

## IT Remuneration Survey 2020 – Product description

**Our salary surveys not only provide valuable information on total cash compensation, but also on the prevalent ranges of basic annual salaries, short-term incentives, long-term incentives and lump-sum expenses.**

### What is the IT Remuneration Survey 2020?

The IT Remuneration Survey 2020 is one of the most insightful market comparisons covering the Swiss IT sector. Due to the high demand for compensation data for distinct functions at all levels of seniority in the IT industry, we are now conducting the IT Remuneration Survey again. This edition is launched nationwide in English & German and will cover some 110 IT functions. The survey caters for all IT companies in Switzerland as well as large and medium-sized companies in all sectors.

### How does the IT Remuneration Survey 2020 work?

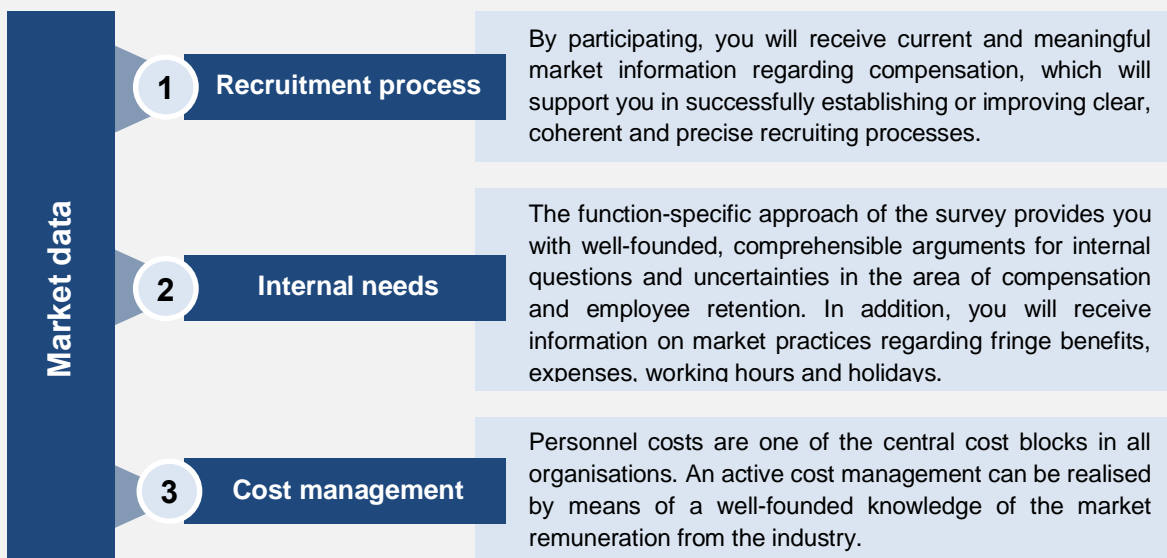
When participating in this remuneration survey, the participating companies fill in their internal salary data in a secured survey file. klinger consultants evaluates and analyses the salary data and then compiles a detailed and anonymous report about the current remuneration in the market.

### Who is klinger consultants?

As one of the leading Swiss compensation consultants, we offer solutions for all compensation issues. We regularly conduct industry-specific remuneration and salary surveys and stand for transparent, pragmatic and comprehensible products and services.

### What is the benefit of a participation?

The remuneration survey follows a precisely described methodology that provides participants with high quality and reliable compensation data. Participation offers you the following benefits:



**A sensible and conscious use of the results of the remuneration survey supports the establishment of an effect- and result-oriented remuneration and incentive system to attract, motivate and retain employees.**

## Milestones of the IT Remuneration Survey 2020



Deadline for registration:	end of September 2020
Sending out of the questionnaires:	as of August 2020
Deadline for submission of completed questionnaire:	end of October 2020
Delivery and presentation of the results:	November / December 2020

## List of functions

### Management / general Roles

- Chief Executive Officer
- Chief Financial Officer (CFO)
- IT-Architect
- Specialist Client Services
- IT-Controller
- Quality-Manager
- Sourcing-Manager
- Organizations-Manager
- Process-Manager

### Project Management Roles

- Head Project Management
- Program Manager
- Product Owner
- Team Leader IT Project Management
- Scrum Master
- IT Project Manager
- Project Management Officer

### Development Roles

- Head of Applications
- Team Leader Software Development
- Software Architect
- User-Experience-Architect
- Software Engineer
- Test Manager
- Business Analyst
- Data Scientist
- Mediamatiker

### Infrastructure Roles

- Head of IT Operations
- Team Leader Data Center
- Team Leader Networks
- Database Architect
- License & Contract Manager
- DevOps Engineer
- Service Delivery Manager
- Cloud Engineer
- System Engineer
- Database Engineer
- Database Administrator
- System Administrator
- IT-Operator
- IT-Production Planer
- Network Technician
- Team Leader Service Desk
- IT Supporter
- Application Supporter

### Consulting / Sales Roles

- Head of Consulting / Sales
- Team Leader Consulting
- Consultant IT Strategy
- IT Consultant
- Key Account Manager
- Account Manager
- Sales Consultant

### IT Security Roles

- Head of IT Security
- IT-Auditor
- IT Security Specialist
- Cyber Security Specialist
- Security Officer
- Penetration Tester

### E-Commerce Roles

- Head of E-Commerce
- Head of Online Marketing
- Team Leader Content Management
- Digital Marketing Manager
- Full Stack Software Engineer
- Backend Software Engineer
- Front End Engineer
- SEA/SEO Specialist
- Webmaster
- Community Manager
- Service Desk Agent

Status as of August 2020. This list is not the exhaustive and the survey will differentiate between levels of experience.

## Participation options and pricing model

Depending on the needs and size of your organisation, different participation options are offered:

Options	Report on remuneration practices	Function-specific main analysis	Comparative analysis	Price in CHF*
<b>Full participation</b> (best suited for companies with 50 and more employees)	✓	✓ for all functions	✓	3'950
<b>Participation</b> (best suited for companies with up to 50 employees)	✓	✓ only for own and provided functions	✓	2'450
<b>Participation Max5</b> (for small companies only, with up to 15 employees)	✓	✓ for max 5 functions (both analyses combined for own functions)		900

\* All prices excl. statutory VAT

«**Full participation**», **best suited for companies with 50 and more employees:** You will receive the report on remuneration practices, the main analysis of all functions of the remuneration survey (irrespective of whether the functions are currently part of your company or not) as well as the individual comparative analysis as an Excel file (listing your functions and your individual employees in comparison to all the other participants in this remuneration survey).

«**Participation**», **best suited for companies with up to 50 employees:** You will receive the report on remuneration practices, the function-specific main analysis of the functions within your company as well as the individual comparative analysis as an Excel file.

«**Participation Max5**» **for small companies with up to 15 employees:** You will be asked to select up to 5 functions from the list of functions with which you would like to participate in this remuneration survey for which you will receive a combined analysis of the function-specific and of the comparative analysis as a PDF file. You will also receive the report on remuneration practices.

### Which effort is expected from you as a participant?

You will be asked to allocate your employees onto the functions proposed in the remuneration study. As a participant you shall receive a catalogue of functions with generic function descriptions of all functions as well as basic data collection file in Excel. An easy to follow instruction will guide you through the process. If requested, we are also happy to support you in this process if requested.

### Your contact persons at klingler consultants

It is with pleasure, that we remain at your disposal for all questions related to the survey procedure, investment in terms of time and effort as well as for any support whatsoever. Please call us or send us an e-mail.

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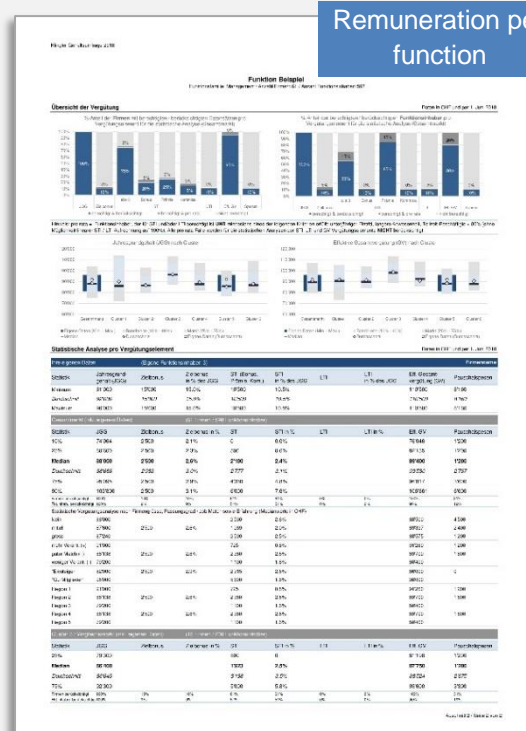
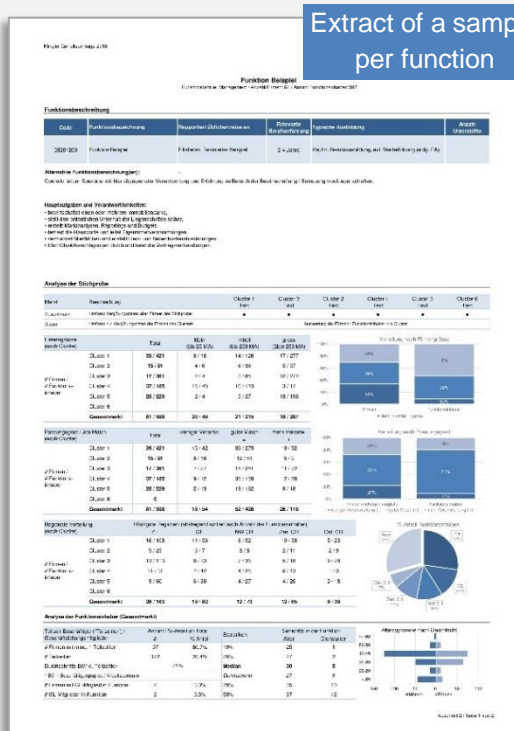
## Details regarding the results of the remuneration survey

### Report on remuneration practices in the market (PDF)

- Anonymised evaluation of the remuneration practices, split by orientation / specialisation of the participants
- The following topics can be covered among others: salary round, market position, variable remuneration, company car allowances, long-service awards / gifts, working hours & holidays and pension benefits

### Function-specific main analysis (PDF)

- Presentation of functions from the remuneration survey in tables and in graphics
- Statistical evaluation of base salary, variable remuneration components, commissions and expenses
- Informative and easily understandable presentation of all relevant remuneration components
- Additional evaluations, such as according to region, specialisation and size of the company



### Comparative analysis (Excel)

- Individual comparative analysis with statistical evaluation per function having been provided compared to the market, e.g. excluding those of your own company resp. of your own remuneration data
- Clearly presented overview of the functions
- Detailed evaluation of the positioning in the market on the level of individual employees

