

# Swiss AI Job Market Report

A snapshot analysis of the AI job market  
based on real job offerings

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# 00 Executive Summary

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## Context and Background

This report provides a comprehensive analysis of the AI job market in Switzerland, highlighting employer preferences, essential skills, and key industry insights. The findings are based on job listings collected from a Swiss job platform on September 29, 2024, using 15 targeted search terms related to AI and data roles. After programmatic extraction, the listings were processed using a Large Language Model (LLM) to extract structured data and filtered for relevance, resulting in a curated dataset of approximately 1,400 Swiss job listings specific to the AI sector. Additionally, salary data was incorporated from an online platform where users voluntarily share their information, further enriching the dataset. This analysis aims to provide valuable insights for both professionals and aspiring candidates in the AI field.

## Key Findings

**In-Demand Skills\*:** Employers place high value on technical programming skills, particularly Python [21.9%] and SQL [14.1%]. Cloud technologies like Azure [8.5%] and AWS [5.6%] are the most frequently featured. Among hard skills, project management [13.5%] and data analysis [6.1%] are in high demand. Communication skills, the most frequently cited soft skill, appear in over 60% of listings, underscoring the importance of cross-functional capabilities.

**Job Profiles:** The extracted job listings were identified and categorized into the following key job profiles: IT Consultant, Software Engineer, Data Scientist, DevOps Engineer, Product Manager, Data Engineer, Business Analyst, Data Governance, and Data Analyst. Each profile has distinct skill and experience requirements to guide career development. Results show that IT Consultant and Software Engineer are the most in-demand roles, each with over 250 listings. Data Scientist and DevOps Engineer follow, underscoring the need for data and cloud expertise. Data Scientist, Data Analyst, and Business Analyst have the highest percentage of entry-level jobs within their fields.

**Education Requirements:** A majority of AI job listings [67.3%] require a Bachelor's degree, emphasizing it as the foundational qualification for most positions. Roles requiring a Master's degree [13.7%] are typically for specialized or senior positions, where advanced expertise is beneficial. PhD requirements are rare [1.4%], reflecting the limited need for advanced research qualifications in many industry roles. Notably, 17.6% of listings do not specify a formal education requirement, suggesting that opportunities exist for self-taught professionals and those with alternative credentials. This distribution indicates that while formal education is valued, there is openness to diverse educational backgrounds, especially for entry-level roles. The top fields of study for AI positions are Computer Science, Information Technology, and Data Science.

**Experience Requirements:** Nearly half of job listings target Senior-level candidates [5+ years of experience], underscoring a high demand for professionals with substantial expertise and technical depth. Mid-level roles [3-5 years] make up 35% of listings, highlighting the need for candidates with a solid balance of skills and practical experience. Entry-level roles [0-3 years], comprising 17% of listings, focus on foundational skills and provide opportunities for growth into more advanced positions. This distribution emphasizes the industry's interest in attracting and retaining experienced talent, particularly for technical and managerial roles.

**Regional Insights:** The majority of job listings are concentrated in Zurich, which accounts for approximately 39.6% of all job opportunities. Other key regions include Espace Mittelland [16.8%], Northwestern Switzerland [11.1%], the Lake Geneva Region [13.5%], and Central Switzerland [8%] reflecting the distribution of economic and technological hubs across the country.

\*Percentages in this section indicate the proportion of job listings in which each skill was mentioned. For example, if Python shows 21.9%, it means Python was mentioned in 21.9% of all listings.

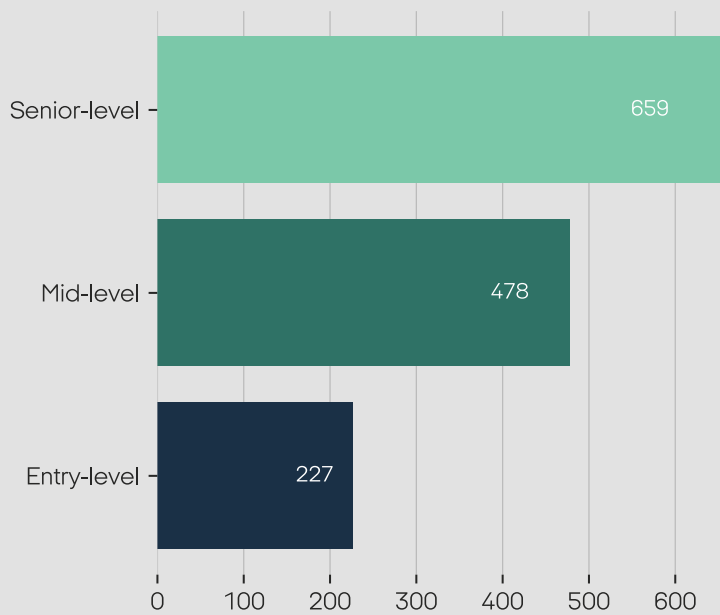
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• Data Governance & Compliance	
• IT Consultant	

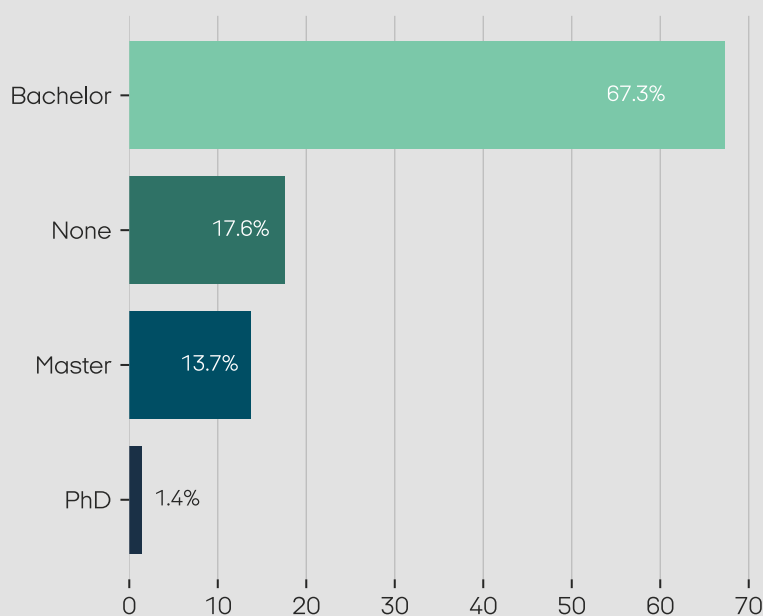
# 01 Experience & Education

## Experience Requirements



While entry-level positions [0-3 years of experience] represent 16.1% of job listings, they serve as a great starting point for newcomers entering the field. Mid-level roles [3-5 years], comprising 33.9%, highlight potential growth paths as candidates build their skills and experience. Senior-level roles [5+ years], the largest segment at 46.7%, reflect long-term career opportunities for those aiming to progress into leadership or specialized positions. This distribution suggests a clear path for growth, where entry-level roles provide foundational experience, opening doors to mid- and senior-level advancements.

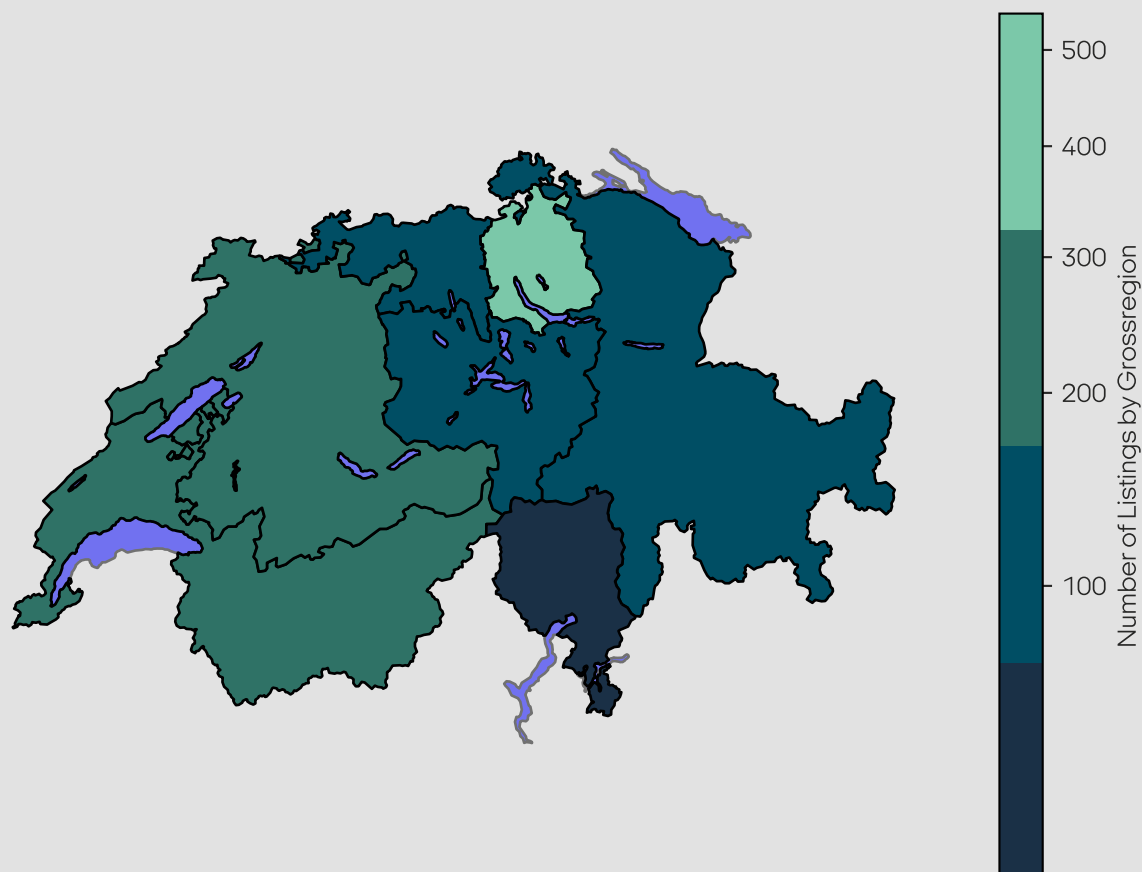
## Education Requirements



This chart highlights the educational requirements for AI roles. A majority [67.3%] of job listings require a Bachelor's degree, indicating it as the standard qualification for most positions. Another 17.6% do not specify a formal educational requirement, offering opportunities for self-taught professionals or those with alternative credentials. Master's degrees are needed for 13.7% of roles, often in specialized or senior positions, while only 1.4% of listings explicitly require a PhD, indicating that advanced research roles are limited.

# 02 Regions

## Job Offer by Region



### Espace Mittelland

The Mittelland region holds a significant portion of job listings, representing around 16.8% of the total. This central region includes major cities like Bern, Biel, and Fribourg, contributing to its higher demand.

### Lake Geneva Region

The Lake Geneva Region ranks third with 13.5% of the job listings. This region encompasses cities like Geneva and Lausanne, known for being international and financial hubs with various industries.

### Northwestern Switzerland

Northwestern Switzerland accounts for 11.1% of the total, with major cities like Basel playing a crucial role. As a key center for the pharmaceutical and life sciences industry Basel drives demand in this region

### Eastern Switzerland

Eastern Switzerland has the second-lowest demand, with 7.8% of the total. This region, including cities like St. Gallen, may reflect fewer economic activities in comparison to other regions.

### Ticino

Ticino has the lowest count at just 3.1% of the job listings. With a smaller economy and population, this region shows lower demand compared to others.

### Central Switzerland

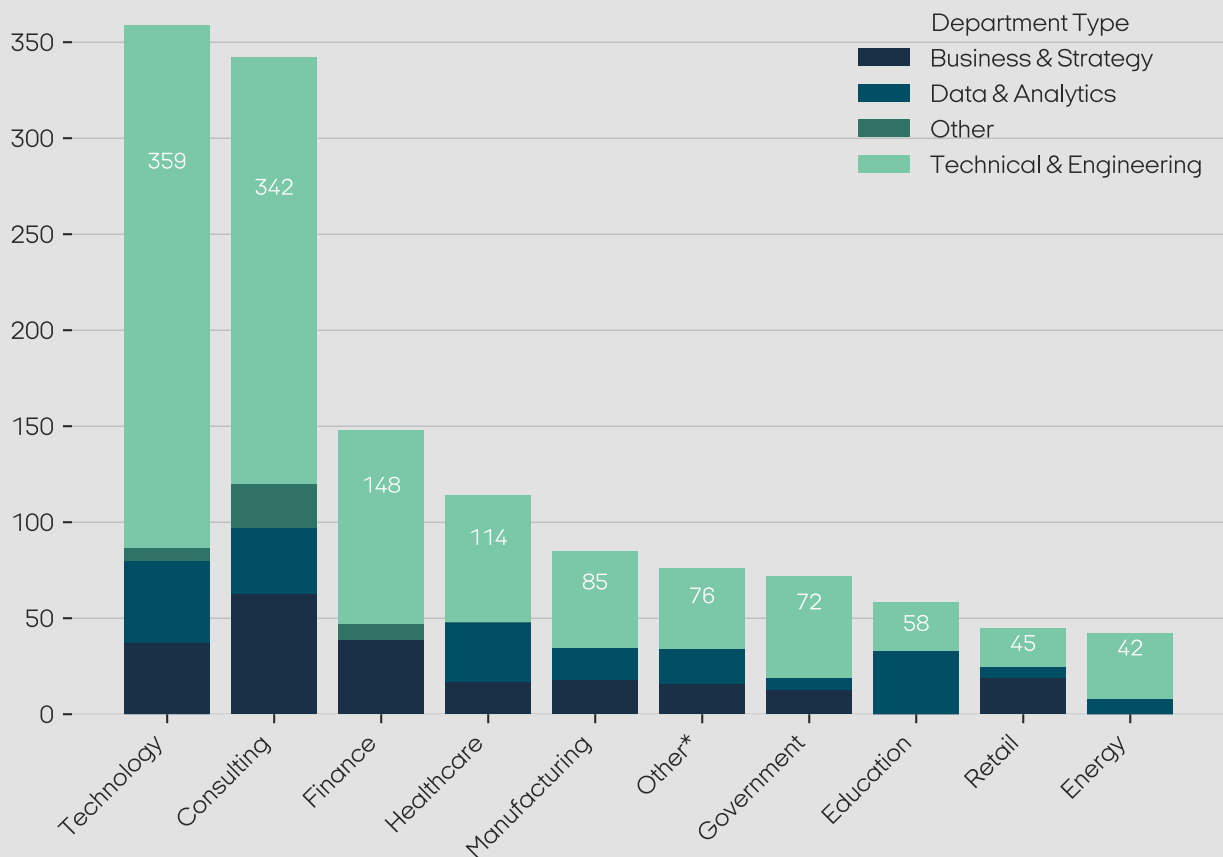
Central Switzerland accounts for 8% of the total. Including Luzern and Zug, this region is a cultural and economic hub, reflected in its moderate demand.

### Zurich

Zurich leads with 39.6% of job listings. As Switzerland's largest city and economic powerhouse, Zurich's dominance aligns with its role in the national economy.

# 03 Industries & Departments

## Industry & Departments



The bar chart highlights the distribution of AI roles across various industries in Switzerland:

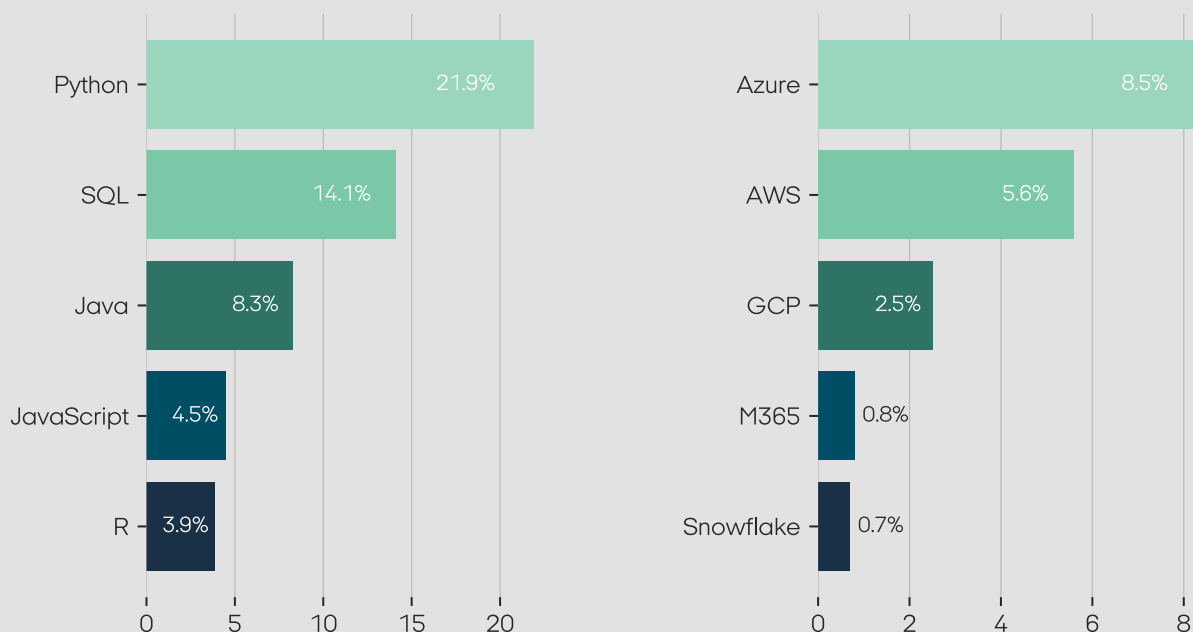
- **Technical & Engineering:** Dominates in all industries, with the highest representation in Technology [75.8%], followed by Finance [68.2%], Consulting [64.9%], and Manufacturing [58.8%]. This focus indicates a strong demand for technical roles in software development, IT infrastructure, and operations.
- **Data & Analytics:** Notable presence in Healthcare [27.2%], Consulting [9.9%], and Technology [12.0%]. These roles are centered around data science, research, and analytics to drive decision-making.
- **Business & Strategy:** Significant in Consulting [18.4%], Finance [26.4%], and Manufacturing [21.2%], indicating the importance of strategic planning and management functions across these sectors.
- **Other:** Includes support and specialized roles, with lower representation, particularly in Technology [1.9%] and Finance [5.4%].

These percentages suggest that industries prioritize roles based on their core needs, with Technology and Consulting emphasizing technical expertise, and Finance focusing on both technical and strategic roles.

# 04 Skills

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## Top Programming Languages & Cloud Technology



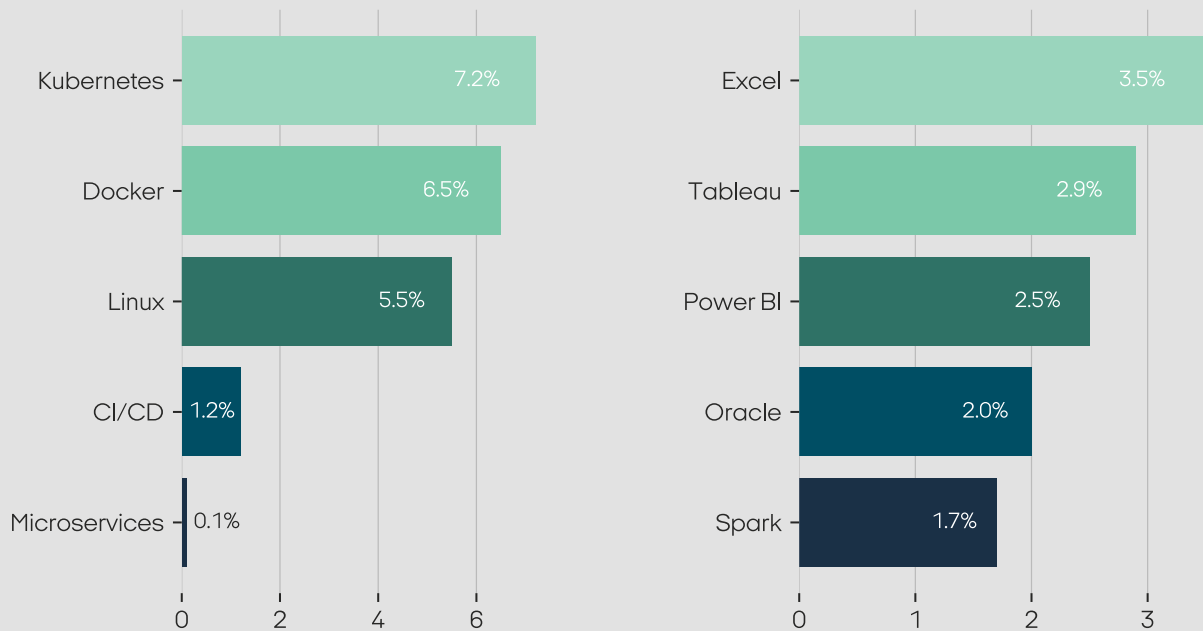
### Programming Languages

The analysis indicates that **Python** is featured in 21.9% of job listings, suggesting the essential role this programming language has across all AI-related disciplines. **SQL** follows at 14.1%, reflecting its importance in managing and querying data for insights. **Java** [8.3%] and **JavaScript** [4.5%] are also frequently sought, contributing to backend and frontend development in AI applications. Meanwhile, **R**, present in 3.9% of listings, remains valuable for statistical analysis and data modeling, particularly in research-focused AI roles.

### Cloud Technology

In the domain of cloud technologies, **Azure** [8.5%] and **AWS** [5.6%] are the most commonly mentioned cloud platforms in AI-related roles, suggesting a preference for these providers in enterprise and scalable AI solutions. **GCP** [2.5%] follows, indicating its emerging role in the field. Mentions of **M365** [0.8%] and **Snowflake** [0.7%] suggest a growing interest in cloud-based productivity tools and data warehousing capabilities.

## Top DevOps & Analytics Tools



### DevOps Tools

The analysis reveals that **Kubernetes** [7.2%] and **Docker** [6.5%] are widely used, indicating a strong emphasis on containerization and scalable deployment capabilities in AI-related roles. The notable presence of **Linux** [5.5%] highlights its essential role in managing AI infrastructure. Additionally, mentions of **CI/CD** [1.2%] and **Microservices** [0.1%] point to an emerging interest in efficient deployment processes.

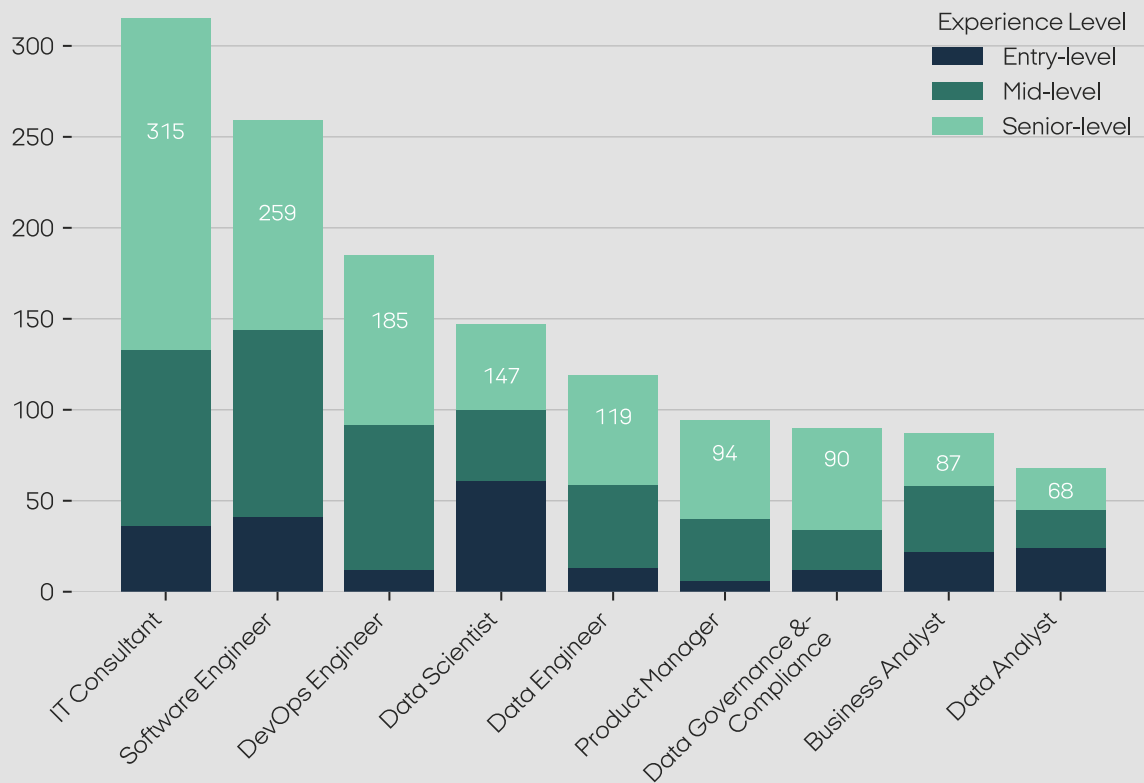
### Analytics Tools

Among analytics tools, **Excel**, with 3.5% of mentions, remains commonly used in data analysis and business reporting. **Tableau** [2.9%] and **Power BI** [2.5%] follow, suggesting a steady demand for data visualization skills. **Oracle** [2%] suggests some need for database management within analytics workflows, while **Spark** [1.7%] indicates existing interest in tools for large-scale data processing and real-time analytics.



# 05 Job Profiles

## Job Profiles



### IT Consultant

Provides expert advice on AI-driven systems and strategies to improve business operations and integrate intelligent solutions.

### Software Engineer

Designs, develops, and maintains AI-focused software applications, emphasizing problem-solving and system architecture for intelligent solutions.

### Data Scientist

Applies statistical methods and machine learning to analyze complex data, providing insights that drive business decisions.

### DevOps Engineer

Manages and automates processes in AI model deployment, ensuring efficient workflows between model development and operational integration.

### Product Manager

Oversees the development and success of AI-driven products, aligning business goals with user needs and coordinating AI-focused teams.

### Data Engineer

Builds and maintains data infrastructure optimized for AI, supporting data generation, storage, and processing for machine learning models.

### Business Analyst

Analyzes business data and processes with a focus on identifying opportunities for AI implementation and strategic improvements.

### Data Governance

Ensures that data management practices support AI initiatives, meeting regulatory requirements while maintaining data integrity, privacy, and security.

### Data Analyst

Collects, processes, and performs statistical analyses to provide insights that support AI-driven, data-informed decision-making.



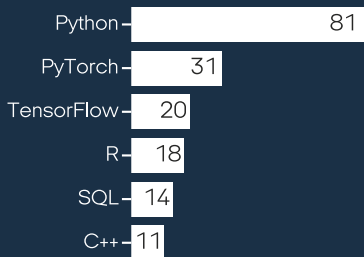
# Data Scientist

A Data Scientist applies statistical analysis, programming, and domain expertise to uncover insights from data. They develop predictive models, design algorithms, and create visualizations to inform business decisions. Proficiency in data analysis and modeling techniques is essential, with a foundation in quantitative fields. They work closely with stakeholders to understand requirements and communicate findings effectively. Familiarity with machine learning methods is highly valued.

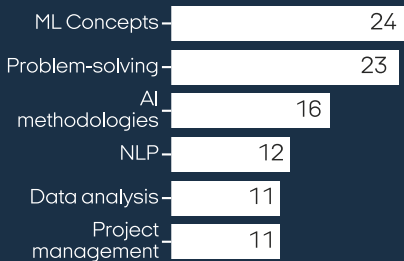
## Salary



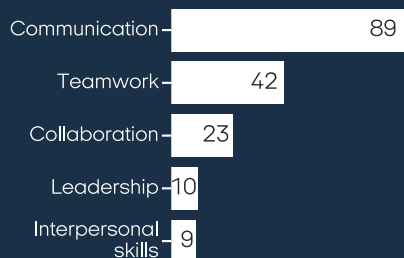
## Technology Skills



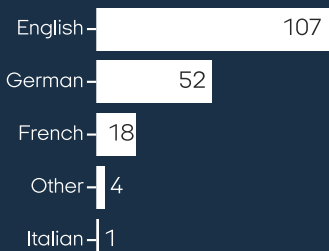
## Hard Skills



## Soft Skills



## Language Skills

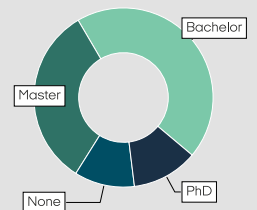


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Python** is the most in-demand skill, appearing in **55%** of job postings, followed by **PyTorch [21%]** and **TensorFlow [14%]**. Among hard skills, **ML Concepts** are required in **16%** of jobs, followed by **problem-solving [16%]** and **AI methodologies [11%]**. Soft skills are also crucial, with **communication** being mentioned in **61%** of job offerings, while **teamwork** is valued in **29%** of the listings.

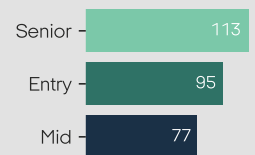
## Education

A **Bachelor** degree is sufficient for **42%** of the jobs. **85** jobs require **Master [46%]** degree. The most requested fields of study are **Computer Science [50%]** and **Data Science [18%]**.



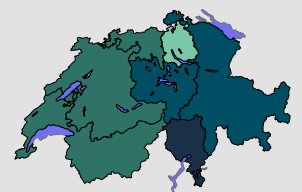
## Experience

**41%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **86** jobs at the **Mid-Level [27%]** to **Senior-Level [32%]**. Specific experience is also a key factor, with the most mentioned being **Data Science [6%]** and **Research [3%]**.

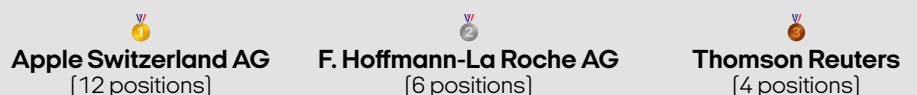


## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich [41%]**, followed by **Nordwestschweiz [18%]**. **Central Switzerland** accounts for **8%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **87%** of the available positions.



## Companies



The largest share of job opportunities is in the **Technology [32%]** industry, followed by **Education [18%]** and **Healthcare [10%]**. Within organizations, the **Research and Development [63%]** and **Engineering [13%]** department is leading the demand.



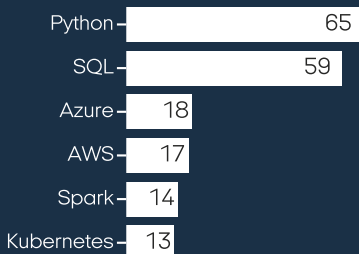
# Data Engineer

A Data Engineer designs, develops, and maintains data infrastructure to support AI and machine learning initiatives. They manage data pipelines, handle large datasets, and ensure data quality to enable reliable model training and analysis. Proficiency in data management and processing tools is essential, alongside a strong foundation in data architecture tailored for AI. They collaborate with Data Scientists and Analysts to provide efficient data access and build scalable, AI-ready systems. Familiarity with cloud environments and data integration processes for AI workflows is highly beneficial.

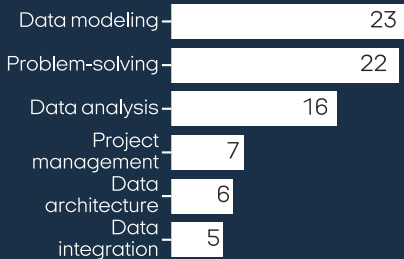
## Salary



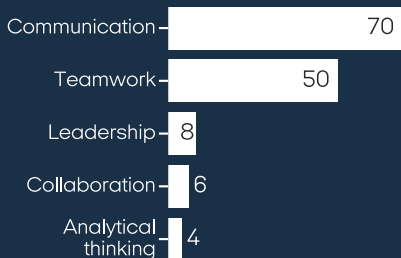
## Technology Skills



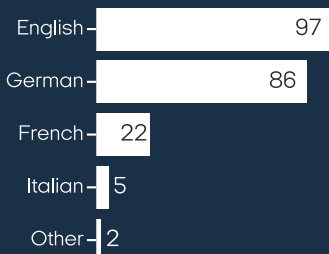
## Hard Skills



## Soft Skills



## Language Skills

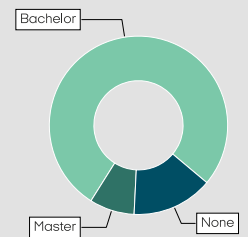


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Python** is the most in-demand skill, appearing in **55%** of job postings, followed by **SQL (50%)** and **Azure (15%)**. Among hard skills, **data modeling** are required in **19%** of jobs, followed by **problem-solving (18%)** and **data analysis (13%)**. Soft skills are also crucial, with **communication** being mentioned in **59%** of job offerings, while **teamwork** is valued in **42%** of the listings.

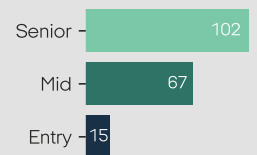
## Education

A **Bachelor** degree is sufficient for **88%** of the jobs. **14** jobs require **Master (12%)** degree. The most requested fields of study are **Computer Science (40%)** and **Information Technology (11%)**. Certifications are also valued, with **18%** of job listings seeking additional qualifications.



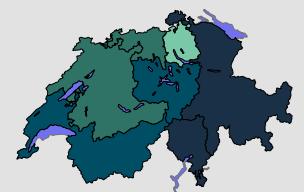
## Experience

**11%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **106** jobs at the **Mid-Level (39%)** to **Senior-Level (50%)**. Specific experience is also a key factor, with the most mentioned being **Engineering (28%)** and **Data Warehousing (5%)**.



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich (45%)**, followed by **Es-space Mittelland (17%)**. **Central Switzerland** accounts for **8%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **86%** of the available positions.



## Companies

**Randstad (Switzerland)...**  
[5 positions]

**Vontobel**  
[4 positions]

**Akros AG**  
[4 positions]

The largest share of job opportunities is in the **Technology (22%)** industry, followed by **Consulting (18%)** and **Finance (18%)**. Within organizations, the **IT (42%)** and **Engineering (39%)** department is leading the demand.



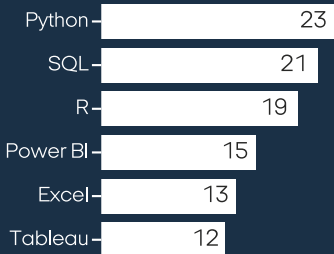
# Data Analyst

A Data Analyst gathers, processes, and interprets data to inform AI-driven business decisions. They create reports, dashboards, and visualizations to present insights that support AI initiatives clearly and effectively. Proficiency in data processing and visualization tools, as well as experience with machine learning and predictive analytics, is essential. They collaborate with business stakeholders to identify patterns, enhance data workflows, and contribute to AI-focused strategic objectives. Knowledge of statistical methods, as well as tools for advanced data analysis and model evaluation, is highly valued.

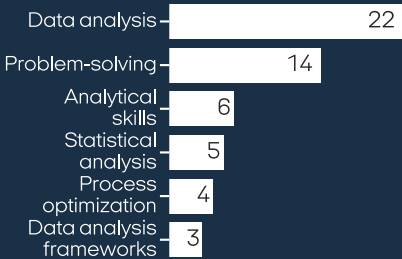
## Salary



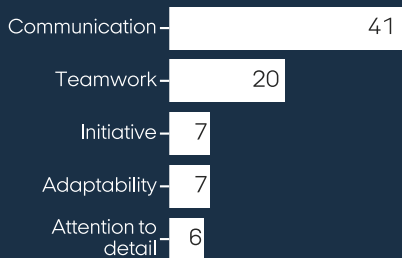
## Technology Skills



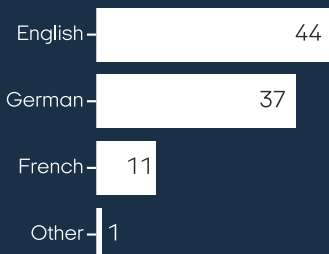
## Hard Skills



## Soft Skills



## Language Skills

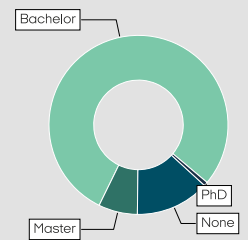


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Python** is the most in-demand skill, appearing in **34%** of job postings, followed by **SQL (31%)** and **R (28%)**. Among hard skills, **data analysis** are required in **32%** of jobs, followed by **problem-solving (21%)** and **analytical skills (9%)**. Soft skills are also crucial, with **communication** being mentioned in **60%** of job offerings, while **teamwork** is valued in **29%** of the listings.

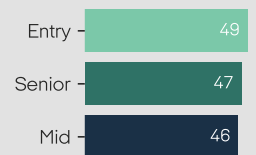
## Education

A **Bachelor** degree is sufficient for **90%** of the jobs. **7** jobs require **Master (9%)** degree. The most requested fields of study are **Data Science (24%)** and **Economics (21%)**.



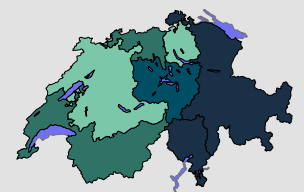
## Experience

**35%** of positions are **Entry-level**, requiring little to no experience (0-3 years). There are **44** jobs at the **Mid-Level (31%)** to **Senior-Level (34%)**. Specific experience is also a key factor, with the most mentioned being **Analytics (22%)** and **Business Intelligence (7%)**.



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich (31%)**, followed by **Es-pace Mittelland (24%)**. **Central Switzerland** accounts for **7%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **87%** of the available positions.



## Companies



The largest share of job opportunities is in the **Government (16%)** industry, followed by **Retail (15%)** and **Finance (13%)**. Within organizations, the **IT (22%)** and **Finance (16%)** department is leading the demand.



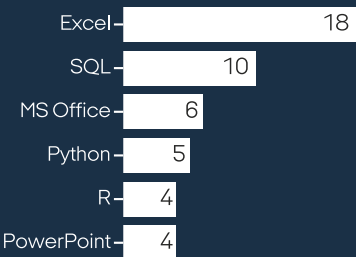
# Business Analyst

An AI Business Analyst bridges business needs with AI solutions, translating requirements into clear objectives for data and engineering teams. They assess workflows, document requirements, and identify areas where AI can provide value. Proficiency in data analysis tools, a foundational understanding of machine learning, and strong communication skills are essential. They work closely with developers and stakeholders to ensure AI implementations align with business goals effectively. Knowledge of data privacy regulations and ethics in AI is highly valued.

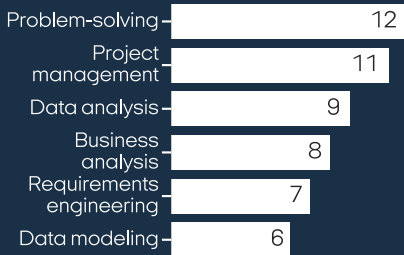
## Salary



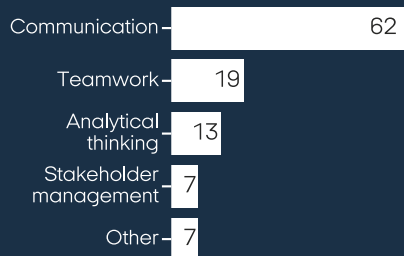
## Technology Skills



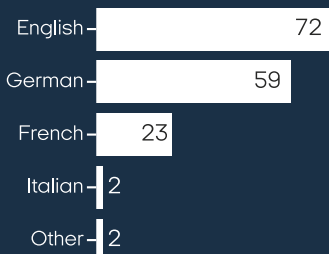
## Hard Skills



## Soft Skills



## Language Skills

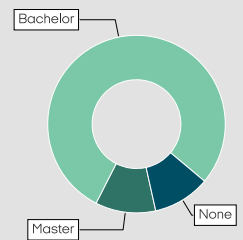


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Excel** is the most in-demand skill, appearing in **20%** of job postings, followed by **SQL [11%]** and **MS Office [7%]**. Among hard skills, **problem-solving** are required in **14%** of jobs, followed by **project management [12%]** and **data analysis [10%]**. Soft skills are also crucial, with **communication** being mentioned in **70%** of job offerings, while **teamwork** is valued in **22%** of the listings.

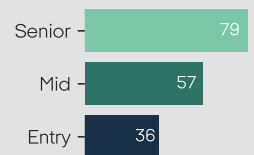
## Education

A **Bachelor** degree is sufficient for **86%** of the jobs. **12** jobs require **Master [14%]** degree. The most requested fields of study are **Business Administration [20%]** and **Business Informatics [15%]**. Certifications are also valued, with **43%** of job listings seeking additional qualifications.



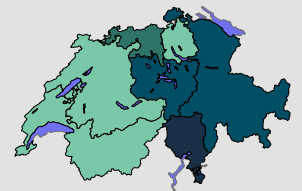
## Experience

**25%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **65** jobs at the **Mid-Level [41%]** to **Senior-Level [33%]**. Specific experience is also a key factor, with the most mentioned being **Business analyst [17%]** and **Analytics [8%]**.



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich [33%]**, followed by **Es-space Mittelland [20%]**. **Central Switzerland** accounts for **5%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **82%** of the available positions.



## Companies

**Randstad (Switzerland)...**  
[4 positions]

**Accenture**  
[3 positions]

**Eraneos Switzerland AG**  
[3 positions]

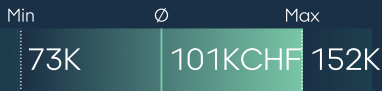
The largest share of job opportunities is in the **Consulting [27%]** industry, followed by **Finance [12%]** and **Government [12%]**. Within organizations, the **IT [44%]** and **Finance [14%]** department is leading the demand.



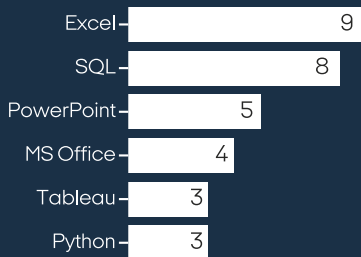
# Product Manager

An AI Product Manager drives the development of AI solutions that address specific business or user needs, from ideation to deployment. They conduct market research, define AI use cases, and prioritize features based on impact. Strong knowledge of machine learning concepts, experience with AI model deployment, and agile methodologies are essential. They collaborate closely with data scientists, engineers, and stakeholders to ensure the AI product aligns with technical feasibility and ethical considerations. Familiarity with metrics to measure AI effectiveness and user engagement is highly valued.

## Salary



## Technology Skills



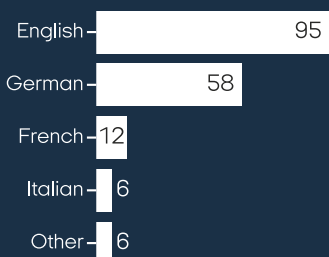
## Hard Skills



## Soft Skills



## Language Skills

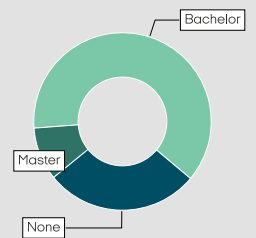


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Excel** is the most in-demand skill, appearing in **10%** of job postings, followed by **SQL** [**9%**] and **PowerPoint** [**5%**]. Among hard skills, **project management** are required in **31%** of jobs, followed by **strategic planning** [**16%**] and **market analysis** [**13%**]. Soft skills are also crucial, with **communication** being mentioned in **72%** of job offerings, while **leadership** is valued in **30%** of the listings.

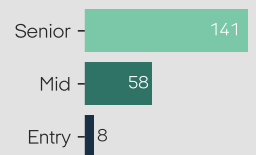
## Education

A **Bachelor** degree is sufficient for **87%** of the jobs. **12** jobs require **Master** [**13%**] degree. The most requested fields of study are **Computer Science** [**16%**] and **Business Administration** [**14%**]. Certifications are also valued, with **13%** of job listings seeking additional qualifications.



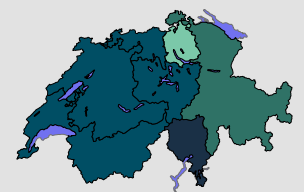
## Experience

**6%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **88** jobs at the **Mid-Level** [**36%**] to **Senior-Level** [**57%**]. Specific experience is also a key factor, with the most mentioned being **management** [**33%**] and **Product Owner** [**9%**].



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich** [**35%**], followed by **Ostschweiz** [**15%**]. **Central Switzerland** accounts for **12%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **86%** of the available positions.



## Companies



The largest share of job opportunities is in the **Manufacturing** [**19%**] industry, followed by **Technology** [**19%**] and **Healthcare** [**12%**]. Within organizations, the **Product Management** [**68%**] and **IT** [**13%**] department is leading the demand.





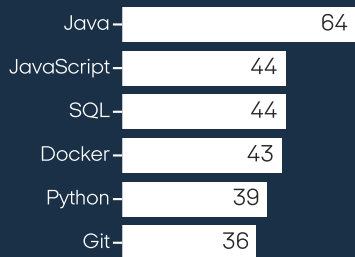
# Software Engineer

An AI-focused Software Engineer develops software that incorporates machine learning models and data-driven features. They design scalable architectures, optimize code for AI efficiency, and contribute to model deployment. Strong programming skills and experience with AI frameworks are essential. They collaborate closely with data scientists to implement models effectively and ensure AI capabilities align with user needs. Familiarity with cloud infrastructure for AI applications and model optimization techniques is highly beneficial.

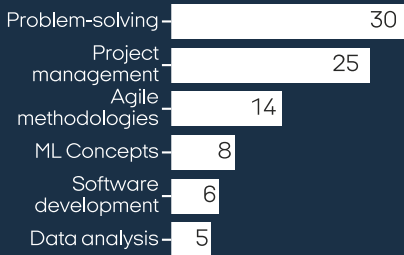
## Salary



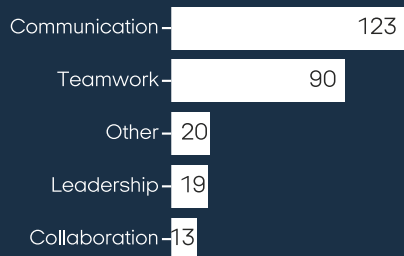
## Technology Skills



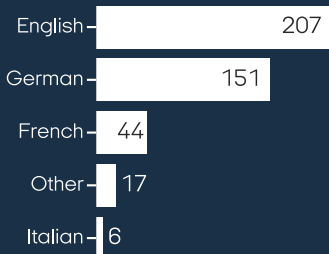
## Hard Skills



## Soft Skills



## Language Skills

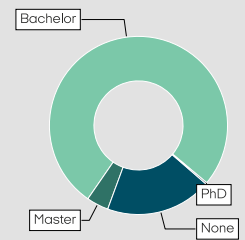


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Java** is the most in-demand skill, appearing in **25%** of job postings, followed by **SQL [17%]** and **JavaScript [17%]**. Among hard skills, **problem-solving** are required in **12%** of jobs, followed by **project management [10%]** and **agile methodologies [5%]**. Soft skills are also crucial, with **communication** being mentioned in **47%** of job offerings, while **teamwork** is valued in **35%** of the listings.

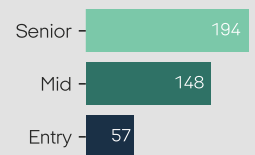
## Education

A **Bachelor** degree is sufficient for **94%** of the jobs. **15** jobs require **Master [5%]** degree. The most requested fields of study are **Computer Science [67%]** and **Information Technology [8%]**.



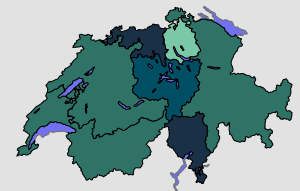
## Experience

**16%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **218** jobs at the **Mid-Level [40%]** to **Senior-Level [44%]**. Specific experience is also a key factor, with the most mentioned being **Leadership [15%]** and **Development [7%]**.



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich [34%]**, followed by **Es-space Mittelland [16%]**. **Central Switzerland** accounts for **11%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **84%** of the available positions.



## Companies

**Hamilton**  
[13 positions]

**Merkle**  
[11 positions]

**FINCONS GROUP AG**  
[6 positions]

The largest share of job opportunities is in the **Technology [48%]** industry, followed by **Consulting [11%]** and **Finance [10%]**. Within organizations, the **Engineering [60%]** and **IT [31%]** department is leading the demand.



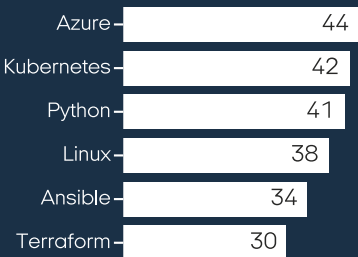
# DevOps Engineer

A DevOps Engineer connects development and operations to streamline deployment processes for AI and software applications. They automate workflows, monitor infrastructure, and enhance system reliability, ensuring efficient support for AI model and software deployment. Proficiency in automation and deployment tools is essential, along with experience in cloud environments. They collaborate closely with developers to support agile workflows, improving delivery speed and quality for AI-driven solutions. Familiarity with configuration management and system administration is highly beneficial.

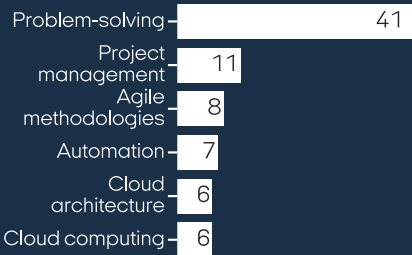
## Salary



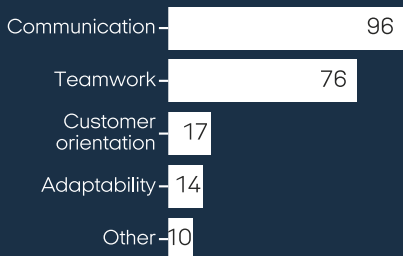
## Technology Skills



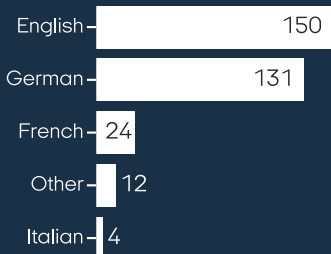
## Hard Skills



## Soft Skills



## Language Skills

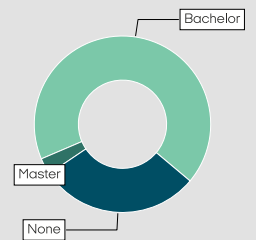


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Azure** is the most in-demand skill, appearing in **24%** of job postings, followed by **Kubernetes [23%]** and **Python [22%]**. Among hard skills, **problem-solving** are required in **22%** of jobs, followed by **project management [6%]** and **agile methodologies [4%]**. Soft skills are also crucial, with **communication** being mentioned in **52%** of job offerings, while **teamwork** is valued in **41%** of the listings.

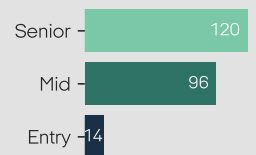
## Education

A **Bachelor** degree is sufficient for **96%** of the jobs. **7** jobs require **Master [4%]** degree. The most requested fields of study are **Computer Science [39%]** and **Information Technology [31%]**. Certifications are also valued, with **59%** of job listings seeking additional qualifications.



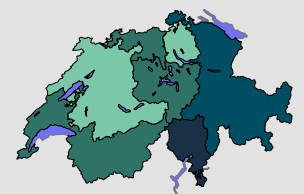
## Experience

**6%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **173** jobs at the **Mid-Level [43%]** to **Senior-Level [50%]**. Specific experience is also a key factor, with the most mentioned being **Engineering [23%]** and **DevOps [7%]**.

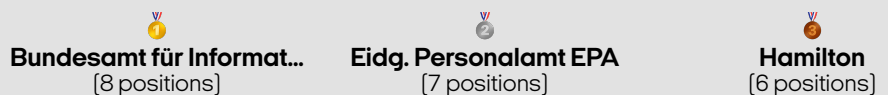


## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich [32%]**, followed by **Es-space Mittelland [24%]**. **Central Switzerland** accounts for **11%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **87%** of the available positions.



## Companies



The largest share of job opportunities is in the **Technology [41%]** industry, followed by **Finance [18%]** and **Government [14%]**. Within organizations, the **IT [76%]** and **Engineering [21%]** department is leading the demand.



# Data Governance

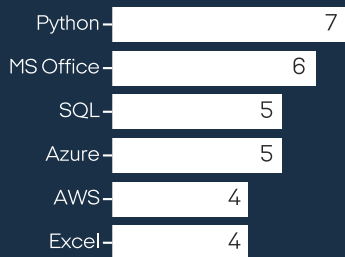


A Data Governance and Compliance Specialist ensures that data policies and legal standards are followed, supporting responsible use of data in AI initiatives. They develop frameworks to maintain data quality, security, and compliance with regulations that impact AI applications. Proficiency in data governance tools, along with a solid understanding of data protection laws and regulatory requirements, is essential. They work closely with IT, data, and AI teams to promote responsible data management and mitigate risks. Knowledge of auditing practices and data privacy regulations, especially those relevant to AI, is highly valued.

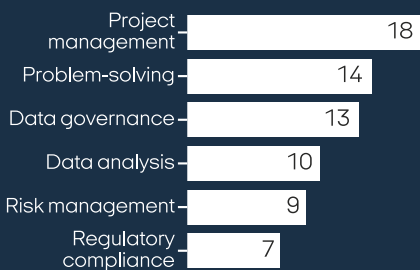
## Salary



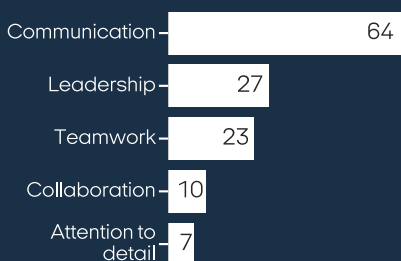
## Technology Skills



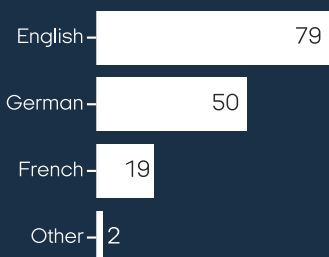
## Hard Skills



## Soft Skills



## Language Skills

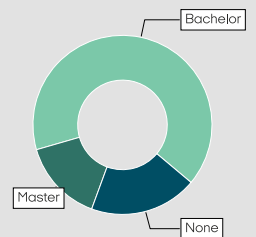


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **Python** is the most in-demand skill, appearing in **8%** of job postings, followed by **MS Office [7%]** and **SQL [6%]**. Among hard skills, **project management** are required in **20%** of jobs, followed by **problem-solving [16%]** and **data governance [14%]**. Soft skills are also crucial, with **communication** being mentioned in **71%** of job offerings, while **leadership** is valued in **30%** of the listings.

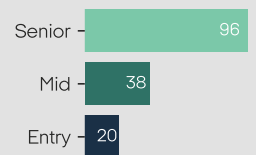
## Education

A **Bachelor** degree is sufficient for **79%** of the jobs. **19** jobs require **Master [21%]** degree. The most requested fields of study are **Computer Science [32%]** and **Information Technology [12%]**. Certifications are also valued, with **34%** of job listings seeking additional qualifications.



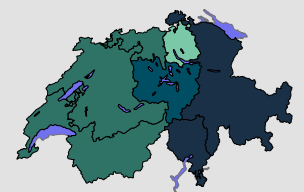
## Experience

**13%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **78** jobs at the **Mid-Level [24%]** to **Senior-Level [62%]**. Specific experience is also a key factor, with the most mentioned being **Management [10%]** and **Analytics [3%]**.



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich [40%]**, followed by **Région lémanique [21%]**. **Central Switzerland** accounts for **6%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **86%** of the available positions.



## Companies

**Deloitte AG**  
[6 positions]

**F. Hoffmann-La Roche AG**  
[5 positions]

**Ernst & Young AG**  
[5 positions]

The largest share of job opportunities is in the **Consulting [26%]** industry, followed by **Healthcare [20%]** and **Finance [18%]**. Within organizations, the **IT [37%]** and **Quality Assurance [13%]** department is leading the demand.



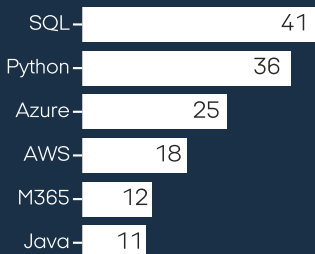
# IT Consultant

An AI IT Consultant advises organizations on technology solutions, focusing on AI-driven tools that align with strategic goals. They assess current systems, recommend AI enhancements, and guide implementation to optimize performance and data-driven decisions. Proficiency in AI and IT systems, strong analytical skills, and a deep understanding of technical and business operations are essential. Working closely with clients, they manage AI integrations to ensure successful project outcomes, with a strong emphasis on AI project management and industry standards.

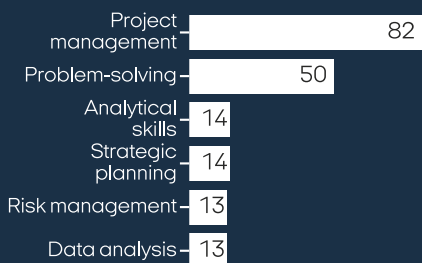
## Salary



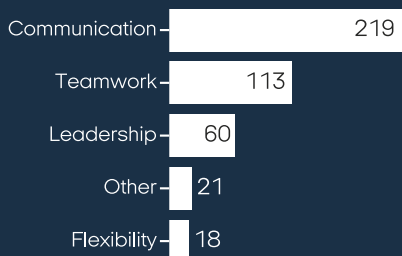
## Technology Skills



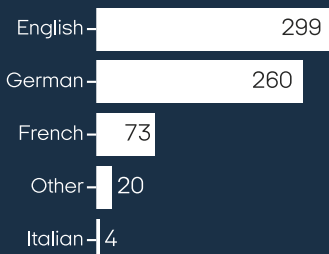
## Hard Skills



## Soft Skills



## Language Skills

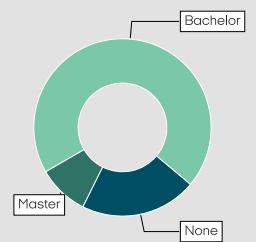


## Skills

In the analysis of job offerings, several technology skills are highly sought after by employers. **SQL** is the most in-demand skill, appearing in **13%** of job postings, followed by **Python [11%]** and **Azure [8%]**. Among hard skills, **project management** are required in **26%** of jobs, followed by **problem-solving [16%]** and **analytical skills [4%]**. Soft skills are also crucial, with **communication** being mentioned in **69%** of job offerings, while **teamwork** is valued in **36%** of the listings.

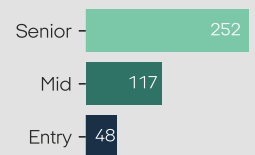
## Education

A **Bachelor** degree is sufficient for **89%** of the jobs. **36** jobs require **Master [11%]** degree. The most requested fields of study are **Computer Science [29%]** and **Information Technology [19%]**. Certifications are also valued, with **39%** of job listings seeking additional qualifications.



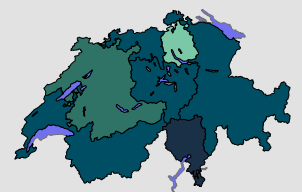
## Experience

**11%** of positions are **Entry-level**, requiring little to no experience [0-3 years]. There are **279** jobs at the **Mid-Level [31%]** to **Senior-Level [58%]**. Specific experience is also a key factor, with the most mentioned being **SAP [12%]** and **consulting [7%]**.



## Region

Job offerings are concentrated in specific regions. The majority are located in **Zürich [51%]**, followed by **Es-pace Mittelland [15%]**. **Central Switzerland** accounts for **4%** of the total jobs in this field. In terms of language requirements, proficiency in **English** and **German** is sufficient to qualify for **84%** of the available positions.



## Companies

**Ernst & Young AG**  
[78 positions]

**Eraneos Switzerland AG**  
[22 positions]

**New Economy GmbH**  
[17 positions]

The largest share of job opportunities is in the **Consulting [66%]** industry, followed by **Technology [14%]** and **Healthcare [5%]**. Within organizations, the **IT [63%]** and **Consulting [7%]** department is leading the demand.

# Contributors

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## Meet Our Contributors

This report was made possible with the collaborative efforts of our Project Partners and Development Team.

## Project Partners:



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**Project Manager for Artificial Intelligence & Machine Learning**  
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## Developers:



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Syntera GmbH



**Kail Kuhn**

**Lead Data Science**  
Syntera GmbH



# Appendix

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## Overview of Methodology

This appendix provides a comprehensive overview of the methodologies used to prepare and analyze data in the Swiss AI job market. Key processes involved pre-processing, processing, and filtering to ensure a dataset that is both accurate and actionable.

## Data Sourcing & Initial Filtering

**Source & Collection:** Job listings were collected in late September from a leading Swiss job portal using 15 AI-related keywords, resulting in an initial dataset of over 8,000 entries. Salary data, including minimum, average, and maximum values, was compiled in October from an online platform where users share their salary information.

**Initial Filtering:** The first filtering stage involved removing duplicate job listings, including near-duplicates detected through advanced data mining techniques, such as fuzzy matching, which refined the dataset to approximately 6,000 listings.

## Data Processing

**LLM-Based Extraction:** Data processing involved using an LLM to structure and extract relevant information from the listings. OpenAI's Model 4o was applied in multiple stages, from initial data structuring to extracting specific variables of interest. Data points inferred rather than directly stated in job listings were marked as "inferred: true," allowing an assessment of these fields' reliability. Extracted fields included:

- **Industry & Department:** Determined based on company domain, job responsibilities, and job titles.
- **Location & Region:** Job locations mapped to Swiss regions (Grossregionen from BFS) for regional analysis.
- **Experience Level:** Classified as entry-level (0-3 years), mid-level (3-5 years), or senior-level (5+ years) according to role requirements.
- **Skills:** Organized into categories of soft skills (e.g., communication), hard skills (e.g., problem-solving), language skills (e.g., German), and technology skills (e.g., Python, SQL), with further subcategories such as programming languages and cloud technologies.
- **Required Education Level:** Education qualifications specified per job listing (e.g., Bachelor, Master, PhD).
- **Required Certifications:** Certifications recorded with specified levels (e.g., basic, intermediate, advanced).
- **Job Profile:** Grouped into nine profiles as outlined in the report, improving interpretability. For example, roles such as Machine Learning Engineer and Quantitative Analyst were summarized under the "Data Scientist" profile.

## Final Filtering

**Category-Based Refinement:** In this final stage, data was filtered to retain only swiss listings in the nine most relevant AI job categories, resulting in a curated dataset of approximately 1,400 listings prepared for detailed analysis.

## Limitations

**Inference Quality:** Although prompts and contextual cues were used to guide LLM responses, the model's lack of probabilistic assessment limits the ability to gauge inference quality fully. This may lead to occasional misclassification, especially when listings contain ambiguous titles, inconsistent terminology, or limited detail. Consequently, inferred fields should be interpreted cautiously.

**Snapshot-Based Analysis:** The dataset reflects a single snapshot from September 29th and may not account for seasonal hiring patterns or shifts in demand over time. The insights provided are indicative but may not represent long-term trends in the AI job market.