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# ROBERT WALTERS MARKET INTELLIGENCE REPORT ACCOUNTING & FINANCE PROFESSIONALS IN SWITZERLAND

September 2023

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ROBERT WALTERS

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A Robert Walters Group Company



The Robert Walters Group is a world-leading specialist professional recruitment group comprised of Robert Walters, Walters People and Resource Solutions. Established in 1985, we deliver recruitment consultancy, staffing, recruitment process outsourcing and managed services across the globe.

We are one of the world's leading specialist professional recruitment consultancies and our focus is on placing high calibre professionals into permanent, contract and temporary positions at all levels of seniority.

### ROBERT WALTERS MARKET INTELLIGENCE

Robert Walters has a team of Data Analysts dedicated to supporting executive recruitment campaigns, industry analysis and benchmarking. Experts on data, the team has an in-depth understanding of the market and identifying talent pools for specialist roles. Using a vast amount of different data sources, we can provide up to date information regarding salary expectations and market conditions.

Our experts can:

- Identify talent pools
- Find hiring trends for competitors
- Uncover upcoming skills
- Provide information regarding salaries and contractor rates

4200  
Employees

31  
Countries

74  
Nationalities

38  
Years in operation

14 years  
in Switzerland

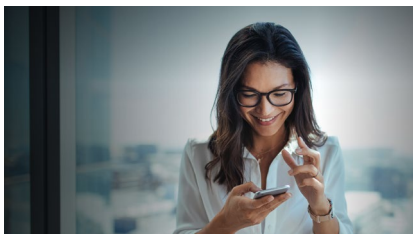
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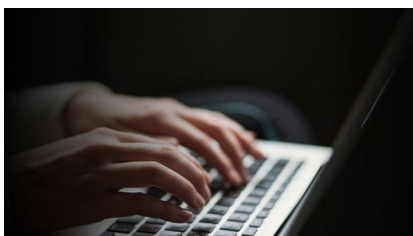
Data driven salary benchmarking of some of the most common titles within finance & accounting; finance manager, financial controller, financial director, head of finance and accounting manager



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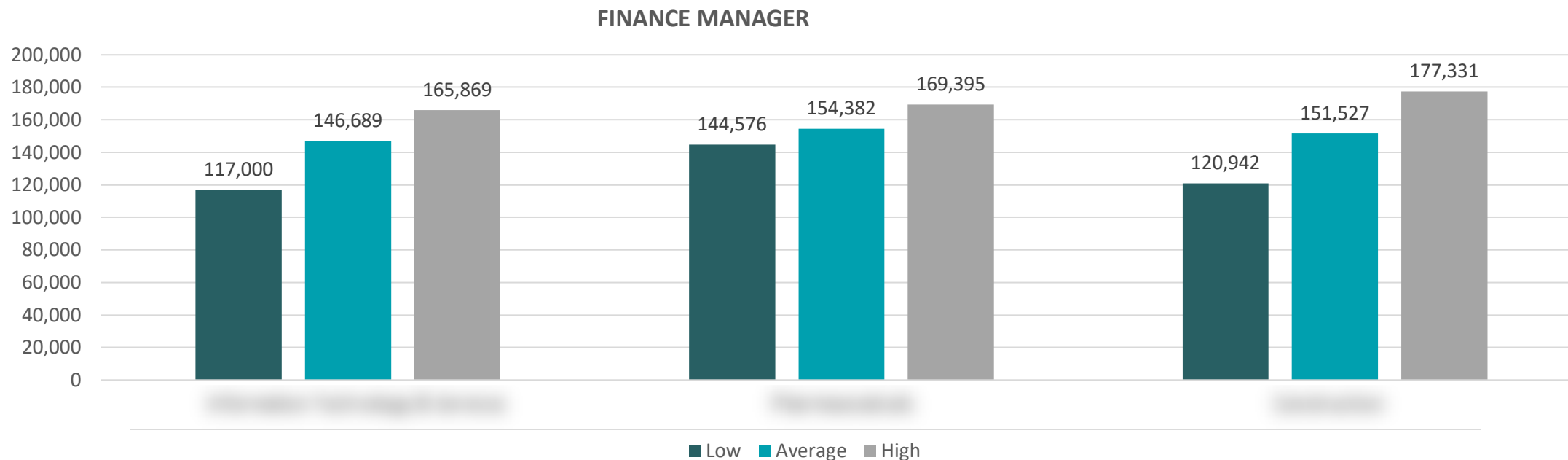
# Salary Benchmarking

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## SALARIES: SWITZERLAND

- This salary benchmark report has been completed using data from various sources, including job boards, purchased data, and placements Robert Walters has made.
- Amounts quoted below represent annual payment (CHF)
- All other allowances are in addition.



## SALARIES: SWITZERLAND

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### FINANCIAL CONTROLLER



## SALARIES: SWITZERLAND

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### FINANCIAL DIRECTOR



## SALARIES: SWITZERLAND

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### HEAD OF FINANCE





## SALARIES: SWITZERLAND

- This salary benchmark report has been completed using data from various sources, including job boards, purchased data, and placements Robert Walters has made.
- Amounts quoted below represent annual payment (CHF)
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### ACCOUNTING MANAGER



# Talent Mapping

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## METHODOLOGY

Robert Walters has access to internal recruitment data across 31 countries, as well as to paid and public data sources. The use of external tools alongside internal data ensures our reports are accurate representations of talent pools.

We use a custom set of criteria depending on your talent requirements, focusing on specifics such as location, job function, skill set, industry, education, work history and propensity to switch jobs/relocate, allowing us to provide you with a full insight into the chosen market.

## MARKET CRITERIA

Location: Switzerland

Function: Finance & Accounting

Years of experience: 4 years of experience or more

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# TALENT HEATMAP: DISTRIBUTION OF FINANCE AND ACCOUNTING PROFESSIONALS ACROSS SWITZERLAND



**2.3%**  
1 Year Growth  
In Headcount



**12.8%**  
Changed Jobs in  
last year



**Very High**  
Hiring Demand



**3.4 Years**  
Median Tenure



**64%**  
Male

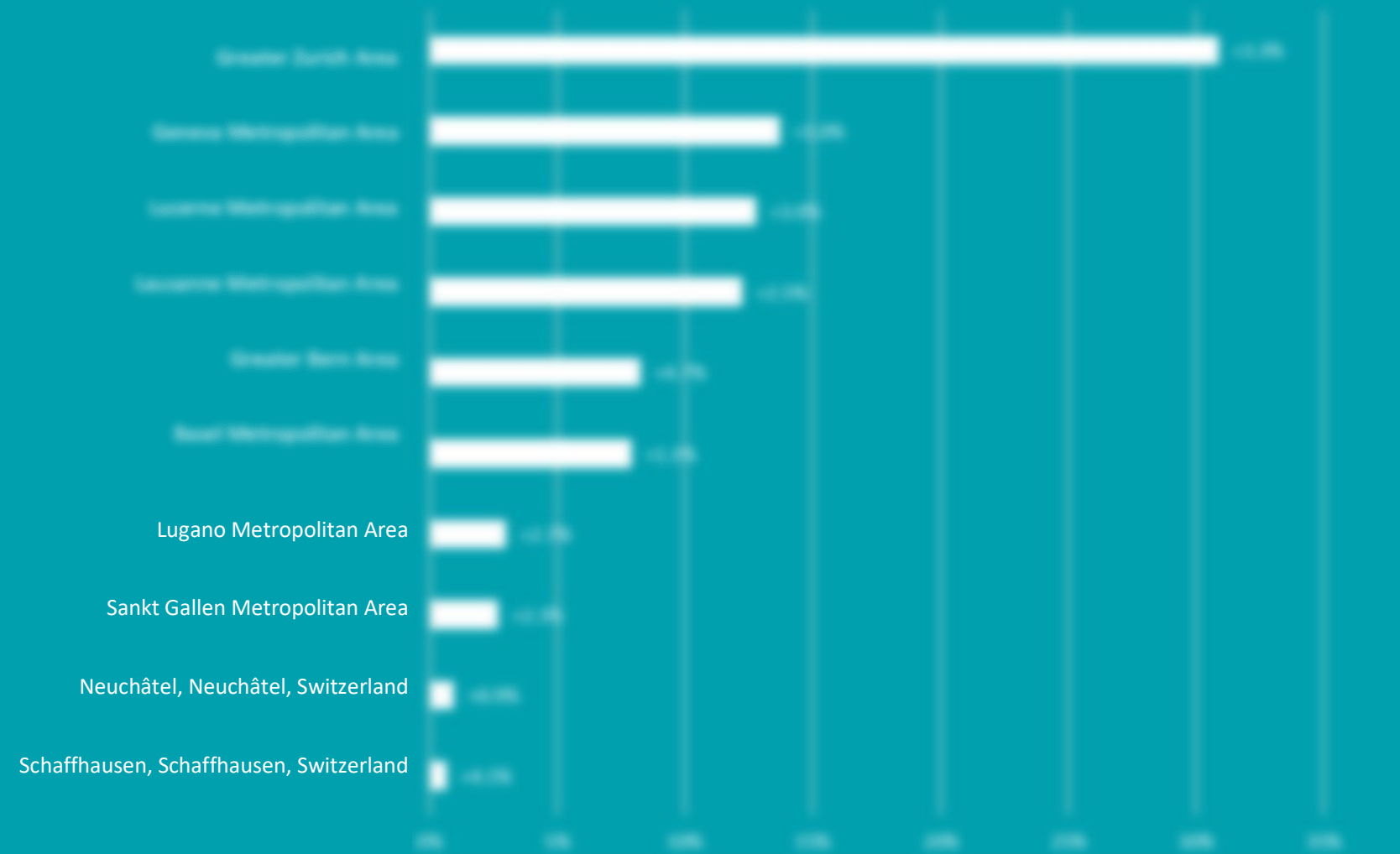


**36%**  
Female

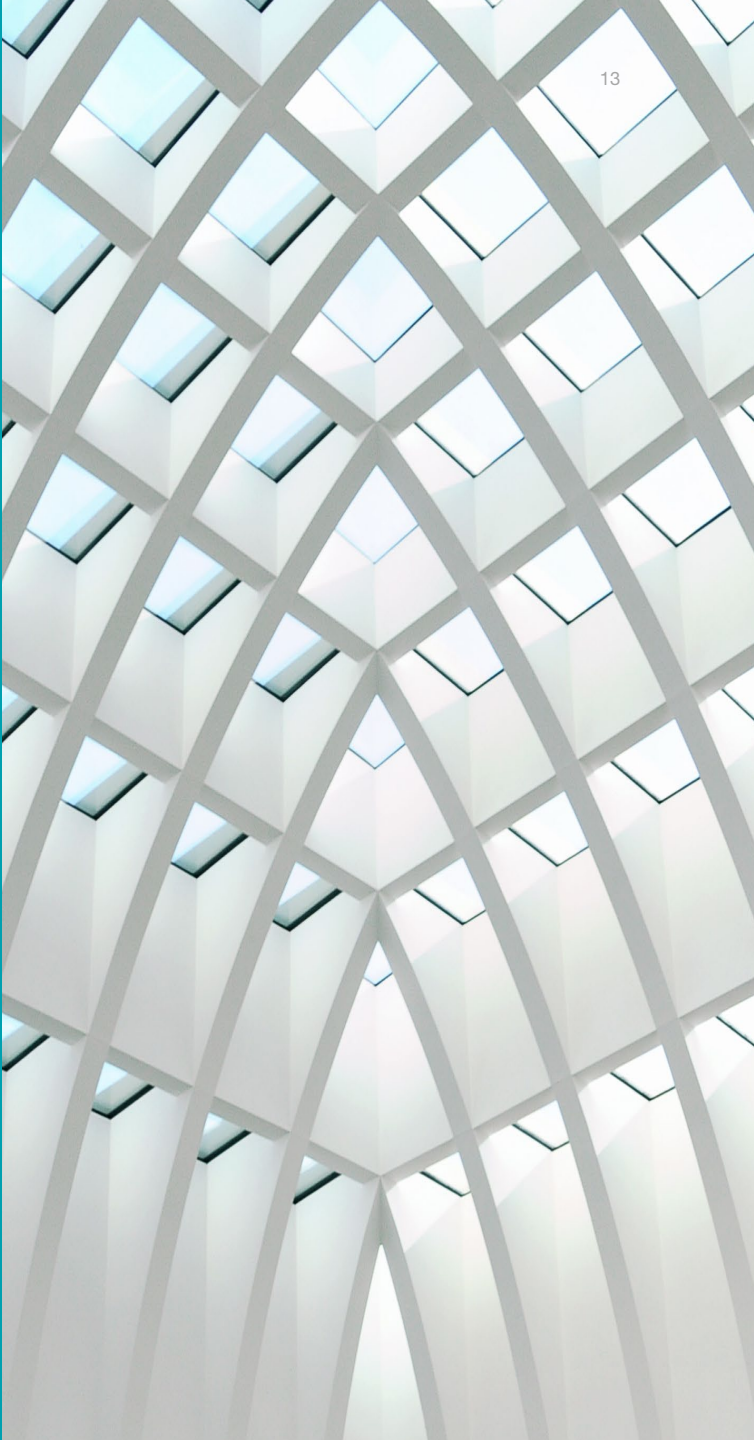


# DISTRIBUTION OF FINANCE AND ACCOUNTING PROFESSIONALS

% SHARE OF PROFESSIONALS ACROSS THE TOP 10 MARKET AREAS



*% 1 year growth in number of professionals indicated on the right-hand side of each bar*



## TOP 20 EMPLOYERS, RANKED BY THE NUMBER OF FINANCE AND ACCOUNTING PROFESSIONALS

14



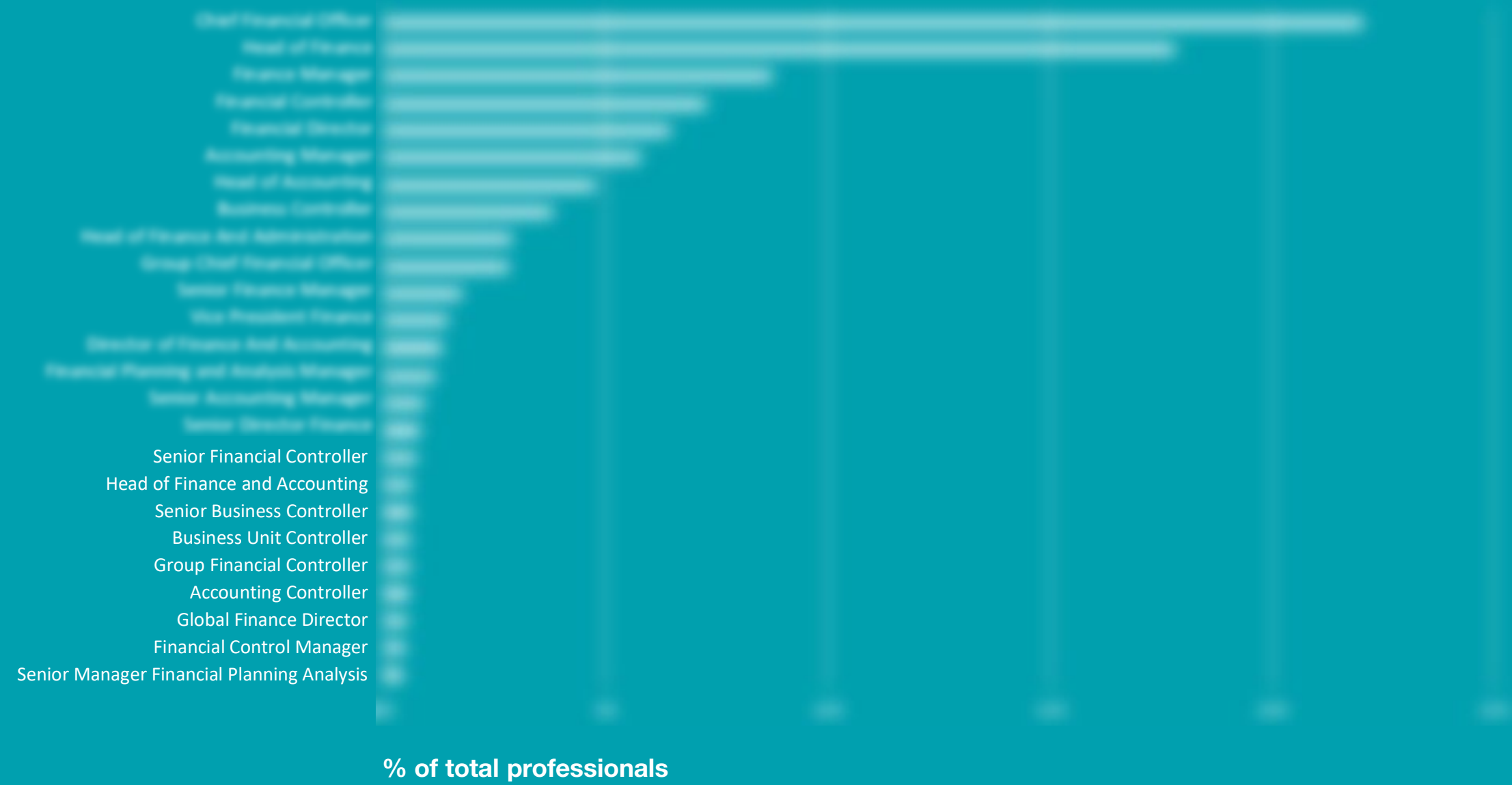


## TOP 20 EMPLOYING COMPANIES PLOTTED BY ATTRITION AND GROWTH

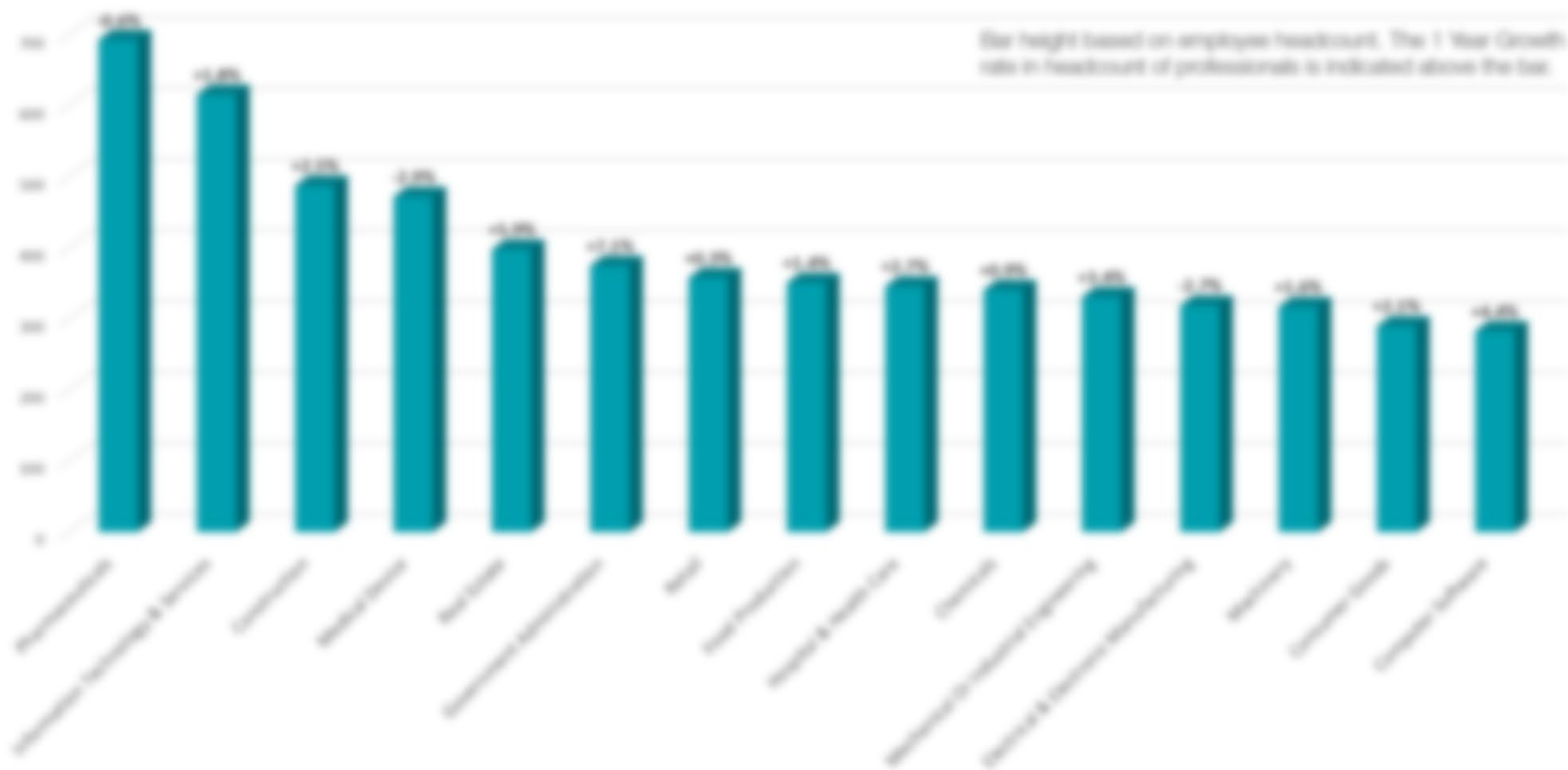


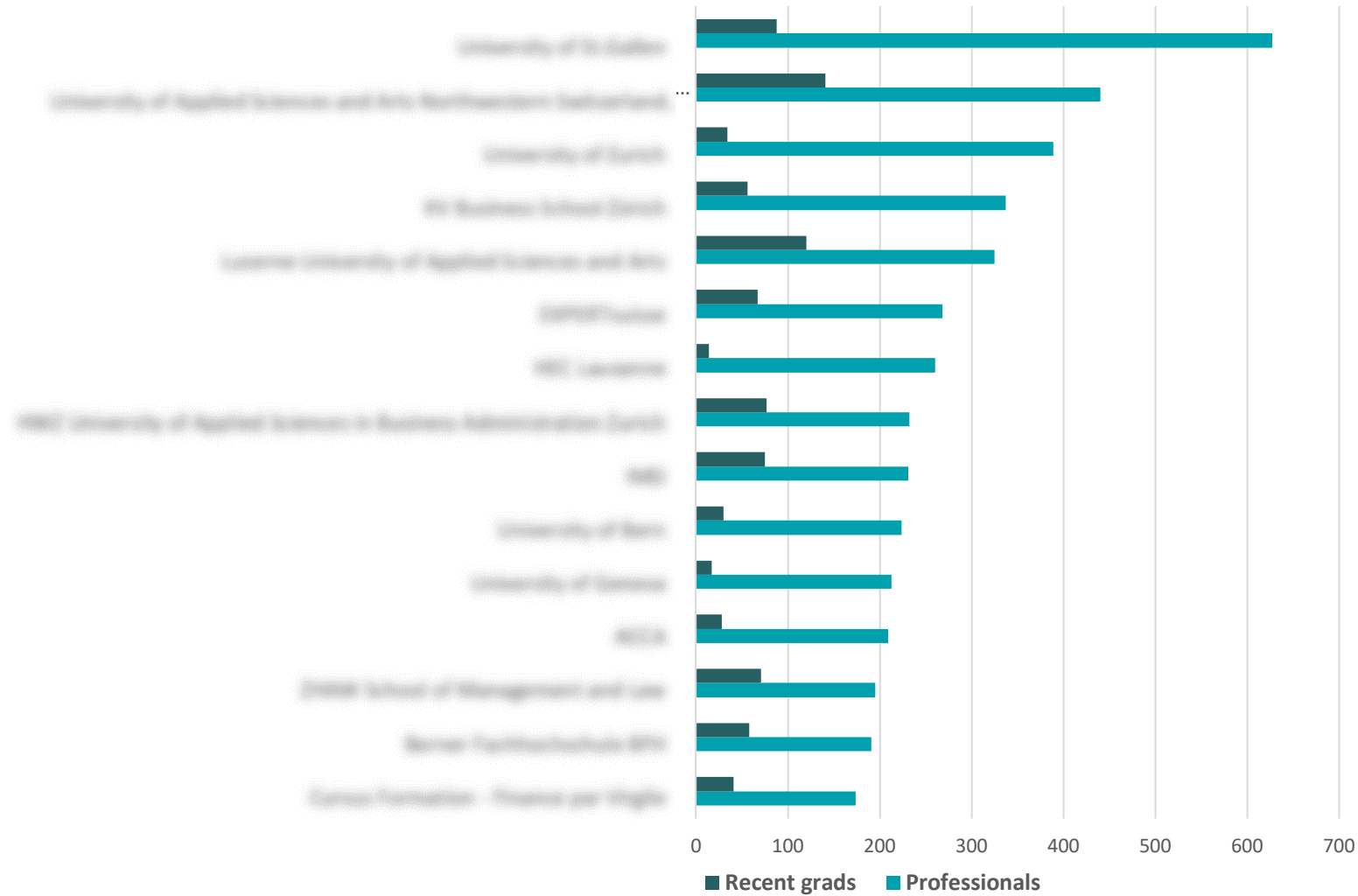
The top 20 employers of accounting & finance professionals are plotted on this chart based on growth (x-axis) and attrition rate (y-axis). Recruitment firms target businesses with high attrition rates. Target businesses include Hitachi Energy, Johnson & Johnson, EF Education First, ABB and PwC Switzerland.

# THE MOST COMMON JOB TITLES



# TOP 20 EMPLOYING INDUSTRIES





**Recent grads:** Professionals who have a degree end date within the last 12 months are considered recent grads.

Distribution of the highest degree this talent has attained



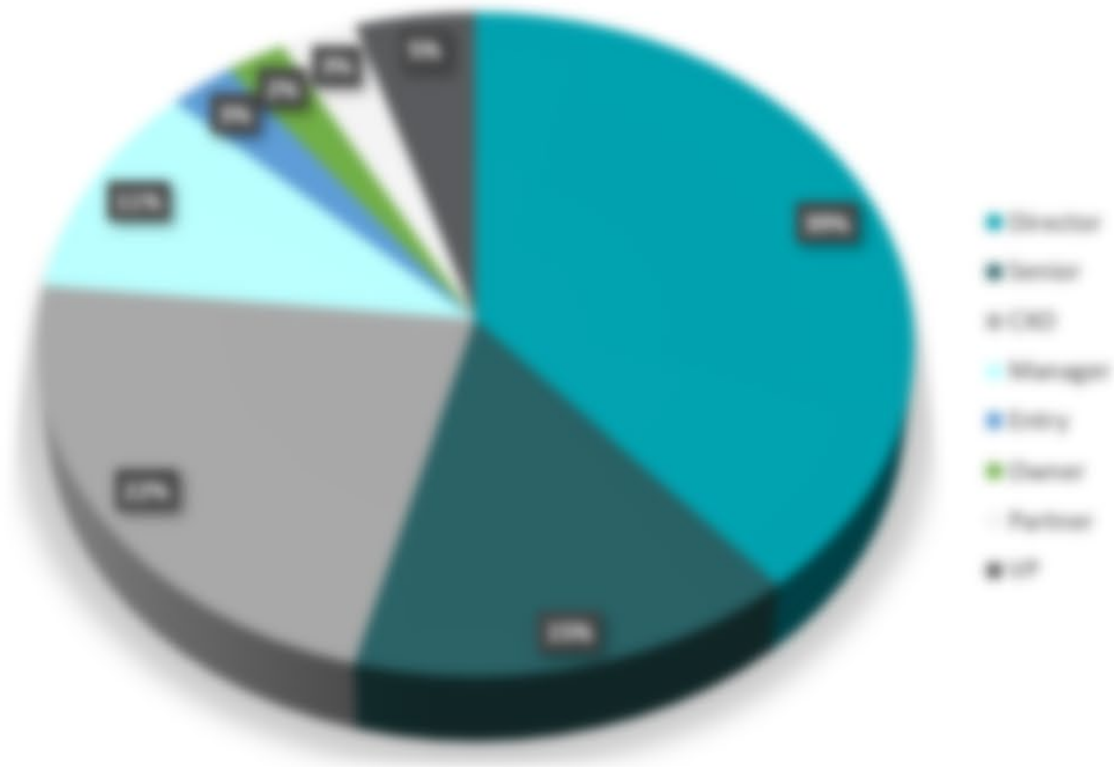
Employment type of those open to new opportunities



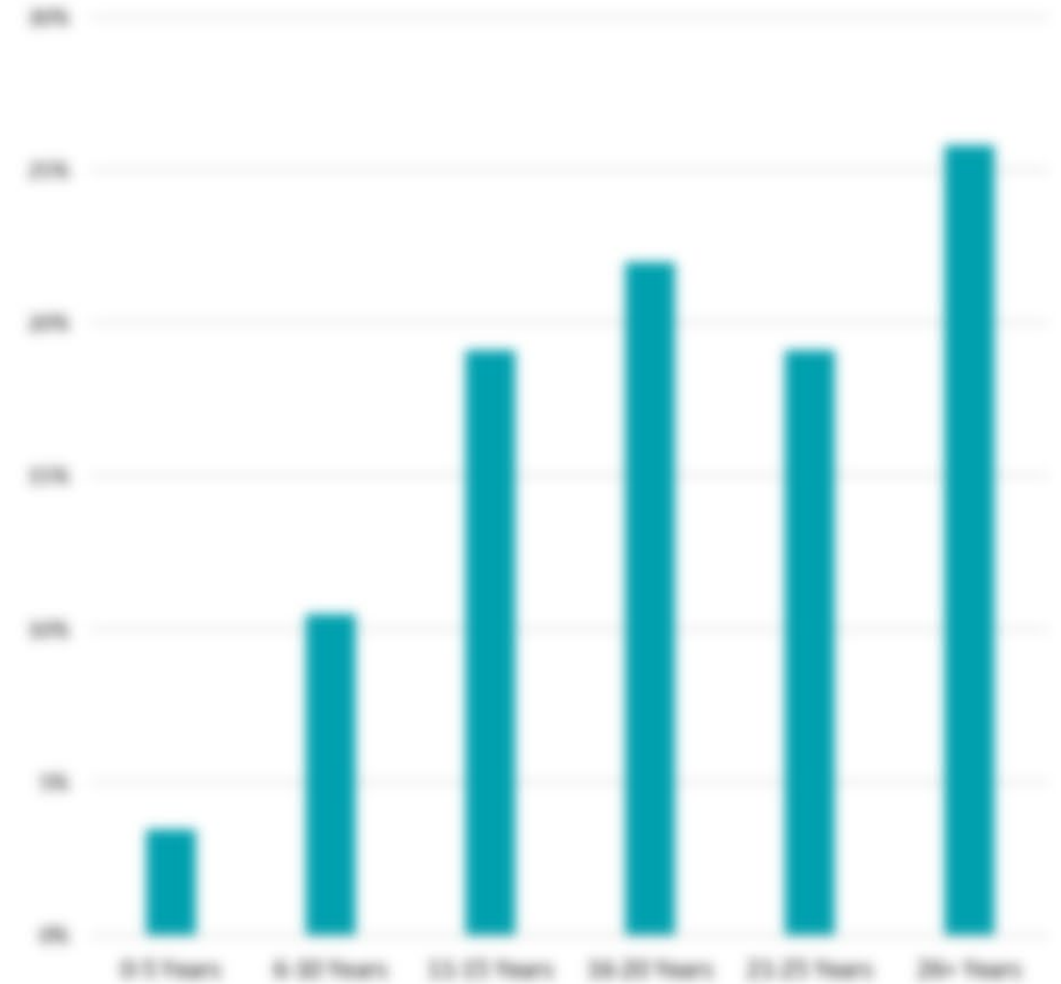
Workplace types of those open to new opportunities



## DISTRIBUTION OF SENIORITY



## CORPORATE STRUCTURE BY YEARS OF WORK EXPERIENCE





# Economic Statistics

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## Switzerland GDP Growth Rate



In the first three months of 2023, the Swiss economy expanded by 0.3% over the previous quarter, rebounding from a stall in the previous quarter.

### The causes of an increase in GDP:

- Is the significant increases in private spending (0.6% compared. 0.2% in Q4 2022) and
- investment in machinery and software (2.6% vs. 0.6%)

### The causes of a decrease in GDP:

- Government consumption stagnated
- Construction investment was somewhat lower The increase in imports (5.4%) was more than the increase in exports (4%) due to international demand for goods.

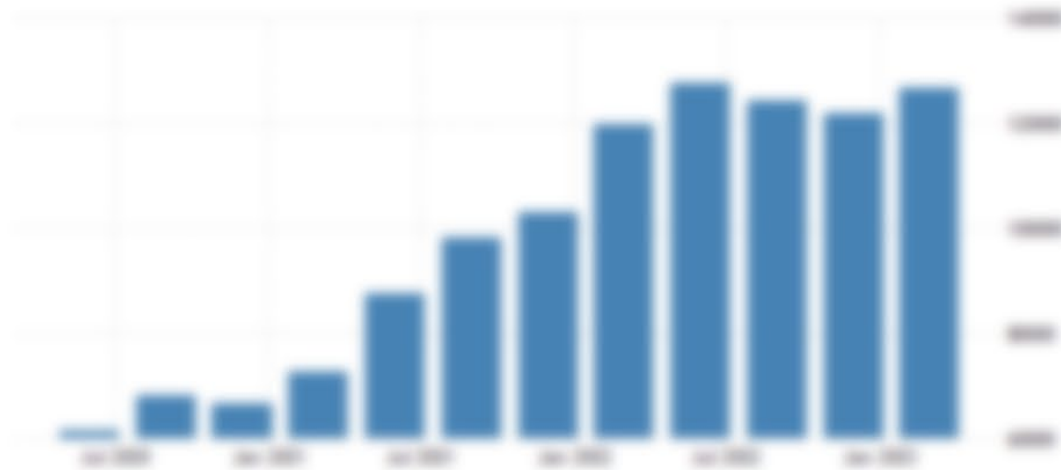
The Swiss economy increased by 0.6% annually.

By the end of the second quarter the GDP Growth Rate in Switzerland is expected to be 0.60%. The projected GDP Growth Rate is 0.70% in 2024 and 0.50% in 2025, according to econometric models.

Source: Trading Economics

<https://tradingeconomics.com/switzerland/gdp-growth>

## Switzerland Job Offers



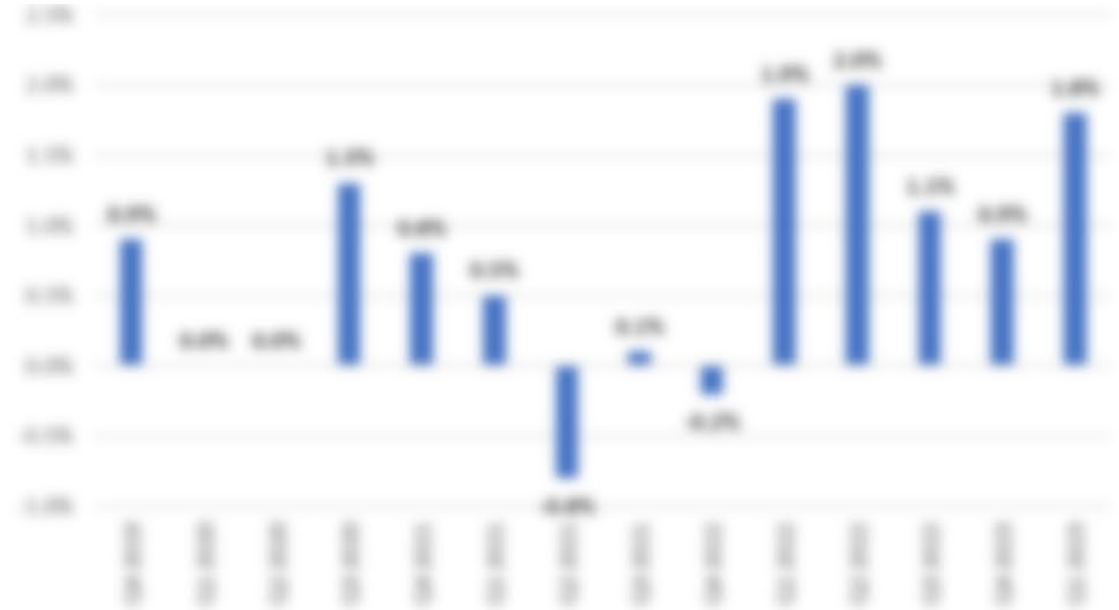
Job Offers in Switzerland increased to 126 617 in the first quarter of 2021 from 121 762 in the fourth quarter of 2020. In Switzerland, job openings refer to all positions that are open that stand on the last business day of the quarter in both secondary and tertiary sectors.

The Swiss unemployment rate fell to a non-seasonally adjusted 1.0% in May 2021 from 2% in the previous month, in line with market forecasts, pointing to the lowest reading since last October.

The Employment rate is 75.0%.

Source: Trading Economics  
<https://tradingeconomics.com/switzerland/job-offers>

## Switzerland Nominal Wage Growth

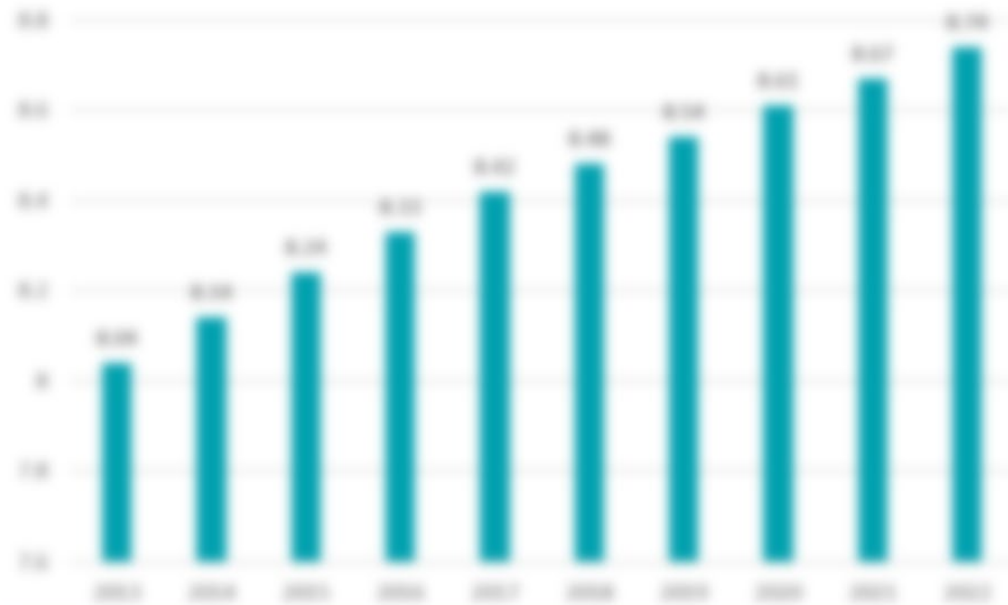


Wages in Switzerland increased 1.80% in March of 2021 over the same month in the previous year. There has also been an inflation rate of 2.2% in Q1 2021. The highest increase in wages was in 1991 at almost 8%. In Q2 2021 Switzerland experienced the highest decrease in wages of -0.2%.

The average wage in Switzerland, which is CHF 72,824, is the highest in the world. However, there hasn't been much wage inflation historically. It hasn't increased above 2.2% at any point between 2004 and the present. According to UBS analysis, Swiss workers will see their biggest real income loss since 1942 during the upcoming year. However, because of these low salary rates, the nation is likely to avoid a wage-price spiral.

Source: Trading Economics and UBS

## POPULATION SIZE



The population of Switzerland represents 0.11 percent of the world's total population with a population of 8.14 million. The main reason for population growth is immigration.

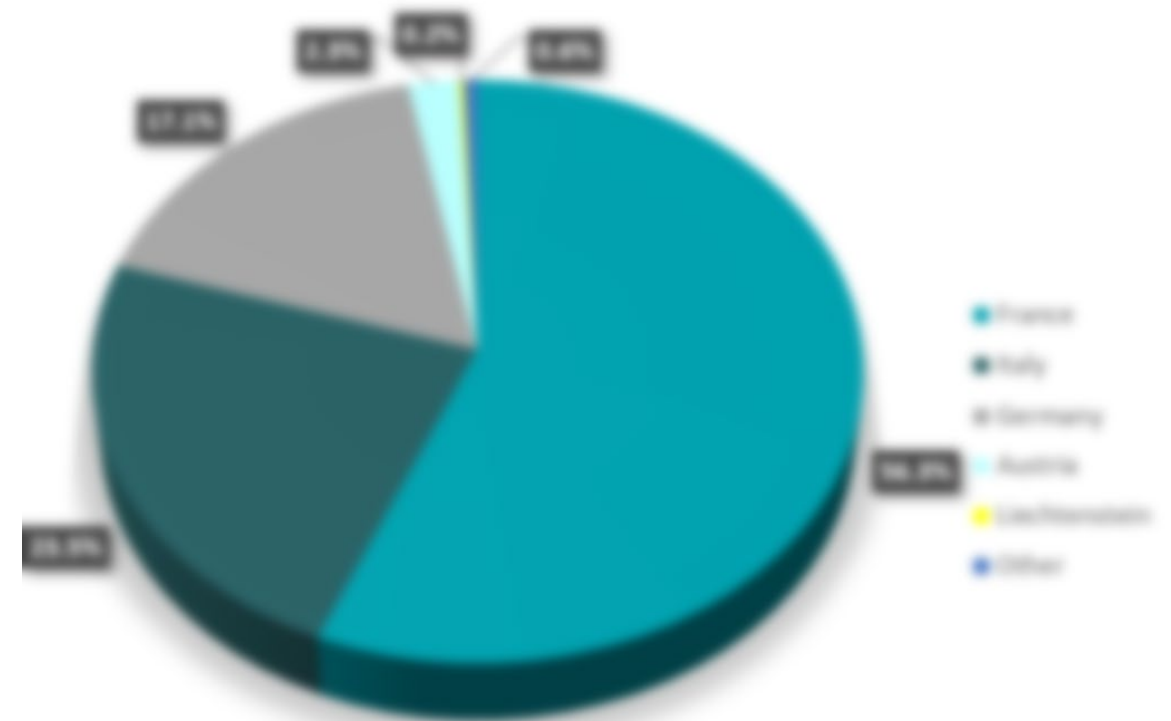


**65**  
Retirement Age  
For Men



**64**  
Retirement Age  
For Women

In the fourth quarter of 2022 foreign cross-border commuters were resident in:





# CONTACT US



If you have any questions about this report, or further talent analysis requirements, please get in touch and we'd be happy to assist you.

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