

# SALARY GUIDE 2024



**SWITZERLAND**

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The Salary Guide 2024 is based on the analysis of thousands of skilled professional placements made across Switzerland over the past twelve months and includes a market outlook for the year ahead, complemented with survey data from employers and workers.

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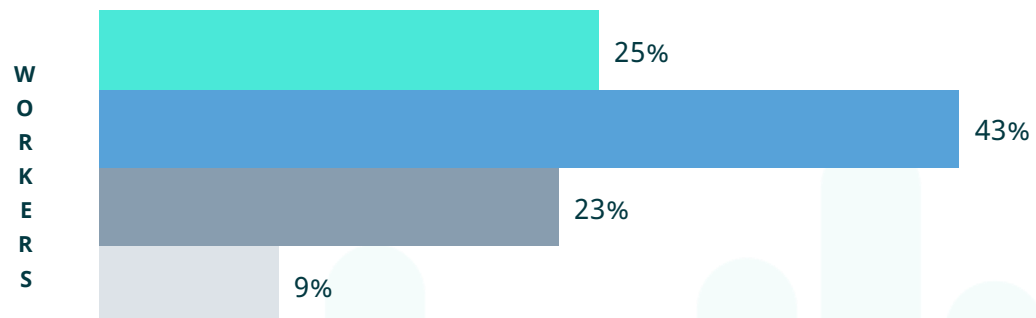
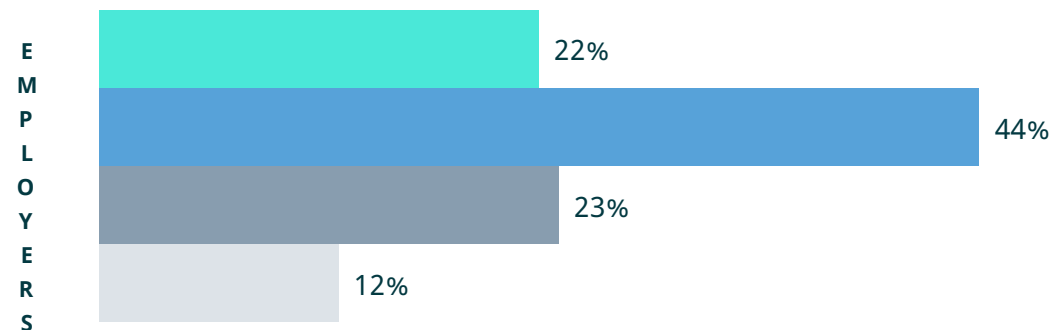
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Salary Tables



The need for new personnel outweighs the economic uncertainty. Resignation rates and unemployment rates remain historically low. Employee retention strategies for 2024 protect employers from high turnover.

## How confident are you in your company's growth prospects for 2024 compared to 2023?



■ Much more confident
 ■ Stay the same
 ■ Less confident
 ■ Hardly confident

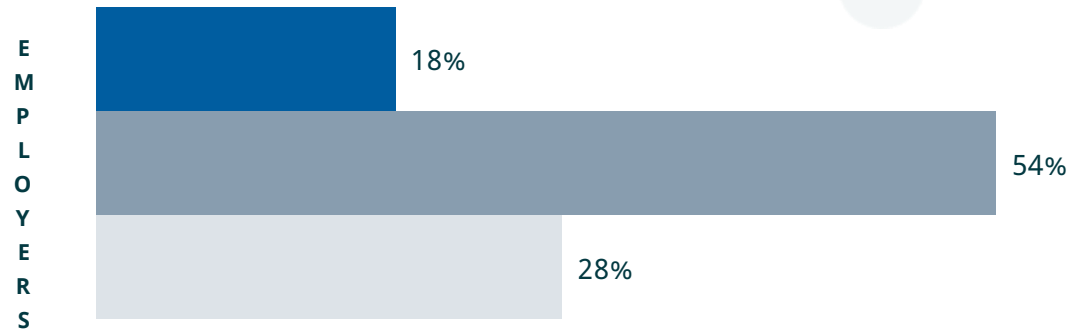
## Increasing confidence anticipated for 2024 driven by:

- Better economic situation
  - Increased product / service demand
  - Expanding business opportunities
  - Pace of digitization / adoption of new technologies
  - Increased headcount
- 
- Better economic situation
  - Increased product / service demand
  - Pace of digitization / adoption of new technologies
  - Expanding business opportunities
  - Better political situation



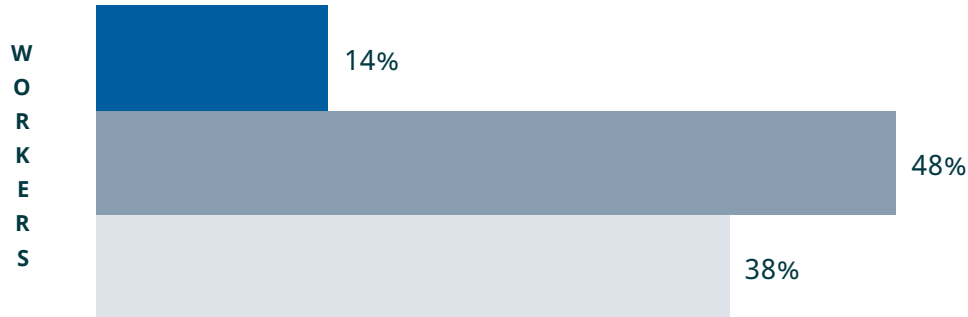
In 2024, the companies surveyed will continue to face a challenging labour market, which is characterised by a persistent shortage of skilled professionals. Retaining essential skilled workers in key positions and areas will therefore continue to determine human resources strategies at management level in the coming year.

How concerned are you about your company’s ability to retain employees in 2024?



Main concerns about retaining staff in 2024:

- Heavy workloads / increased work pressure
- Talent may be headhunted by competitors
- Not being able to offer competitive salaries
- Staff dissatisfaction with management
- High rates of burnout



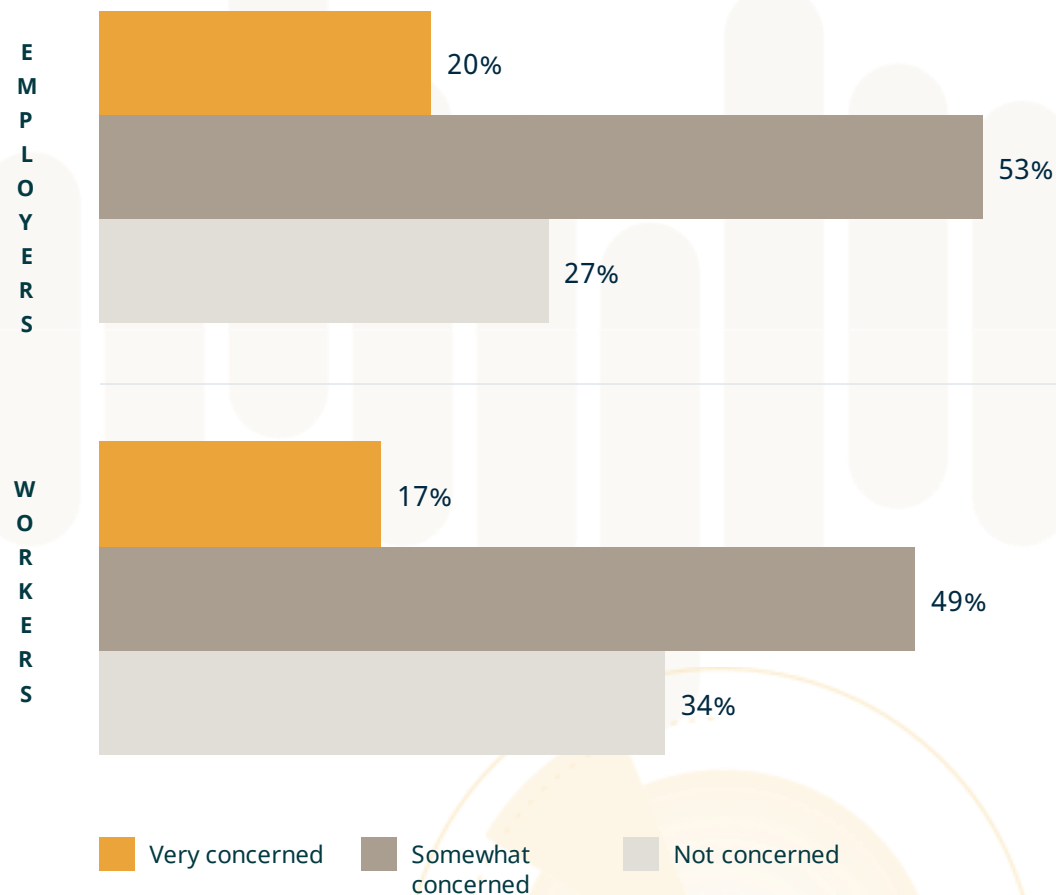
- Heavy workloads / increased work pressure
- Poor work-life balance
- Talent may be headhunted by competitors
- Not being able to offer competitive salaries
- High rates of burnout

Very concerned    Somewhat concerned    Not concerned



Attracting new skilled professionals sits high on the agenda of many companies, as they ensure business success. Many of the companies surveyed state that they are concerned about being sufficiently attractive for new employees.

## How concerned are you about your company's ability to attract employees in 2024?



## Main concerns about attracting staff in 2024:

- Business Instability
  - Not being able to offer competitive salaries
  - Lack of flexibility (e.g. Remote working / flexible hours)
  - Unattractive brand
  - Limited opportunities for career progression / training
- 
- Poor work-life balance
  - Limited opportunities for career progression / training
  - Not being able to offer competitive salaries (industry related)
  - Poor pay / lack of competitive pay (job / position related)
  - Business Instability

Employers' intention to increase salaries

27%  
In line with inflation

24%  
A flat-rate percentage increases

22%  
Performance-based increases

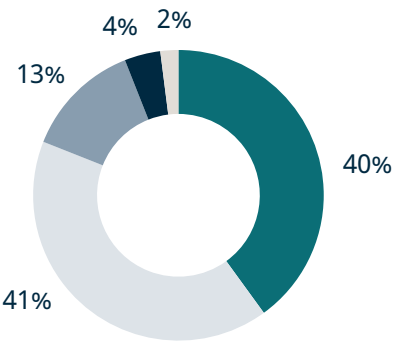
Employers' ability to increase salaries

28%  
My organization will pass on salary increases to our customers via price increases

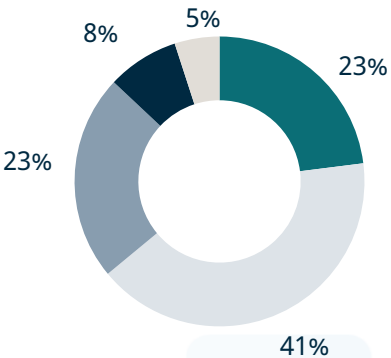
22%  
My organisation will not increase salaries any more than we already have

20%  
My organisation will sacrifice profitability to support staff with the cost of living

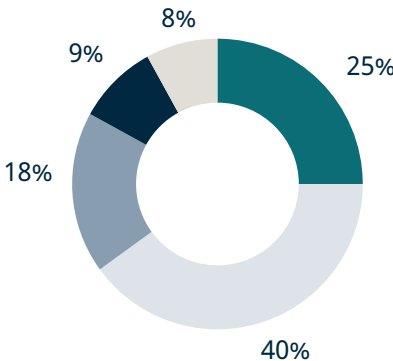
Hiring intentions for permanent jobs



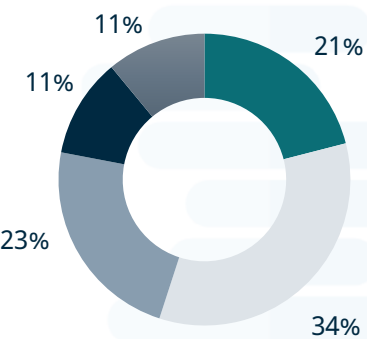
Hiring intentions for temporary jobs



Hiring intentions for Outsourcing / project sourcing



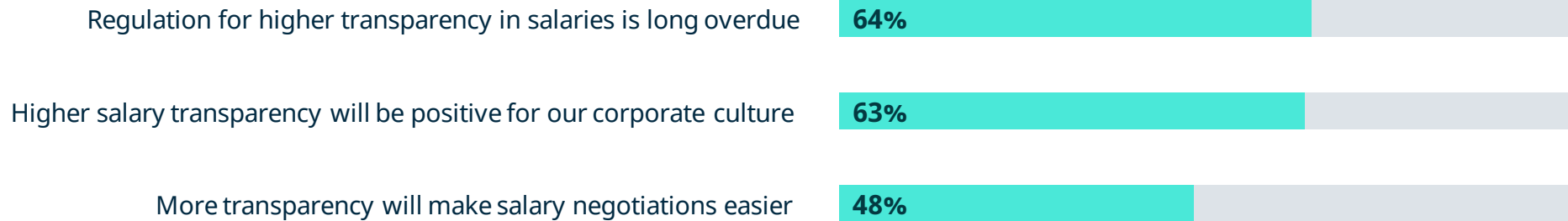
Hiring intentions for freelancers



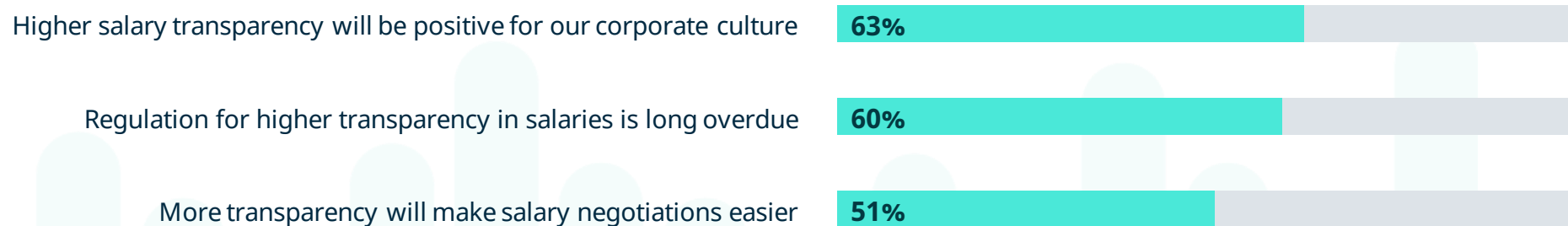
Adding Maintaining Freezing Reducing



### How employers view greater salary transparency



### How employees view greater salary transparency



# HOW TO USE OUR SALARY TABLES



## Salary percentiles

Starting salaries are not one-size-fits-all. That's why we separate them into percentiles based on multiple factors. Any of these factors may apply when making or receiving a job offer. You can calculate the gross yearly salary by multiplying the monthly salary by 13.92. The salary indications do not include any bonuses, benefits or other compensations.

### 25th

The applicant has limited or no experience in the position and is still developing their skills.

### 50th

The applicant has an average level of experience and has most of the necessary skills.

### 75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialized qualifications.

## Regional variances

Due to the cost of living, availability of skilled labour and other factors, starting salaries vary by region. Increase or decrease reported salaries in our tables [starting on page 25](#) by the percentage indicated according to the region shown. These represent Robert Half's locations in Switzerland.

Geneva + 11%

Zurich + 7%





The finance and accounting department is facing growing challenges in connection with increasing regulatory requirements in addition to its traditional tasks. Employers are therefore planning to increase their staffing levels in this area in 2024 as well.

## Most in-demand permanent jobs

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Accountant

---

Controller

---

Head of Accounting

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General Ledger Accountant

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Treasurer

## Most in-demand temporary jobs

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FP&A Specialist

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Accounting Assistant (AR / AP)

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Controller

---

Project Manager

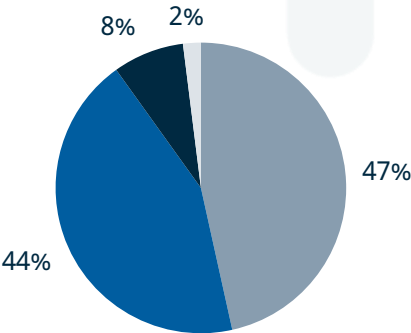
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Business Analyst

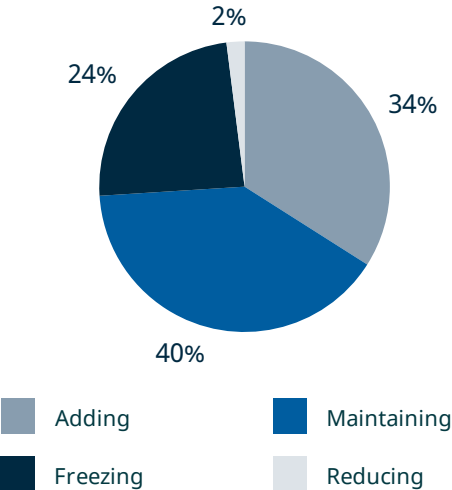
**Discover all salaries in  
Finance and Accounting**



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Most in-demand soft skills

Quick comprehension
Careful, thorough way of Working
High sense of responsibility
Organizational talent
Resilience

Most in-demand certifications and degrees

Certified Public Accountant (CPA)
Certified Financial Analyst (CFA)
Certified Fraud Examiner (CFE)
Internal Audit
Federal Diploma in Finance and Accounting

Sectors that recruit the most

Banking & Financial Services
Luxury Goods Industry
Biotech
Energy
Insurances

Most in-demand technical skills

Closing (Month-End, Quarter-End, Year-End)
Reporting Financial Criteria GAAP, IFRS
Dealing With Financial Experts
Cost rate calculations
Capacity To Comprehend Taxation

Top 5 benefits workers in demand

Sabbatical (Paid)
Fuel Assistance / Allowance
Days off granted due to a reduction in working hours
Financial allowance for working from home
Agreed bonus

Areas in which staff are hard to find

Payroll Accounting
Travel Expense Accounting
Tax Accounting
Rental / Property Accounting
Finance Project Management



The sustained demand for IT experts will remain at a high level in 2024. Considering the current volatile market environment, companies need to push their digital strategy forward rapidly. Companies will have to make concessions to attract these specialists, some of whom are currently very rare on the market.

Most in-demand permanent jobs

Help Desk (1st, 2nd Level)
ERP Specialist
Security Specialist
Cloud Engineer
Scrum Master

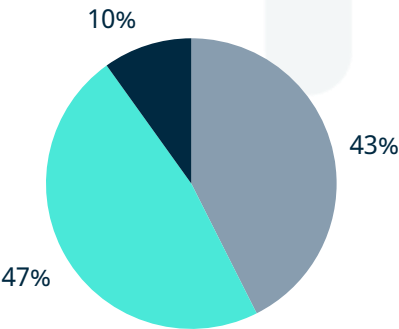
Most in-demand temporary jobs

ERP Specialist
Data Manager / Analyst
Business Data Analyst
HRIS Process Manager
Software Developer

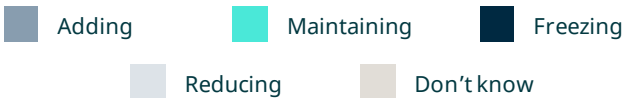
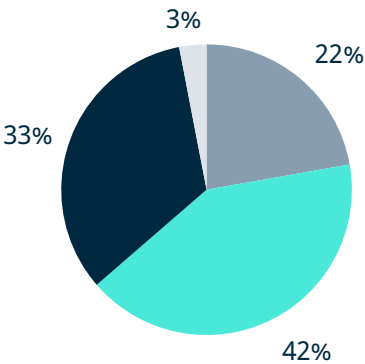
Discover all salaries in  
IT and Technology



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Most in-demand soft skills

Communication Skills
Stakeholder Management Skills
Leadership/people Management Skills
Problem Solving Skills
Translation to Business

Most in-demand certifications and degrees

IT Infrastructure Library (ITIL)
Microsoft (e.g., Azure, 365)
CISSP
CISA / CISM
Certified Ethical Hacker (CEH)

Sectors that recruit the most

Education
Information Technology
Luxury Goods
Professional Services
Healthcare

Most in-demand technical skills

Digital Transformation
AI / Machine Learning
ERP knowledge
Information Security
Cloud Solutions

Top 5 benefits workers in demand

Dental Insurance
Fuel Assistance / Allowance
Flexible Benefits Program
Meal Vouchers
Allowance for Home Office Equipment

Areas in which staff are hard to find

Information Security
AI / Machine Learning / RPA
ERP Systems
Cloud & System Engineering
Data Management



The commercial area is the boiler room of every company, and its demand continues to grow in importance considering increasing administrative requirements. 78% of the companies therefore plan to maintain and further increase the number of staff in this field.

Most in-demand permanent jobs

HR Specialist / HR Generalist
Customer Service Manager
Key Account Manager
Personal / Executive Assistant
Inside Sales Associate

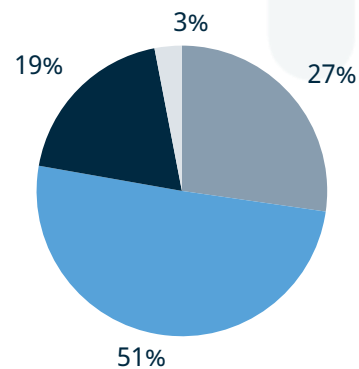
Most in-demand temporary jobs

HR Specialist / HR Generalist
Office Manager
Personal / Executive Assistant
Receptionist / Front Desk Agent
Back Office Coordinator

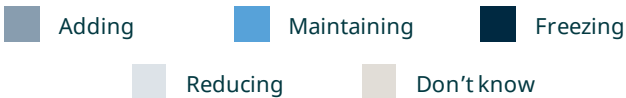
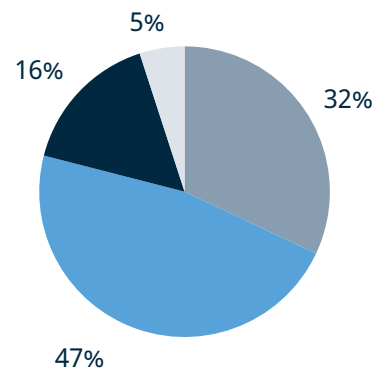
Discover all salaries in  
Administrative, HR and Office Support



Hiring intentions for permanent jobs



Hiring intentions for temporary jobs



Most in-demand soft skills

Quick Comprehension
Careful, Thorough Way Of Working
High Sense Of Responsibility
Organisational Skills
Resilience

Most in-demand certifications and degrees

Microsoft Office 365
Certified Professional – Human Resources
Trained Office Clerk
Data Collector
Logistics Administrator

Sectors that recruit the most

Banking & Financial Services
Insurances
Professional Services
Real Estate
Logistics

Most in-demand technical skills

Trilingualism (German, French, English)
Office Structuring
General HR Standards
Presentation Skills
ERP System User Skills

Top 5 benefits workers in demand

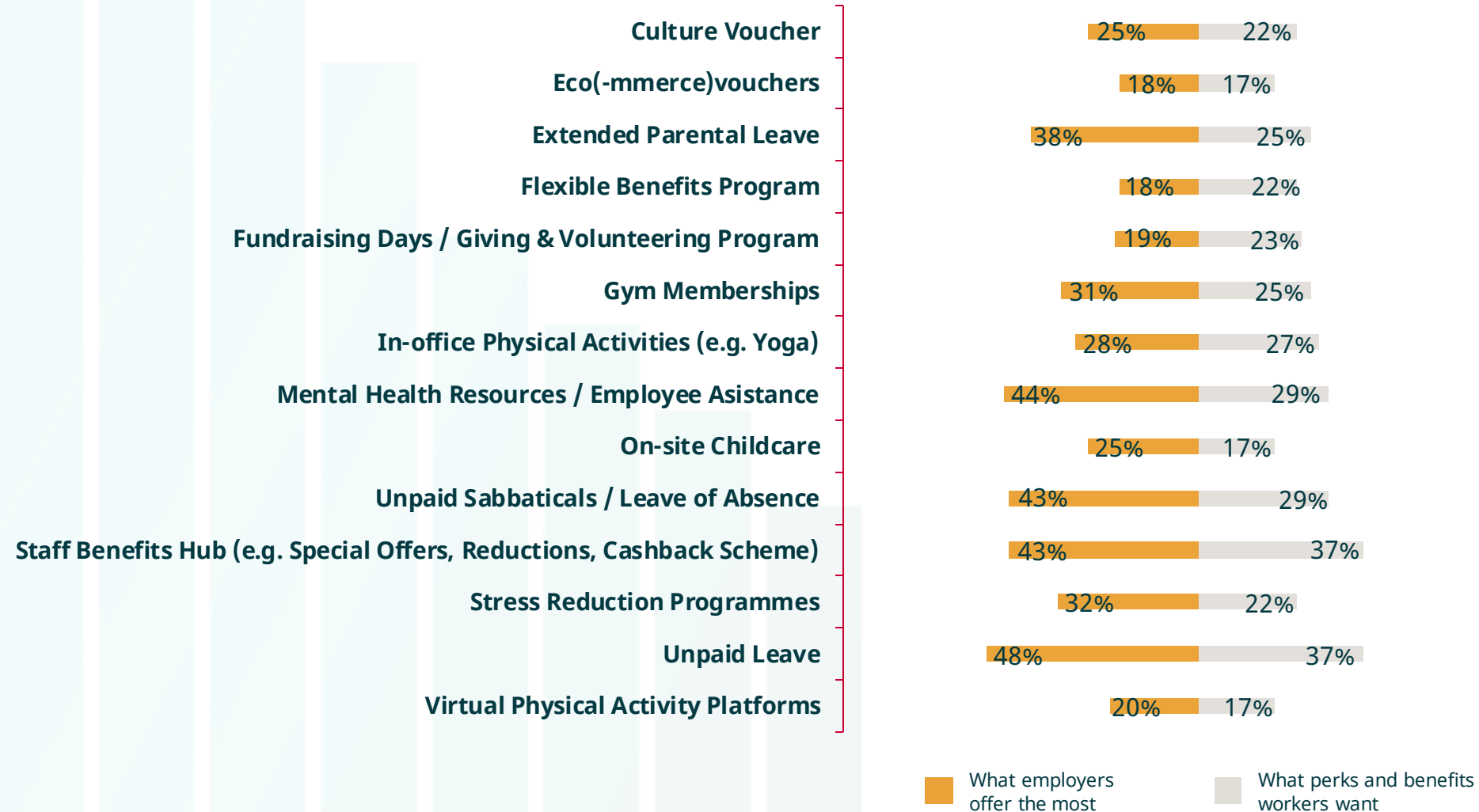
Flexible Benefits Program
Dental Insurance
Financial allowance for working from home
Fuel assistance / allowance
Agreed Bonus

Areas in which staff are hard to find

Payroll
Purchasing Department
Legal Department
Fleet Management
Logistics

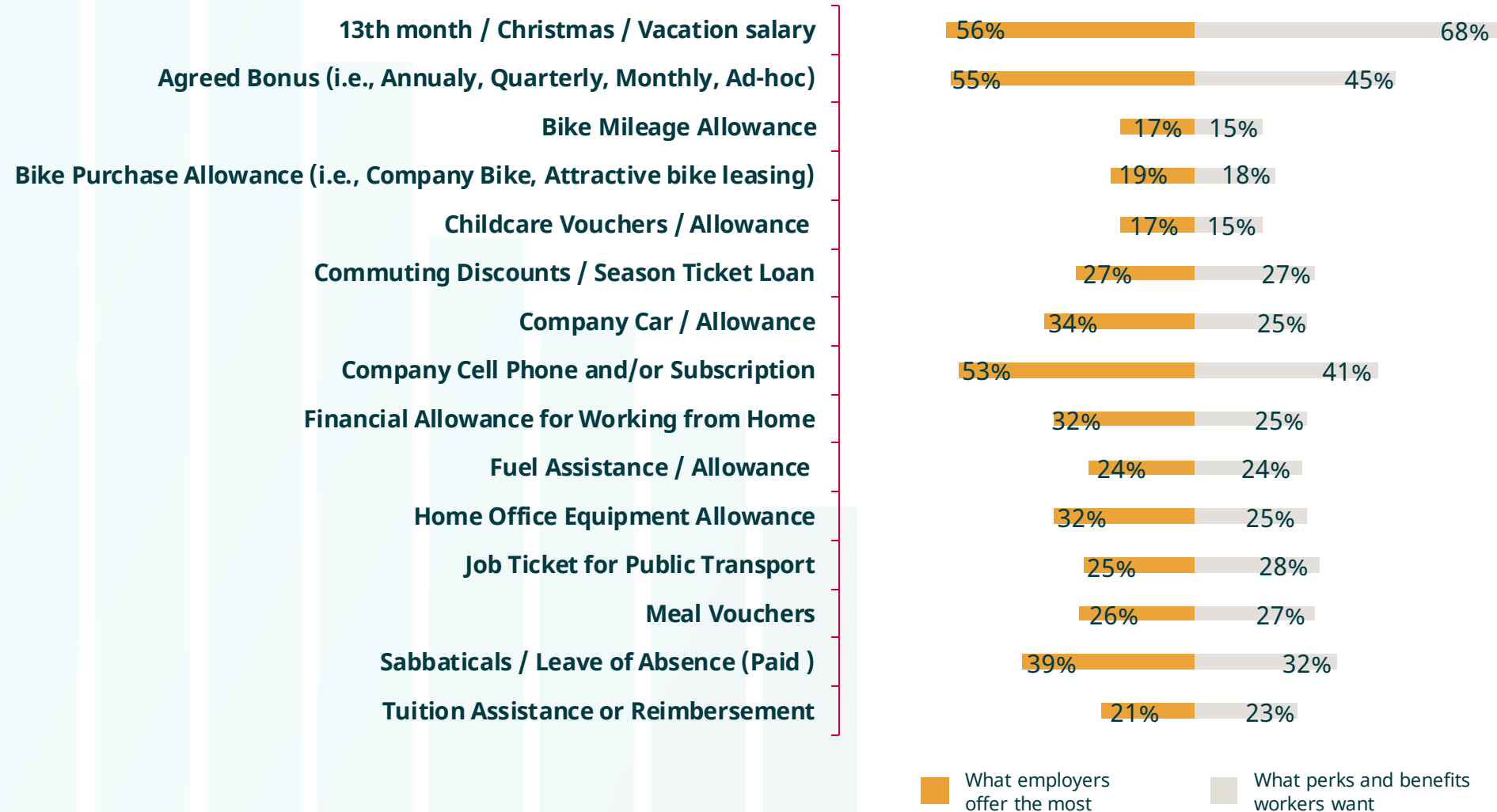


Companies must actively recruit new skilled professionals at present. In addition to salaries, fringe benefits are playing an increasingly important role, and they also help companies to position themselves as attractive employers. On this and the following pages you will find a comparison of the benefits that are already offered by companies today and which are desired and demanded by workers.





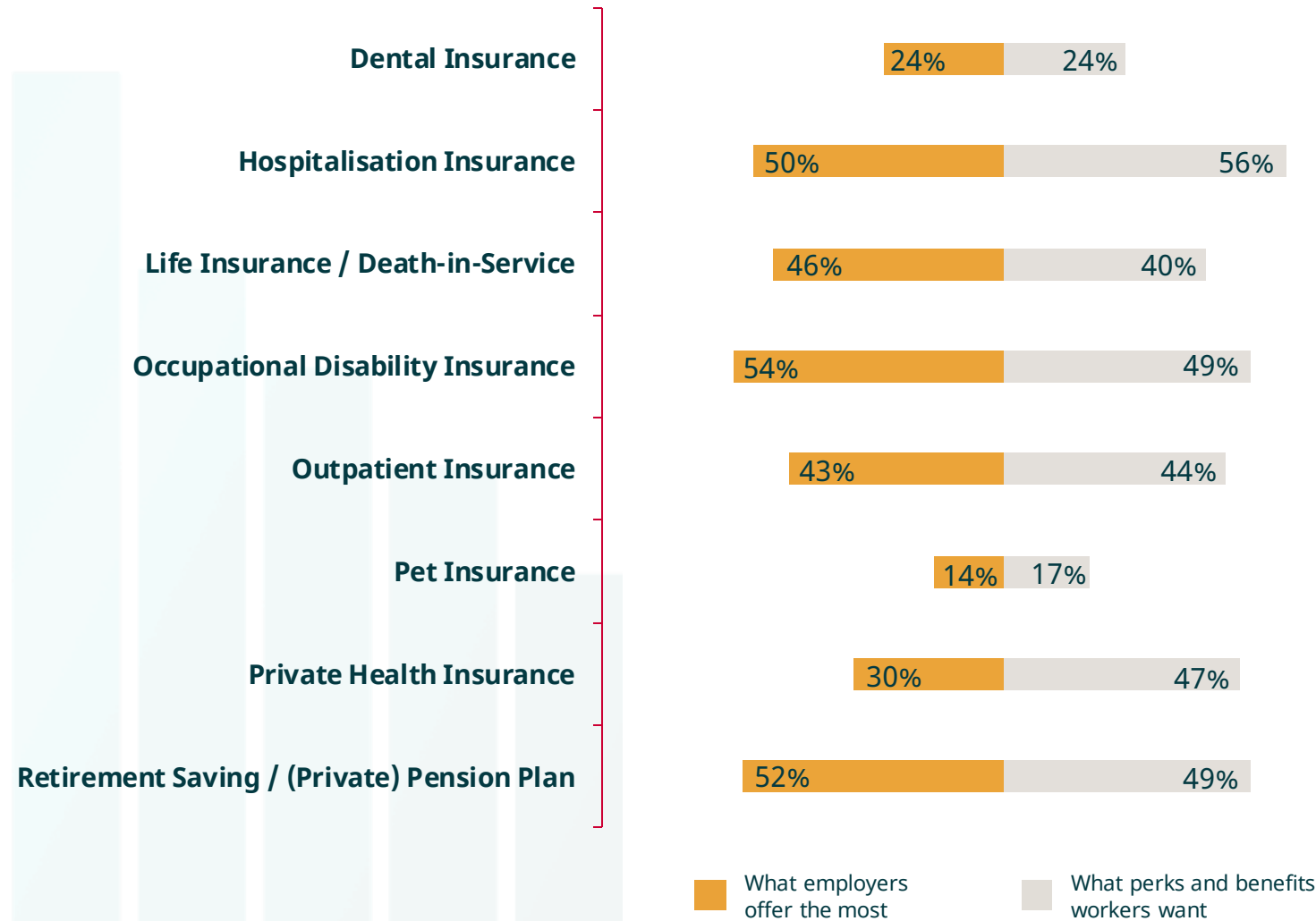
Besides salary, the benefits offered by companies are key factors in an employee's decision to join a company. While a 13th month's salary or Christmas and annual leave bonuses are still mostly a standard benefit with many employers today, employees mainly expect allowances for their travel costs, home office as well as a bonus if the business develops positively.





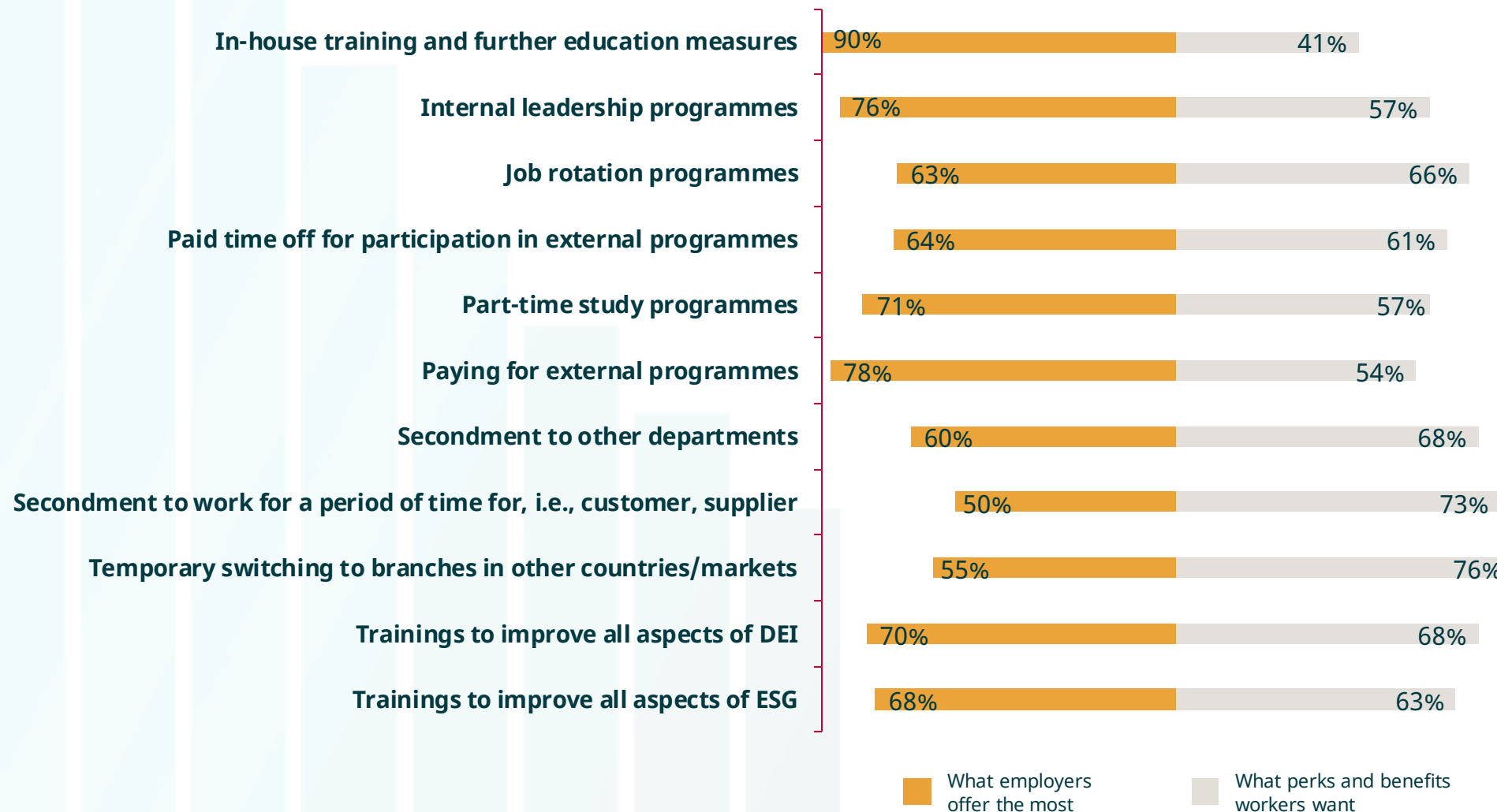


Declining benefits from statutory health insurance and the increasing need to make private pension plans for retirement make such offers a useful tool for employers to significantly expand their portfolio of fringe benefits. These benefits are not only attractive to the existing workforce to retain them. These benefits are not only attractive to the existing workforce to retain them. They can also tip the scales in negotiations with new skilled professionals.





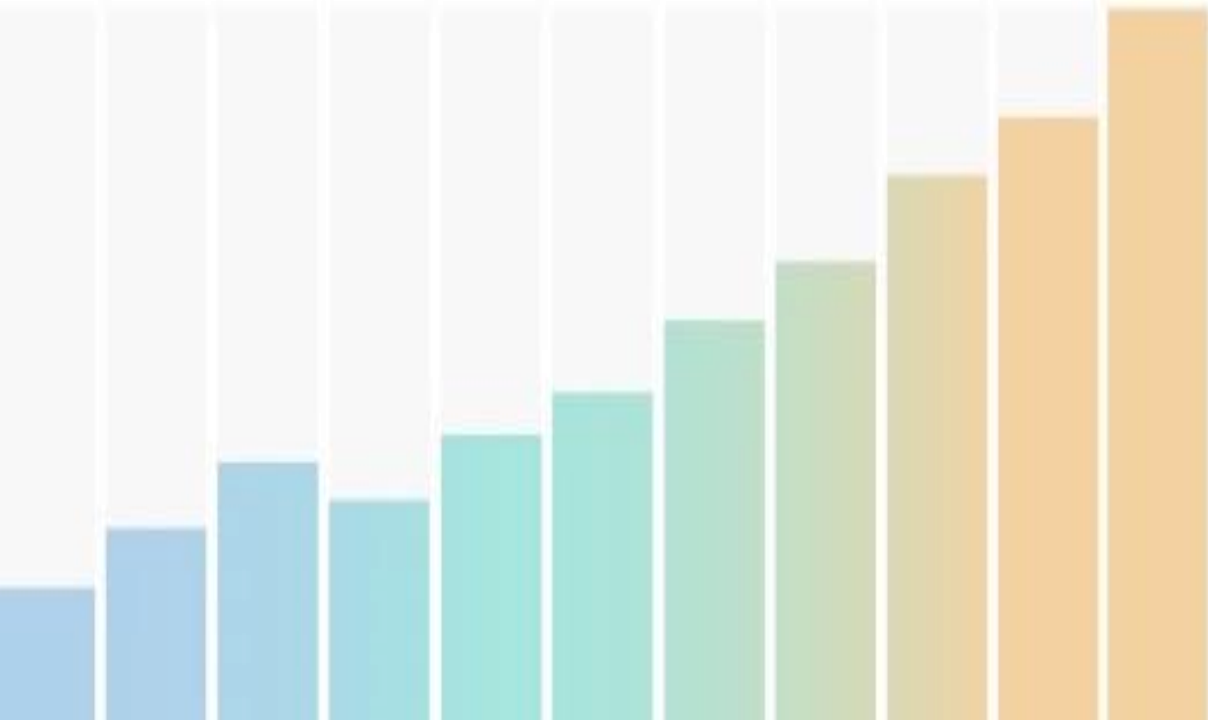
Over the past few years, further development and training opportunities have become increasingly important for skilled professionals. They even became an important criterion for deciding whether they want to stay with their current employer. Many companies have recognised this trend and have increased their learning and development offering comprehensively. In addition, workers want to broaden their horizons and work in other departments and areas of responsibility.



## METHODOLOGY



Data referenced in this Salary Guide is based on an online survey developed by Robert Half and conducted by an independent research firm. During June and July 2023 Robert Half commissioned research amongst 750 respondents using an online data collection methodology. The respondents represent 250 employers with hiring responsibility in their organizations and 500 employees in Finance and Accounting, Tech, Administrative, HR and Office Support. Respondents are drawn from a sample of small and medium-sized enterprises (SME) and large organizations from the public sector, private and publicly listed businesses across Switzerland.



# ABOUT ROBERT HALF



Robert Half is the world's first and largest specialized talent solutions firm that connects companies with highly skilled job seekers. Offering contract and permanent placement solutions in the fields of finance and accounting, technology, administrative and customer support, legal, and marketing and creative, Robert Half has more than 300 locations worldwide, including nearly 100 locations in 19 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

[roberthalf.ch](https://roberthalf.ch)





	JOB TITLE	25th	50th	75th
Accounting	General Accountant / General Ledger (International Standard)	102.000	117.250	132.500
	Accounts Payable / Accounts Receivable Clerk	71.500	86.750	96.750
	Payroll Accountant	91.750	117.250	132.500
	Accounting Manager	122.500	137.750	153.000
Audit	External Auditor (Big 4)	100.750	122.250	141.500
	Internal Auditor	112.000	132.500	152.750
Controlling	Business Analyst / Manager	112.500	125.000	150.000
	Financial Planning & Analysis Manager (FP&A)	122.500	147.750	183.000
	Controller / Manager Controlling	98.750	127.250	152.750
Treasury	Treasury Analyst / Manager	100.750	132.500	168.000
	Credit & Risk Manager	127.250	141.500	169.750
Compliance	Compliance Officer / Manager	114.500	132.500	168.000
Consolidation	Consolidation Specialist / Manager	117.250	127.250	152.750
Tax	Tax Specialist / Manager	112.000	132.500	163.000



	JOB TITLE	25th	50th	75th
Management	Finance Manager	127.250	147.750	168.000
	Head of Finance & Accounting	143.000	159.000	190.750
	Head of Tax	144.250	160.250	192.250
	Head of Controlling	148.500	165.000	198.000
	Finance Director	154.000	171.000	205.250
	Head of Compliance	155.000	172.500	206.750
	Head of Accounting	158.000	173.000	188.500
	Head of Internal Audit	163.000	201.000	241.000
	Chief Financial Officer (CFO)	183.250	234.500	254.500



	JOB TITLE	25th	50th	75th
Help Desk and Technical Support	IT Support	69.250	84.500	90.500
	Application Support	80.931	98.746	110.750
	Help Desk (1st, 2nd Level)	110.000	130.500	147.000
Software Development	Application Developer	87.750	106.750	114.000
	Web Developer (Frontend, Backend, Full-Stack)	95.000	101.000	108.000
	Software Developer (Java, C#/C++, .Net, Python)	101.500	122.250	142.500
	DevOps Engineer	91.250	122.250	142.500
	Software Architect	115.750	141.000	151.000
Data and Processes	Data Manager / Analyst	90.500	110.250	118.000
	Data Scientist	100.000	122.000	142.500
	Business Intelligence Engineer	102.000	122.250	142.500
	Business Data Analyst	102.000	122.250	145.500
Operations and Infrastructure	Network Engineer	86.000	107.250	125.000
	System Engineer	100.500	108.500	117.500
	Infrastructure Architect	98.000	128.000	152.250
	Cloud Engineer	95.750	132.500	144.500



	JOB TITLE	25th	50th	75th
Security	Security Specialist	127.500	148.250	173.000
Consulting	IT Project Manager	130.500	159.750	171.000
	Business Analyst	102.000	114.750	159.500
Management	Master Data Manager	107.250	130.750	139.750
	IT Team Lead	126.500	136.000	152.000
	Head of IT	138.750	149.000	166.750
	Head of Development	142.750	163.000	183.750
	Chief Technology Officer (CTO)	166.750	187.500	210.500
	Chief Security Officer (CSO)	179.750	208.250	209.750
	Chief Information Officer (CIO)	195.000	206.750	222.750





	JOB TITLE	25th	50th	75th
Office Management	Administrative Assistant	71.250	90.250	94.500
	Receptionist	72.250	78.750	84.500
	Team Assistant	70.250	79.750	91.250
	Office Manager	83.750	91.250	105.250
	Personal Assistant / Executive Assistant	95.750	105.250	115.250
Human Resources	Recruiter	75.750	90.250	97.250
	Talent Acquisition Manager	95.250	105.250	117.500
	HR Assistant / HR Administrator	72.500	84.250	93.750
	HR Specialist / Coordinator	85.250	96.750	122.500
	HR Payroll Specialist	91.750	117.250	137.250
	HR Generalist	92.250	103.250	115.500
	HR Manager	103.250	119.000	135.000
	HR Business Partner	96.750	117.250	142.750
	Head of HR	135.250	152.750	183.250
Customer Service	Call Centre Agent	72.250	75.500	85.250
	Customer Service Clerk	83.750	93.000	98.500
	Manager Customer Service	85.750	96.250	103.000



	JOB TITLE	25th	50th	75th
Logistics	Supply Chain Manager	77.750	96.250	107.000
	Import / Export Administrator	71.500	83.250	97.750
	Purchasing Clerk	87.500	98.250	115.250
	Procurement	95.500	115.500	130.250
	Head of Procurement	105.250	119.750	152.250
Sales and Marketing	Sales Assistant	72.250	78.500	94.750
	Sales Clerk	73.750	87.000	112.500
	Marketing Assistant	72.500	81.250	93.000
	Marketing Specialist	77.250	84.750	95.750
	Head of Marketing	92.250	124.000	167.500
	Head of Sales	102.250	138.750	166.500