



SWITZERLAND

SWITZERLAND

ACCOUNTING & FINANCE

Our accounting & finance division based in Zurich recruits professionals for permanent finance roles across a broad range of industry sectors including FMCG, retail, manufacturing and pharmaceuticals.

Market Overview

Despite the global economic downturn, Switzerland still had one of the lowest unemployment rates in Europe and the market remained candidate short. The comparatively strong economy and easing of EU working regulations allowed organisations to attract international candidates, which in turn encouraged a number of European corporations to open new headquarters, driving higher demand for specific skill sets.

Auditors, financial controllers, business analysts and tax and compliance professionals were in particularly high demand as organisations focused on reducing costs and maintaining strong corporate governance and transparency. In 2009, salaries for these professionals will remain at similar levels to those witnessed in the past three years as organisations seek to retain talented professionals.

We also expect there will be greater competition for roles in 2009 as more candidates with international profiles enter the market, attracted by some of the highest salary packages on offer in Europe.

ROLE	SALARY PER ANNUM CHF					
	5 - 7 YRS' EXP		7 - 12 YRS' EXP		12+ YRS' EXP	
	2008	2009	2008	2009	2008	2009
Accounting & Finance						
Chief Financial Officer		CHF100 - 150k		CHF120 - 200k		CHF180 - 300k
Chief Operating Officer		CHF100 - 150k		CHF120 - 230k		CHF180 - 300k
VP Finance		CHF70 - 130k		CHF90 - 160k		CHF140 - 210k
Group Controller		CHF70 - 130k		CHF90 - 160k		CHF140 - 210k
Financial Controller		CHF60 - 120k		CHF90 - 140k		CHF130 - 180k
Financial Reporting		CHF60 - 120k		CHF90 - 140k		CHF130 - 180k
Accounting Manager		CHF80 - 100k		CHF90 - 160k		CHF130 - 210k
Project Finance		CHF80 - 160k		CHF120 - 200k		CHF180 - 250k
Corporate Development		CHF80 - 160k		CHF120 - 200k		CHF180 - 250k
Treasury Management		CHF60 - 100k		CHF80 - 150k		CHF130 - 200k
Audit		CHF60 - 120k		CHF110 - 190k		CHF160 - 220k
Credit Risk		CHF70 - 120k		CHF100 - 180k		CHF130 - 190k
Legal & Compliance		CHF60 - 110k		CHF90 - 190k		CHF170 - 280k
Business Analyst		CHF80 - 120k		CHF100 - 180k		CHF160 - 220k
Tax Manager/Director		CHF60 - 100k		CHF80 - 160k		CHF150 - 230k
Actuary Insurance		CHF60 - 80k		CHF70 - 160k		CHF140 - 200k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.
Zurich is a recently opened office - 2008 data is therefore unavailable.

SWITZERLAND

BANKING & FINANCIAL SERVICES

Our banking & financial services division based in Zurich recruits professionals for permanent roles across banking, private banking, asset management and investment banking.

Market Overview

The banking sector experienced high levels of volatility in 2008 and recruitment volumes slowed as a result. Despite the downturn in the financial markets, there were no hiring freezes in the Swiss market and redundancies were limited.

The recruitment market was largely driven by activity in private banking and asset management in 2008 and the sub-prime crisis enabled local private banks to recruit talented banking employees from the institutions exposed to investment banking and sub-prime instruments.

Demand also continued across regulation, audit, compliance and risk management as banks sought to lessen their risk exposure and reinforce anti-money laundering procedures.

We expect this focus on risk and control to continue in 2009 as organisations seek to avoid any incidents that may trigger a lack of confidence in the Swiss banking system. As the government took effective action to safeguard the few institutions at risk, confidence should return and recruitment should reactivate at increased levels in 2009.

SWITZERLAND

BANKING & FINANCIAL SERVICES

ROLE	SALARY PER ANNUM CHF 5 - 7 YRS' EXP		7 - 12 YRS' EXP		12+ YRS' EXP	
	2008	2009	2008	2009	2008	2009
Capital Markets						
Financial Analyst		CHF70 - 130k		CHF110 - 180k		CHF160 - 250k
Trader		CHF80 - 160k		CHF120 - 180k		CHF160 - 250k
Structurer		CHF90 - 170k		CHF120 - 180k		CHF160 - 310k
Sales		CHF70 - 130k		CHF110 - 170k		CHF160 - 300k
Middle Office		CHF80 - 120k		CHF100 - 170k		CHF150 - 280k
Back Office		CHF70 - 110k		CHF90 - 150k		CHF130 - 240k
Market Risk Manager		CHF100 - 140k		CHF120 - 200k		CHF160 - 290k
Asset Management/Private Banking						
Private Client Relationship Manager		CHF80 - 160k		CHF130 - 180k		CHF170 - 280k
Institutional Sales		CHF100 - 150k		CHF120 - 200k		CHF180 - 300k
Fund Manager		CHF100 - 160k		CHF150 - 200k		CHF170 - 300k
Private Equity Fund Manager		CHF110 - 160k		CHF140 - 200k		CHF190 - 300k
Hedge Fund Analyst		CHF110 - 160k		CHF130 - 210k		CHF170 - 280k
Risk Manager		CHF100 - 130k		CHF120 - 200k		CHF160 - 260k
Marketing Communications		CHF80 - 140k		CHF120 - 180k		CHF165 - 260k
Product Specialist		CHF80 - 140k		CHF120 - 180k		CHF160 - 240k
Portfolio Construction		CHF100 - 160k		CHF150 - 200k		CHF170 - 280k
Middle Office/Fund Valuation		CHF80 - 140k		CHF120 - 180k		CHF170 - 300k
Performance Attribution Analyst		CHF80 - 140k		CHF120 - 180k		CHF150 - 220k
Corporate Functions						
CFO		CHF110 - 160k		CHF140 - 200k		CHF180 - 370k
COO		CHF110 - 160k		CHF140 - 200k		CHF180 - 390k
Financial Controller		CHF80 - 140k		CHF120 - 180k		CHF150 - 220k
Business Analyst		CHF110 - 150k		CHF120 - 180k		CHF150 - 220k
Legal		CHF110 - 150k		CHF120 - 180k		CHF180 - 390k
Compliance Officer		CHF110 - 160k		CHF140 - 200k		CHF180 - 390k
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. Zurich is a recently opened office - 2008 data is therefore unavailable.						