

2021 A GUIDE TO SALARIES & SKILLS

BANKING & INSURANCE NATIONAL TRENDS RETAIL INDUSTRY TAX & FINANCIAL SERVICES
HEALTHCARE IN THE JOB MARKET BANKING & INSURANCE FMCG IT & TELECOM
CE INDUSTRY TAX & LEGAL PAGE EXECUTIVE MEDIA & ENTERTAINMENT





Introduction

Stephan Surber

Senior Partner

Dear Readers,

In 2020, we witnessed a real revolution that unexpectedly affected a lot of businesses and within just a few weeks changed entire industries, as well as local and global markets. The coronavirus pandemic, and the restrictions it brought along with regards to isolation, the new sanitary requirements and the lockdown that was introduced as a consequence have posed several major challenges for employers. One of the priorities has been to ensure organisational continuity, and to allow staff to carry on their work in a new model.

It is highly probable that many businesses have already gone through the worst of it, being forced to stand up to a challenge that entailed instant upgrade in digitisation and a profound digital transformation of their organisation, as well as developing the ability to manage a team remotely and the readiness to swiftly adapt to a new reality. Some industries were hopeless and helpless in this struggle, and they reported significant drop in sales volumes. Some sectors such as: e-commerce, technology, digital, healthcare & life sciences, distribution, logistics, or storage – managed not only to face up to the challenges but also, and quite surprisingly so, to take advantage of the wave of changes and develop their business activities. The new tasks and objectives were frequently linked to the need of acquiring new talent, and effective recruitment became the steppingstone for success.

2020 was also a challenging year for a lot of employers, who started prioritising the safety, security and stability of their terms of employment. HR specialists were suddenly faced with new duties such as the urge to adapt to teleworking and providing extensive support to employees facing with the stresses and difficulties of remote / home office.

The growing lack of market security has led to a significant depletion of the pool of seasoned professionals ready for a career change. Having said this, there has been growth in the number of people who, given the reduction in employment, were ready to take up new professional challenges almost offhand.

Because many projects were either frozen or suspended, the first half of 2020 made its mark on the recruitment industry. Yet already in 2021, we noticed a major recovery. The data collected by the PageGroup's Swiss Market Barometer* reveal that at that time 57% of the surveyed employers were open to recruit again in Q4 2020. It is clear to see that more and more businesses and sectors of the market are coming back to doing the business investments and projects that they were forced to put off, and this means that employers need new talent on board, too. A higher request on different leadership skills needed has been an ongoing demand until now. D&I is a hot topic in many board rooms therefore we have been strongly engaged to help building long-term talent pipelines.

We hope that the worst has already happened, and that 2021 will bring a change for the better in the economy and with it a wave of new investments. We are delighted to help and support our clients and partners in their new pursuits – those regarding recruitment, staff, HR, staff management, D&I or employer branding. We are also willing to walk any organisation through effective change, which will open additional business opportunities for them and guide them to success. We believe that success in business relies on people, which is why we shall strive to make sure that together with our clients we can create new, safer and promising job opportunities to change people's lives.

The data featured here is the outcome of hundreds of recruitment procedures and thousands of job interviews held in 2020 for specific positions in eight practices. I trust that this work will allow employers to make optimal business decisions, and that it will offer professionals a chance to effectively assess their overall value in the job market.

Stay healthy!

Stephan Surber,
Senior Partner
Page Executive Switzerland

Stephan Surber has started his career at Credit Suisse in 2000 within the institutional client's business in Switzerland. After starting in Sales Support, he moved over to institutional sales with international experience in New York. After 5 years of industry experience, he joined PageGroup in 2005 fascinated about the people business and the business development potential in Switzerland. As a consultant he started to help and build our Michael Page brand in Zurich and launched the Financial Services division and led it over 8 years including co-managing the Michael Page Zurich operation.

With the rebranding in 2012 to PageGroup he started to launch our Executive Search brand Page Executive. Stephan got the mandate to build the Senior professionals search service to top management companies in Switzerland starting from Director up to Managing Director, Business Unit Head and C-Level. He has successfully completed over 150 senior search assignments in Switzerland and has a strong network in the Finance industry. He is our Head of the Global Financial Services practice at Page Executive and is animating global efforts and synergies for our clients and international talents.

Stephan is a certified assessor at SHL and has a Master's in leadership & management.

He is a trusted partner for our recurring clients by helping them over the years with talent searches and executive hires. A sensitive feel about client needs, integrity, empathy and loyalty distinguishes him and Page Executive from other recruitment companies. He is a well-respected long-term search partner with 16 years' experience at PageGroup in Switzerland.

METHODOLOGY

Our salary and trends analysis benchmarks profiles on Start-ups, SME & Blue-Chip organisations with salary data until end of 2020 and bonus figures released in 2021 across the entire territory of Switzerland. The survey information comes from our database, various search engine assignments and personal interviews from our recruiting Partners with years of experience within the Swiss market. All our salaries may vary +/- 15% according to company's size and location.

ABOUT US

Page Executive: A boutique-quality executive recruitment service within an international group

We provide a range of search, selection and talent management solutions, assessment and succession planning for organisations who have a necessity to recruit permanent or interim executives. Page Executive has been declared the most influential recruitment firm on LinkedIn, which helps us to quickly reach a brought pool of talents. With our multi-brand strategy, we identify high potential and digital natives at an early stage of their careers. We pride ourselves in providing fast and flexible solutions with a proven record of high success rates in delivering performance with suitable qualified talents at senior management, executive and leadership levels.



Powerful diversified sourcing solutions

20 years track record in executive search, Social media channels, A.I., market research, personal network of our longstanding Partners



High quality boutique approach with very experienced Search-Partners



International network with dedicated industry practices



Flexible client approach to match your needs



Time-sensitive delivery



Performance, client focused fee structure

ABOUT US

YOUR SATISFACTION AT THE HEART OF EVERYTHING WE DO

93%

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

94%

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

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

CLIENTS

amazon.com

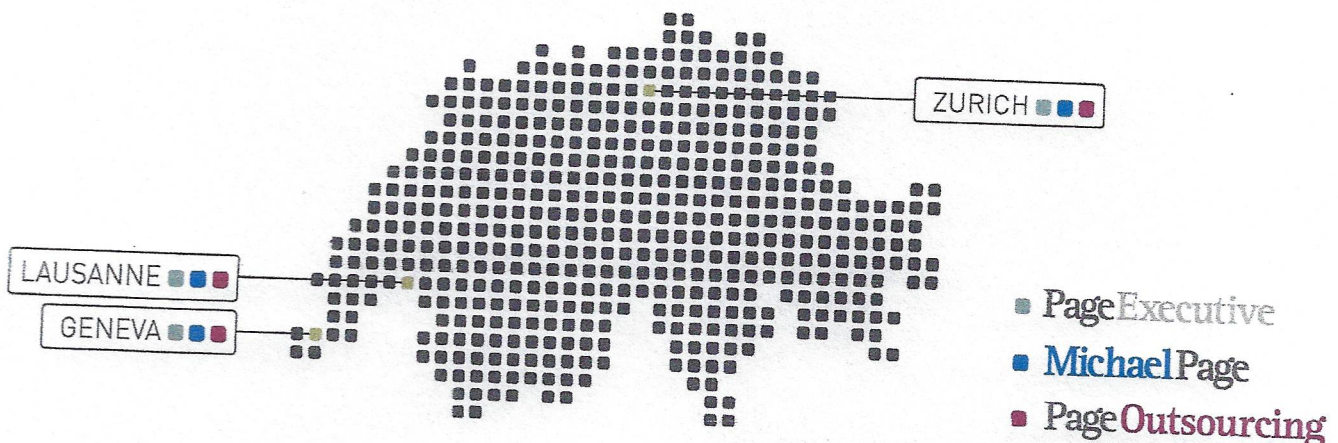


new balance.

SAMSUNG

Deloitte.

OUR OFFICES



OUR SPECIALIZED TEAMS COVER ALL THE FOLLOWING DISCIPLINES

- Finance
- Financial Services/Private Equity
- Industrial & Manufacturing
- Technology
- Healthcare & Life Sciences
- Consumer & Retail
- Human Resources

GET IN TOUCH WITH THE TEAM

ABOUT US

MARKET TRENDS



Diversity & Inclusion



Self-reinvention and upscaling



Emotion and adaptability is the new currency



Focus on applying sustainable behaviors



Elimination of unnecessary hierarchy



Democratization of leadership development

MOST WANTED SKILLS



Courage leadership



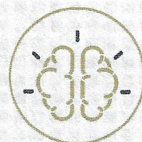
Empathy, awareness and connection



Change management



Communication dealing with crisis and ambiguity



Mental agility and flexibility

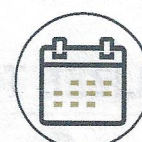
MOST WANTED BENEFITS TO ATTRACT TALENT



Flexibility at work



Stimulating performance bonus and long term incentive plan



Parental leave and offering sabbatical



Encouraging other professional engagement BoD, Charity, Secondment



Attractive benefits

SALARY TRENDS

CFO / CHIEF FINANCIAL OFFICER	MINIMUM	MEDIAN	MAXIMUM	BONUS %
BLUECHIP / MULTINATIONALS				
CFO / Chief Financial Officer	280.000 CHF	360.000 CHF	450.000 CHF	45%
Finance / Controlling Vice President (VP)	250.000 CHF	300.000 CHF	350.000 CHF	35%
Head of Corporate Finance / M&A	190.000 CHF	250.000 CHF	320.000 CHF	40%
Head FP&A	180.000 CHF	210.000 CHF	240.000 CHF	25%
Head of Internal Audit - Compliance	180.000 CHF	210.000 CHF	240.000 CHF	20%
Head of Treasury	180.000 CHF	220.000 CHF	260.000 CHF	30%
Head of Tax	200.000 CHF	230.000 CHF	260.000 CHF	30%
SMALL & MID SIZED ENTERPRISES (SME)				
Finance Director	160.000 CHF	190.000 CHF	240.000 CHF	25%
Head of Controlling	150.000 CHF	170.000 CHF	200.000 CHF	20%

FINANCIAL SERVICES*	MINIMUM	MEDIAN	MAXIMUM	BONUS %
CEO / Chief Executive Officer	300.000 CHF	430.000 CHF	600.000 CHF	80%
CFO / Chief Financial Officer	200.000 CHF	250.000 CHF	360.000 CHF	50%
COO / Chief Operations Officer	180.000 CHF	240.000 CHF	360.000 CHF	40%
CRO / Chief Risk Officer	200.000 CHF	240.000 CHF	360.000 CHF	35%
CIO / Chief Investment Officer	220.000 CHF	320.000 CHF	420.000 CHF	60%
Head Private Banking	250.000 CHF	330.000 CHF	480.000 CHF	70%
Managing Director (Head Department, Business Unit)	240.000 CHF	280.000 CHF	350.000 CHF	60%
Head Institutional Sales	200.000 CHF	250.000 CHF	320.000 CHF	50%
Managing Director Private Equity	240.000 CHF	280.000 CHF	350.000 CHF	80%
Managing Director (M&A)	220.000 CHF	280.000 CHF	320.000 CHF	90%
Managing Director (Corporate Banking)	220.000 CHF	260.000 CHF	340.000 CHF	45%
Head Legal / General Counsel	220.000 CHF	250.000 CHF	300.000 CHF	30%
Head of Compliance	185.000 CHF	220.000 CHF	250.000 CHF	20%

* The financial services salary indication benchmarks profiles across Switzerland on small to midcap organisations. The data has been collected with the bonus figures of 2020 including the information until end Q1 2021.

SALARY TRENDS

ENGINEERING	MINIMUM	MEDIAN	MAXIMUM	BONUS %
COO / Chief Operations Officer	200.000 CHF	250.000 CHF	300.000 CHF	30%
Director of Quality & ESH	160.000 CHF	200.000 CHF	220.000 CHF	20%
Project Management Director	170.000 CHF	200.000 CHF	230.000 CHF	20%
Production Director	160.000 CHF	180.000 CHF	200.000 CHF	20%
R&D Director	160.000 CHF	180.000 CHF	200.000 CHF	20%
Industrialisation / Process Engineering Director	150.000 CHF	170.000 CHF	190.000 CHF	15%
Maintenance Director	130.000 CHF	150.000 CHF	170.000 CHF	15%

PROCUREMENT & SUPPLY CHAIN	MINIMUM	MEDIAN	MAXIMUM	BONUS %
Procurement Vice President (VP) / Head of Procurement	200.000 CHF	250.000 CHF	290.000 CHF	30%
Supply Chain Vice President (VP) / Head of Supply Chain	200.000 CHF	250.000 CHF	330.000 CHF	30%
Customer Service Vice President (VP) / Head of Customer Service	180.000 CHF	220.000 CHF	260.000 CHF	25%
Logistics Vice President (VP) / Head of Logistics	180.000 CHF	220.000 CHF	260.000 CHF	25%
Procurement Director	160.000 CHF	200.000 CHF	250.000 CHF	20%
Supply Chain Director	150.000 CHF	190.000 CHF	240.000 CHF	20%
Logistics Director	150.000 CHF	190.000 CHF	240.000 CHF	20%
Customer Service Director	150.000 CHF	170.000 CHF	200.000 CHF	20%

SALARY TRENDS

HEALTHCARE & LIFE SCIENCE	MINIMUM	MEDIAN	MAXIMUM	BONUS %
CORPORATE				
Head Business Development	200.000 CHF	240.000 CHF	300.000 CHF	30%
Governance & Compliance Director	180.000 CHF	200.000 CHF	250.000 CHF	20%
General Legal Counsel	200.000 CHF	250.000 CHF	320.000 CHF	25%
COO / Chief Operations Officer	185.000 CHF	250.000 CHF	350.000 CHF	45%
Head Learning & Development	180.000 CHF	220.000 CHF	250.000 CHF	20%
R&D / DEVELOPMENT				
Chief Medical Officer	180.000 CHF	250.000 CHF	330.000 CHF	25%
Chief Scientific Officer	180.000 CHF	230.000 CHF	300.000 CHF	30%
Data Management Vice President (VP)	170.000 CHF	230.000 CHF	280.000 CHF	20%
Director Market Access Europe	180.000 CHF	220.000 CHF	280.000 CHF	25%
Regulatory Affairs Vice President (VP)	190.000 CHF	240.000 CHF	290.000 CHF	20%
Clinical Vice President	200.000 CHF	250.000 CHF	320.000 CHF	20%
Global Head Drug Safety	180.000 CHF	220.000 CHF	250.000 CHF	25%
COMMERCIAL				
Commercial Operations Vice President (VP)	200.000 CHF	280.000 CHF	400.000 CHF	45%
Director Marketing	180.000 CHF	250.000 CHF	300.000 CHF	25%
Global Head Communications	200.000 CHF	240.000 CHF	300.000 CHF	20%
Managing Director / Country Manager	180.000 CHF	230.000 CHF	280.000 CHF	40%
GENOMICS				
Bioinformatics Vice President (VP)	220.000 CHF	280.000 CHF	320.000 CHF	20%
Director Translational Bioinformatics	210.000 CHF	265.000 CHF	310.000 CHF	25%
Director Data Science Oncology	220.000 CHF	270.000 CHF	320.000 CHF	20%
Director Genomics / Diagnostics	200.000 CHF	250.000 CHF	330.000 CHF	25%

SALARY TRENDS

HUMAN RESOURCES	MINIMUM	MEDIAN	MAXIMUM	BONUS %
CORPORATE				
Chief Human Resources Officer / SVP	240.000 CHF	280.000 CHF	340.000 CHF	30%
HR Director	180.000 CHF	200.000 CHF	240.000 CHF	25%
Senior HR Business Partner	160.000 CHF	180.000 CHF	220.000 CHF	20%
SPECIALISTS				
Compensation & Benefits Director	180.000 CHF	230.000 CHF	280.000 CHF	25%
Head Learning and Org. Development	160.000 CHF	180.000 CHF	220.000 CHF	20%
Talent Aquisition & Development Director	180.000 CHF	200.000 CHF	220.000 CHF	20%

CONSUMER GOOD	MINIMUM	MEDIAN	MAXIMUM	BONUS %
CMO / Chief Marketing Officer	220.000 CHF	260.000 CHF	300.000 CHF	40%
CSO - Chief Sales Officer / CCO - Chief Commercial Officer	220.000 CHF	240.000 CHF	290.000 CHF	50%
Country Director / MD	180.000 CHF	230.000 CHF	250.000 CHF	35%
Head of Marketing	180.000 CHF	220.000 CHF	250.000 CHF	25%
Head Product Management	180.000 CHF	200.000 CHF	230.000 CHF	25%

TECHNOLOGY	MINIMUM	MEDIAN	MAXIMUM	BONUS %
Chief Information Officer	220.000 CHF	260.000 CHF	300.000 CHF	30%
CDO / Chief Digital Officer	200.000 CHF	240.000 CHF	260.000 CHF	25%
Head of IT	150.000 CHF	175.000 CHF	200.000 CHF	20%
Head of Security	160.000 CHF	190.000 CHF	220.000 CHF	10%

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