

Sébastien Schneider

Senior Banking Leader · Fixed Income, Investment Funds, Wealth Management & Digital Banking Transformation

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PROFILE

Senior banking leader with 18 years of experience across financial markets, fixed income, money market, investment funds, wealth management and digital banking transformation. Former Vice Director and management member at Swissquote, with a proven track record in building trading desks, leading specialised teams, structuring investment solutions and delivering strategic projects generating up to CHF 20 million in annual revenues.

Hybrid profile combining markets expertise, operational leadership and banking innovation, with strong experience in counterparty negotiation, process automation, FINMA-oriented risk management, investment platforms, Lombard lending, UHNW / HNWI solutions and front-to-back transformation.

CORE SKILLS

Markets & investment products

Fixed Income, Money Market, Investment Funds, Private Assets, Hedge Funds, REITs, ELTIFs, FX, Derivatives, Treasury, ALM, Asset Allocation, Bonds, Credit, Lombard Loans, Institutional Brokerage.

Banking leadership & management

Team management, recruitment, coaching, training, performance reviews, change management, front-middle-back office coordination, stakeholder management, investment committees, B2B negotiation.

Operations, risk & transformation

Trading Operations, front-to-back processes, risk management, counterparty risk, operational risk, controls, reconciliations, KPIs, cost optimisation, digital banking, automation, governance, FINMA standards.

Data, systems & platforms

Bloomberg, Reuters / Refinitiv, MarketAxess, Tradeweb, TradingScreen, SIX, Eurex, SQL, VBA, Python, Power BI, Tableau, Jira, T24, SWIFT, FIX, API.

PROFESSIONAL EXPERIENCE

Alphora · Nyon, Switzerland

Co-Founder / Head of Operations & Strategic Partnerships

02/2025 – Present

- Structured a premium offering for UHNW clients, combining wealth advisory, coordination of specialised partners and high-value bespoke services.
- Developed a strategic partner network including private banks, family offices, specialised brokers, lawyers and premium service providers.
- Led the acquisition strategy, value proposition, brand identity, website, operational processes and commercial materials.
- Analysed client needs, defined tailored roadmaps and coordinated experts to ensure execution quality, confidentiality and service excellence.

Swissquote Bank · Gland, Switzerland

Vice Director / Head Fixed Income, Money Market & Investment Funds

07/2018 – 02/2025

- Led Fixed Income, Money Market and Investment Funds activities, with responsibility for trading processes, tools, counterparties, costs, risks and performance indicators.
- Managed two specialised teams of up to 8 employees, including recruitment, coaching, training, resource allocation, annual performance reviews and talent development.
- Contributed to recurring annual revenues of CHF 15 to 20 million through the development of fixed income, money market, investment funds, Lombard loans and institutional brokerage activities.

- Negotiated contracts and trading conditions with institutional counterparties, generating more than CHF 1 million in annual savings.
- Developed a sophisticated investment funds offering including hedge funds, REITs, ELTIFs, alternative strategies and private assets for HNWI, UHNW and institutional clients.
- Automated processes related to funds, Lombard loans, bond execution and operational controls to improve scalability, reduce risk and accelerate processing times.
- Actively participated in investment and asset management committees, contributing to asset allocation decisions, macroeconomic analysis, investment solution selection and portfolio orientations.
- Led cross-functional projects involving front office, middle office, back office, IT, compliance, legal, product management and senior management.
- Deployed Power BI and Tableau analytical dashboards to monitor performance, costs, revenues and risks in real time.

Associate Director / Head Fixed Income, Money Market & Investment Funds

07/2015 – 07/2018

- Expanded the Fixed Income and Money Market scope to Investment Funds, supervising additional traders and developing new product activities.
- Negotiated with more than 150 counterparties and market partners to optimise pricing, execution conditions, custody costs, operational flows and service levels.
- Developed fiduciary deposits, investment funds, Lombard loans and brokerage activities for HNWI, UHNW, institutional and banking clients.
- Improved internal processes, strengthened cross-departmental collaboration and implemented more robust operational standards.

Associate Director / Head Fixed Income & Money Market

07/2012 – 06/2015

- Created and developed the Fixed Income & Money Market desk, including trading infrastructure, proprietary tools, risk models, performance KPIs and front-to-back processes.
- Managed a team of specialised traders and structured roles, responsibilities, controls and operational processes.
- Launched and developed a digital mortgage platform in partnership with cantonal banks, growing the portfolio to CHF 500 million within two years.
- Supervised the Lombard loan activity, including loan-to-value grids, collateral management, pricing, distribution and validation process improvements.
- Defined pricing strategies, liquidity management, order book optimisation and investment solutions for private, HNWI and institutional clients.

Fixed Income & Money Market Trader – Authorised Officer

03/2011 – 06/2012

- Set up the Fixed Income desk and developed dedicated tools for trading, monitoring, pricing and counterparty management.
- Executed orders across sovereign bonds, corporate bonds, high yield, emerging markets, convertibles, fiduciary deposits and money market instruments.
- Provided trading and advisory support for Asset & Liability Management activities, monitoring significant volumes and contributing to treasury decisions.
- Developed campaigns and materials to promote fixed income products to HNWI, UHNW, institutional and B2C clients.

Middle Office & Treasury Specialist – Authorised Officer

08/2008 – 02/2011

- Supervised booking, controls and reconciliations for equities, bonds, derivatives, funds, structured products, forex and fiduciary deposits.
- Managed Eurex margin controls, position checks, operational discrepancies and incident resolution with front office, back office and IT teams.
- Automated reconciliation, order control and reporting processes through SQL / VBA, reducing manual tasks and improving operational risk control.
- Contributed to improved procedures, front-to-back controls and quality standards in a regulated banking environment.

Banque Cantonale Vaudoise · Nyon, Switzerland

Commercial Apprenticeship – Banking & Finance

08/2005 – 08/2008

- Completed a comprehensive banking apprenticeship covering client advisory, payments, credit, investments, private banking, SMEs and branch operations.
- Supported Relationship Managers in preparing client meetings, portfolio reviews, investment proposals and financing files.
- Built a strong foundation in wealth management, credit analysis, client relationship management and the operational functioning of a Swiss bank.

SELECTED ACHIEVEMENTS

- Created and developed a Fixed Income & Money Market desk within a listed Swiss bank.
- Contributed to CHF 15 to 20 million in annual revenues across trading, investment products, lending and brokerage activities.
- Negotiated institutional contracts generating more than CHF 1 million in annual savings.
- Launched a digital mortgage platform, growing the portfolio to CHF 500 million within two years.
- Developed and automated processes across Lombard lending, investment funds, bond trading and operational reconciliation.
- Participated in investment committees, asset allocation decisions and macroeconomic orientations.

EDUCATION

CFC Banking Employee Certificate

Banque Cantonale Vaudoise / CYP Swiss Banking, Lausanne · 2005 – 2008

Secondary Education, Economics and Finance Option

Nyon-Marens, Nyon · 2002 – 2005

CERTIFICATIONS

- Certified Trader at the Swiss Stock Exchange – SIX
- Eurex Clearer Licence – Eurex
- CFC Banking Employee Certificate – Swiss Banking / CYP

LANGUAGES

- French: native
- English: fluent / professional
- German: professional working proficiency

INTERESTS

International geopolitics, new technologies, gastronomy and oenology, football, ice hockey.