and a local network of candidates.

Even though Switzerland still has the highest level of salaries in Europe it is essential to offer additional benefits in order to succeed when attracting new recruits. Individuals generally don't expect large salary increases for moving positions

within the local market and most professionals value non-monetary rewards, career progression, professional development, flexible working and job stability above salary.

Professionals in Switzerland rate a good work life balance as very important, as well as flexible working arrangements and receiving support for the family. This topic is gaining prominence and importance, particularly as a new generation of professionals for whom work life balance is a priority joins the labour market.

When looking to attract and develop "Millennials" (born in the 1980s and 1990s) as future employees, employers should consider the importance of career development opportunities and non monetary rewards.

In terms of meeting those needs, international companies are generally more flexible when attracting talent and often react quickly to market conditions. In comparison local businesses tend to be more cautious and take time with decision making, although they are also often characterised by showing a significant degree of loyalty and commitment to candidates throughout the recruitment process.

KEY TRENDS IN THE SWISS JOBS MARKET



Interim professionals face a number of opportunities, especially in the financial services sector.



Work Life Balance and flexibility are high priorities for candidates.



Constant business growth in the IT and Pharmaceutical sectors is creating an uplift in hiring activities.



OUTLOOK & KEY RECOMMENDATIONS

In the near future we anticipate hiring markets to remain active. Businesses in Switzerland face an on-going candidate shortage, particularly when attracting niche skill sets and top talent within the local market.

Key recommendations for attracting and utilising talent in the current market:

- 1 Attract professionals with a wide range of benefits** – Even though salaries remain a stumbling block, additional factors such as training, development, company benefits, schemes and clubs are important to attract top talent. Furthermore an international career outlook, global mobility, the opportunity to grow, technology and innovation are of high importance to a large number of professionals as they want to be part of an evolving business.
- 2 Use Interim professionals for ad hoc projects** – Working with Interim candidates can help to increase cost efficiency by providing a flexible work force. Businesses are also increasingly utilising the skill set of interim managers and temporary staff for project work and to improve business processes.
- 3 Speed up the recruitment process** – Whilst some recruitment processes are still taking time as clients are cautious when decision making, we have seen a trend of recruitment processes speeding up and candidates receiving multiples offers. Therefore, to compete when securing the best candidates decision makers must be assertive and swift when making an offer. Candidates also appreciate open communication throughout the recruitment process.

ABOUT ROBERT WALTERS SWITZERLAND AG

Robert Walters is one of the world's leading specialist professional recruitment consultancies and focuses on placing high calibre professionals into permanent, interim and temporary positions at all levels of seniority. Since 2009 our Swiss team recruits across accounting & finance, banking & financial services and sales & marketing. Robert Walters was founded in 1985 and now operates across 28 countries.

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