

July 2025

## **Smart hires, strong starts: building a food innovation team in Switzerland**



**Your technology may be world-class – but your growth depends on finding the right people. From specialist recruiters to targeted job platforms, Switzerland’s food ecosystem has unique resources to help you find, attract and retain the right talent. We asked experts from two companies featured in the SFNV Navigator tool for their advice on how to build a team that thrives.**

**Philippe Sibour, CEO, Alliance Consulting Switzerland**

### **Q: What talent areas do you specialise in?**

At Alliance Consulting, we offer tailor-made executive search solutions to market actors in the nutrition, health, food and dietetics sectors. We’ve been specializing in these markets for 25 years, enabling us to help organizations grow by identifying the talent that brings not only expertise, but also strategic impact. From C-level to expert positions, our strength lies in our understanding of the complex roles and cultures of the organizations we serve. As a true business partner, we don’t just fill vacancies but build lasting partnerships to enhance our customers’ performance.

### **Q: What’s unique about hiring in Switzerland?**

Hiring in Switzerland involves navigating a multilingual, highly educated, and regulation-conscious environment. Language skills are critical, with many roles requiring fluency in German, French, or Italian, alongside English. The market places a premium on formal qualifications, discretion, and precision. Labour laws are strict and vary by canton, and cross-border hiring adds layers of complexity. As a result, recruitment here demands deep local insight, an appreciation for cultural nuances, and a structured, trust-based approach to talent engagement. Cultural fit and local network matter a lot – we help with both.

**Q: What's your top advice for newcomers?**

If you're new to hiring in Switzerland, our advice is simple: don't just chase talent – define your value as an employer. In a market where top candidates have options, clarity on the mission, culture, and purpose is essential. People join people, not job descriptions. Your hiring process should reflect who you are, not just what you need. Swiss professionals value trust, precision, and long-term vision, so consistency and authenticity matter. Invest in relationships early, communicate clearly, and demonstrate why your company is a place where talent can grow – not just work.

Find out more about [Alliance Consulting](#) Switzerland.