

The next generation and talent

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The Geneva financial centre depends on its ability to attract and retain talent. Institutions are looking for experienced managers capable of serving a demanding international clientele, investment specialists, lawyers, compliance and risk experts, IT professionals and data specialists. Competition for these profiles is fierce, in Switzerland and abroad.

At its conference in April 2025, FINMA stressed the need to strengthen skills, as reported in the survey of the Fondation Genève Place Financière.¹ The universities and higher education institutions of Geneva and French-speaking Switzerland offer programmes in finance, law and management, and the professional associations organise certifications. Continuing education has become an obligation for client advisers.

The workforce of the financial centre is highly international. A significant proportion of staff live in neighbouring France or in the canton of Vaud, which makes the financial centre sensitive to the conditions of cross-border mobility and to relations between Switzerland and the European Union. The cost of housing and of living in Geneva is a challenge for recruitment, particularly of younger staff. The taxation of individuals, which the institutions regard as their foremost concern, also influences the attractiveness of the canton for executives.²

1 Notes

1. Allnews, 16 October 2025, presenting the economic survey of the Fondation Genève Place Financière. ↩

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2. Allnews, 21 October 2024 and 16 October 2025, presenting the surveys of the Fondation Genève Place Financière. ↩

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