



Salary Survey – Swiss IT

The MBA IT Salary Survey 2022 - Switzerland

Our salary review informs candidates and clients alike about what the past year has meant for jobs, the industry, and the community.

This guide offers a unique insight into salaries of permanent and contract positions within the IT industry in Switzerland. Based on the salary information provided through our extensive database and research of the current market, it provides a comprehensive benchmarking tool to use across your business or when you are considering your future career goals.

The increase in salaries and pay rates has been welcomed by candidates and contractors who have been looking to change their role during 2022. It is very much a job seekers market. Whether through return to office, hybrid working, or just becoming accustomed to working flexibly, the last year has seen salaries and rates spike which has led to what many are calling “The Great Resignation.” But it’s not just salaries that people are demanding improves. As the figures will show, expectations across a range of criteria are continuing to grow, and also hold the key to many organisations retaining their top talent.



Salary and Benefit Trends

Average Salary Increases:



5.9%

Permanent roles

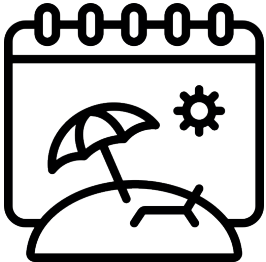


6.8%

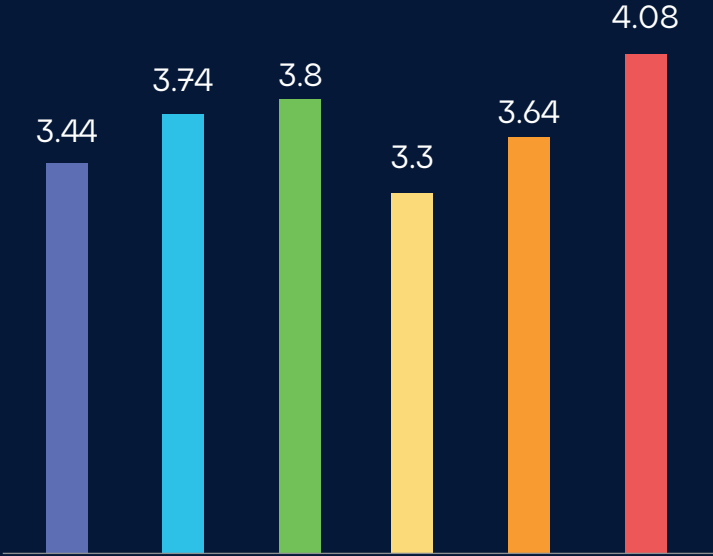
Contractors

28 Days

Average holiday entitlement (excluding public holidays)

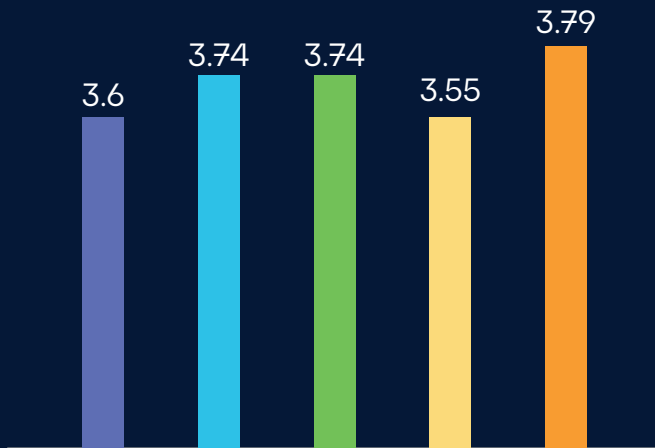


Satisfaction of the following salary, benefits and conditions by permanent employees:
(Average score out of 5 – with 5 being extremely satisfied)



Choice	Average
Basic remuneration	3.44
Pension contributions	3.74
Holiday allowance	3.8
Overall benefits package	3.31
Commute	3.64
Flexibility of work	4.08

Satisfaction of the following rates, benefits and conditions by Contractors:
 (Average score out of 5 – with 5 being extremely satisfied)



Choice	Average
Day rate	3.6
Feeling part of the team	3.74
Projects worked on	3.74
Commute	3.55
Flexibility of work	3.79

Gender

Gender split across the sector



Male: 91.2%



Prefer to self describe: 0.5%



Female: 8.3%

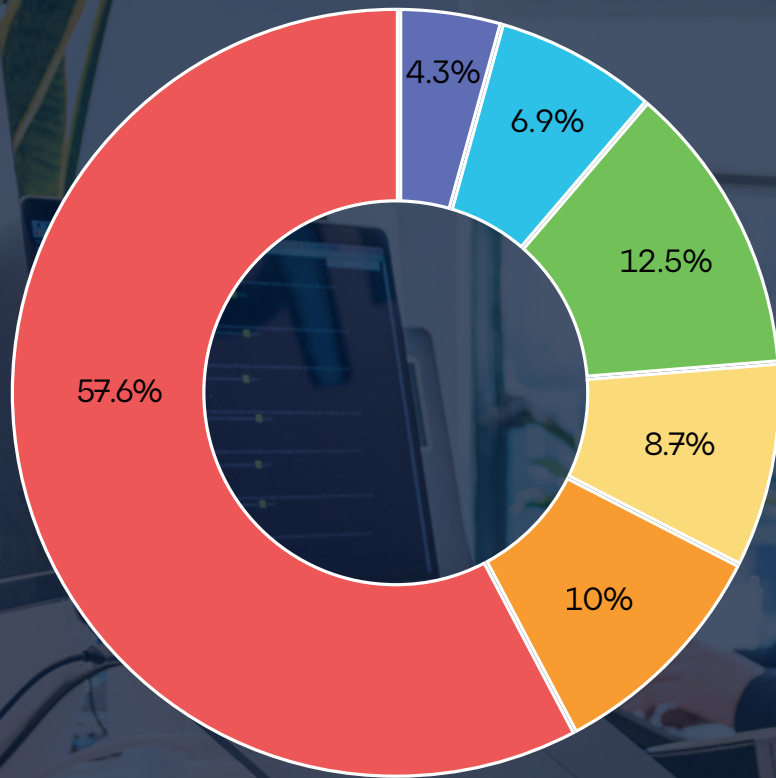


11.6%

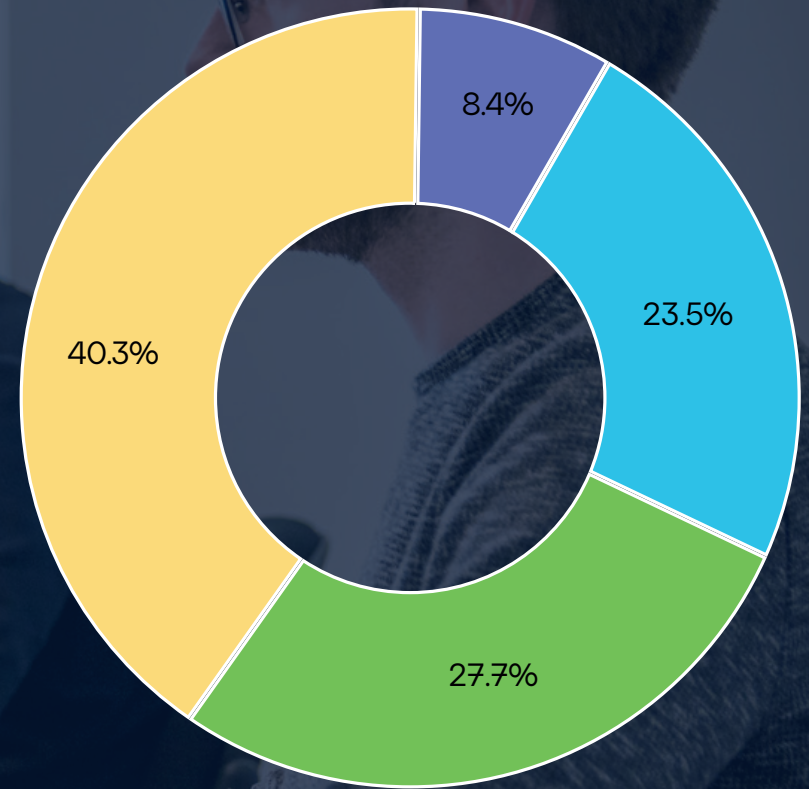
Gender pay gap

Longevity

Average length of service for permanent employees:



Average assignment length for contractors:

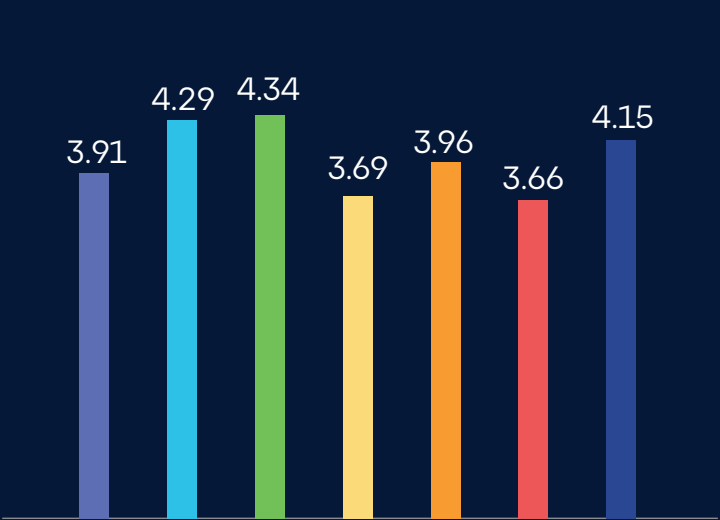


- 0-1 year
- 1-2 years
- 2-3 years
- 3-4 years
- 4-5 years
- 5+ years

- 0-6 months
- 6-12 months
- 12-24 months
- Over 2 years

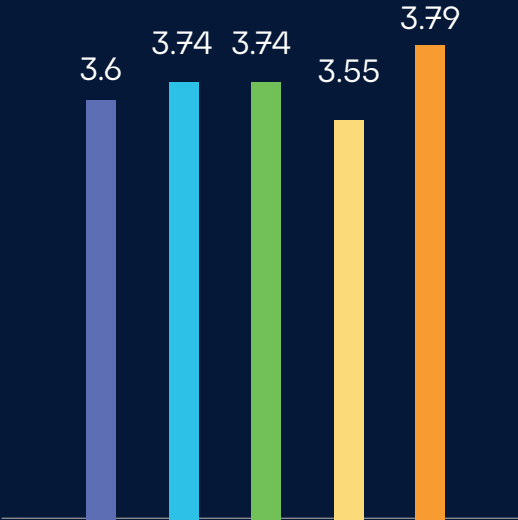
Retention

Most important factors to a permanent employee:
(Average score out of 5 – with 5 being extremely satisfied)



Choice	Average
Salary	3.91
Training	4.29
Progression	4.34
Culture	3.69
Benefits	3.96
Work/life balance	3.66
Remote working	4.15

Most important factors to a contractor:
(Average score out of 5 – with 5 being extremely satisfied)



Choice	Average
Day Rate	3.6
Feeling part of the team	3.74
Projects worked on	3.74
Commute	3.55
Flexibility of work	3.79



The Future

83% of respondents are considering a move to a permanent job / contract in the next 6 months.

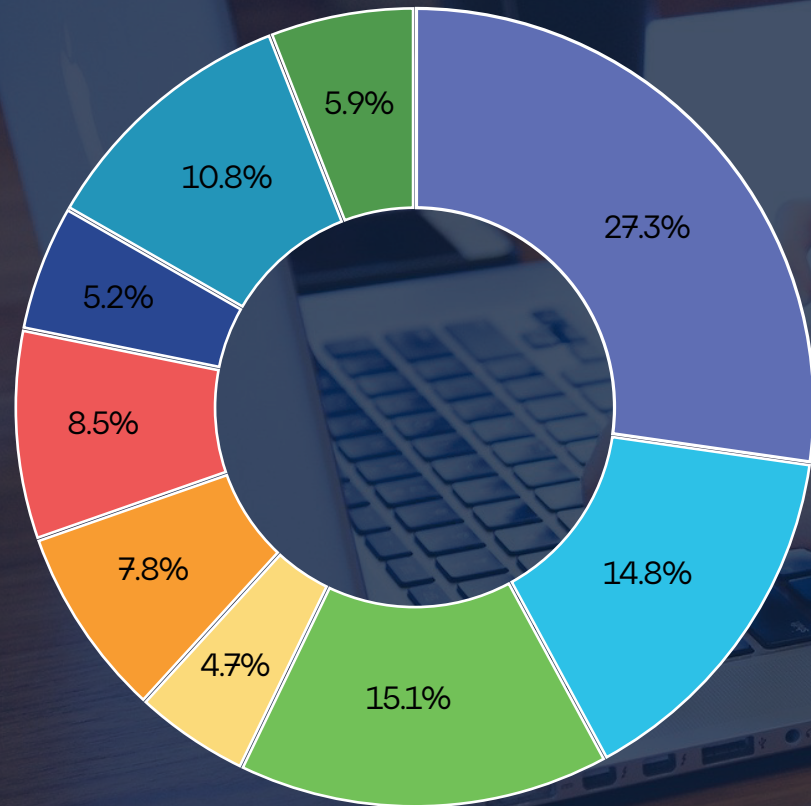
34%

Definitely

49%

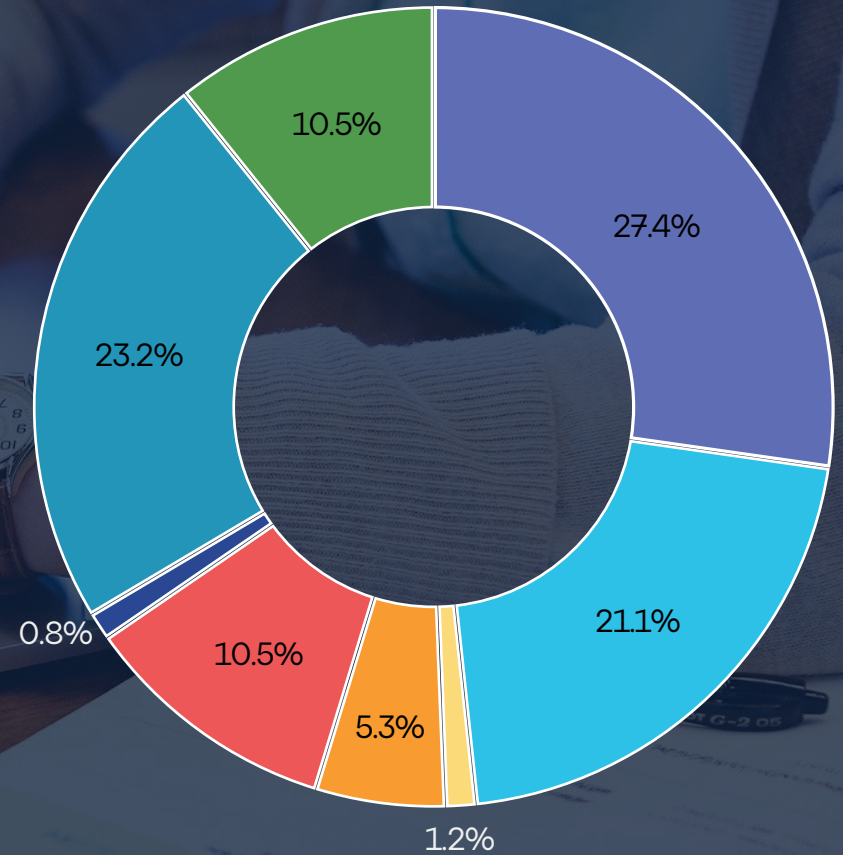
Open to the idea

Motivations for permanent employees to change roles:



- Salary increase (same role, with the same level of responsibility)
- Promotion
- Better benefits
- Relocation
- Shorter commute time
- More flexible working hours (e.g. starting early finishing early)
- Move away from sector
- More remote working
- Other, please specify

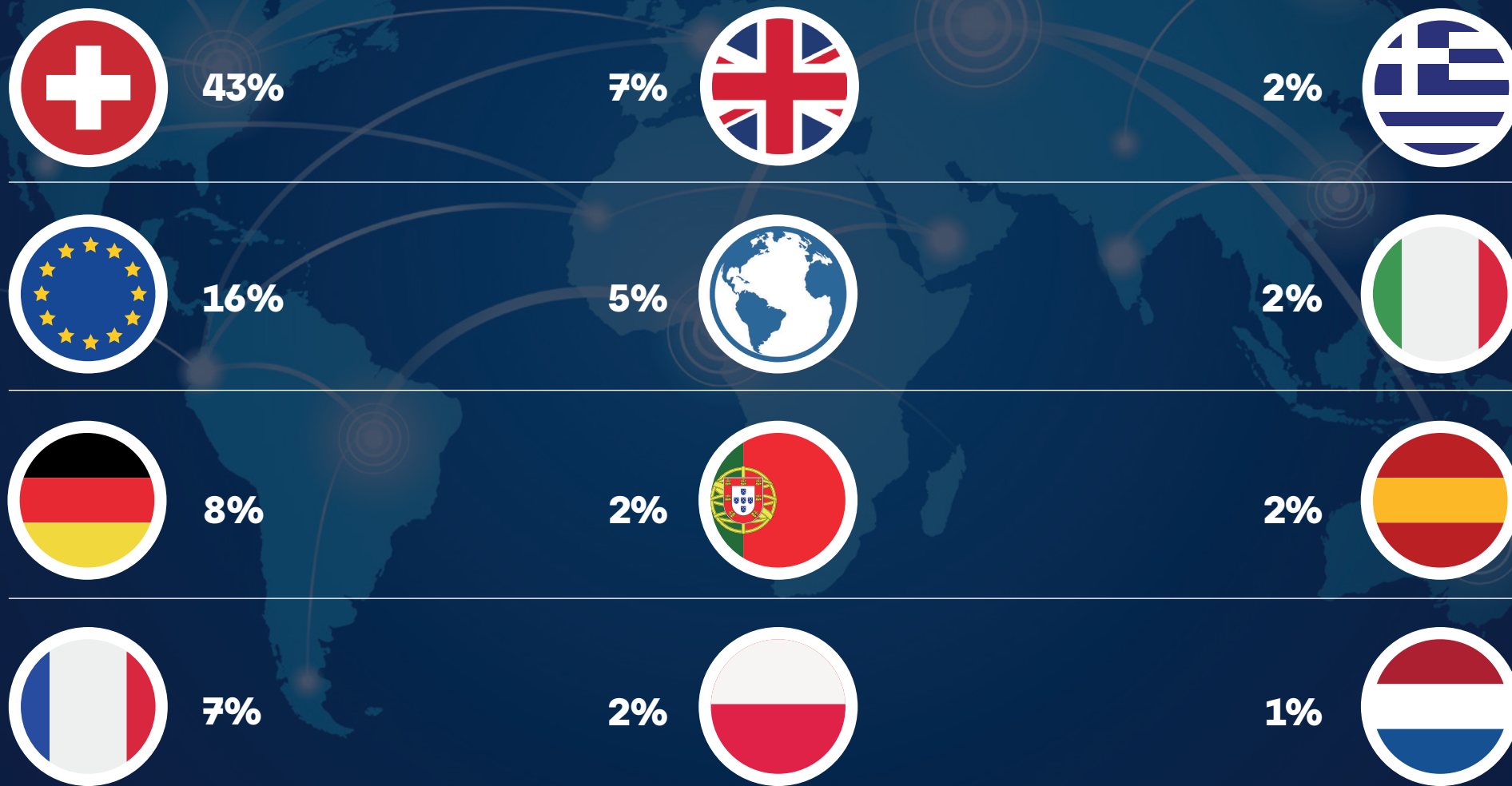
Motivations for contractors changing roles:



- Rate increase (same role, with the same level of responsibility)
- Rate increase (different role or more responsibility) on
- Less Responsibility
- Relocation
- Shorter commute time
- More flexible working hours (e.g. starting early finishing early)
- Move away from sector
- More remote working
- Others please specify

A Global Workforce

The makeup of the current IT sector in Switzerland

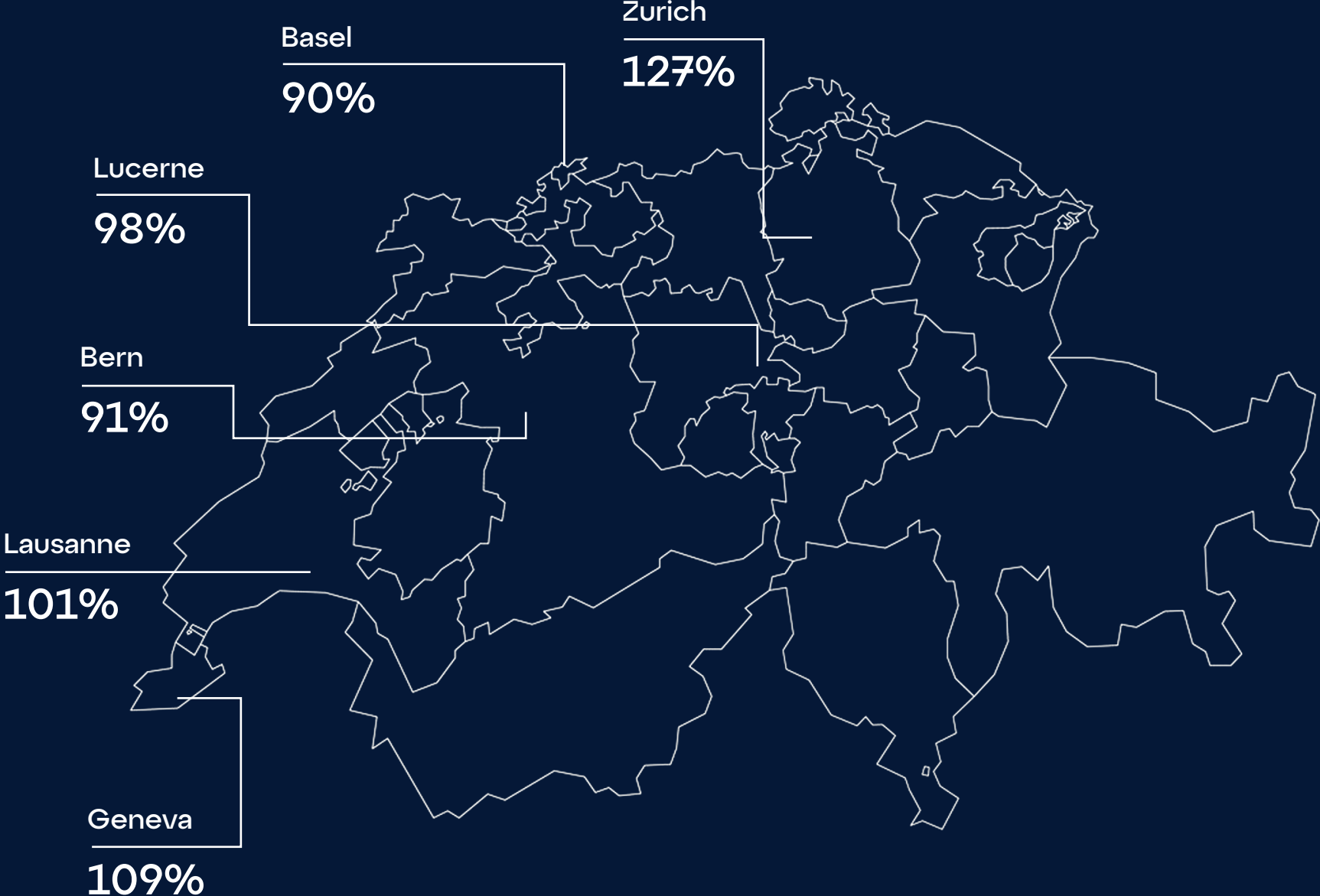


Salary Survey

	Permanent Salaries			Day Rate		
	Minimum	Average	Maximum	Minimum	Average	Maximum
Web Developer	CHF 80,000	CHF 95,000	CHF 120,000	CHF 400	CHF 490	CHF 620
Application Developer	CHF 90,000	CHF 100,000	CHF 125,000	CHF 450	CHF 515	CHF 650
Software Developer (Java, PHP, C#,/.NET, C/C++, ABAP)	CHF 95,000	CHF 110,000	CHF 130,000	CHF 490	CHF 560	CHF 675
IT Administrator	CHF 70,000	CHF 90,000	CHF 115,000	CHF 360	CHF 460	CHF 600
Database Administrator	CHF 90,000	CHF 100,000	CHF 125,000	CHF 460	CHF 515	CHF 650
Business Intelligence Analyst	CHF 95,000	CHF 100,000	CHF 125,000	CHF 490	CHF 515	CHF 650
Network Administrator	CHF 75,000	CHF 85,000	CHF 100,000	CHF 385	CHF 430	CHF 510
Network Engineer	CHF 90,000	CHF 100,000	CHF 130,000	CHF 460	CHF 515	CHF 675
System Engineer	CHF 90,000	CHF 100,000	CHF 130,000	CHF 460	CHF 515	CHF 675
Security Specialist	CHF 110,000	CHF 125,000	CHF 170,000	CHF 560	CHF 640	CHF 875
IT Project Manager	CHF 90,000	CHF 120,000	CHF 150,000	CHF 460	CHF 610	CHF 775
IT Team Lead	CHF 110,000	CHF 130,000	CHF 155,000	CHF 560	CHF 670	CHF 800
Chief Technology Officer (CTO)	CHF 135,000	CHF 160,000	CHF 200,000+	CHF 700	CHF 825	CHF 1000+
Chief Security Officer (CSO)	CHF 145,000	CHF 165,000	CHF 200,000+	CHF 750	CHF 850	CHF 1000+
Chief Information Officer (CIO)	CHF 160,000	CHF 175,000	CHF 200,000+	CHF 800	CHF 900	CHF 1000+

Salaries and day rate are median averages

Salary and rate variance across regions



If you want to discuss these findings, are looking for a new role or need help with hiring, please get in touch.

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