

THE CANADIAN SALARY SURVEYS

THE IAT SURVEYS ® 2008



THE SUPPLY CHAIN & MANUFACTURING SURVEY

POSITION SUMMARIES



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THE SUPPLY CHAIN & MANUFACTURING SURVEY POSITION SUMMARIES

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JOB FAMILY**POSITION CODE****FACILITIES MAINTENANCE**

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Facilities Manager	3810
Facilities Coordinator	3815
Facilities Maintenance Mechanic	3811
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Manager Technical Services	4410
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Technologist Lead	4432
Technologist 4	4434
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Technologist 2	4437
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TRADES***Millwright***

▪ Lead	4510
▪ Journeyman	4511
▪ 4th Year Apprentice	4512
▪ 3rd Year Apprentice	4513
▪ 2nd Year Apprentice	4514
▪ 1st Year Apprentice	4515

Heavy Duty Mechanic

▪ Lead	4520
▪ Journeyman	4521
▪ 4th Year Apprentice	4522
▪ 3rd Year Apprentice	4523
▪ 2nd Year Apprentice	4524
▪ 1st Year Apprentice	4525

Fleet Mechanic

▪ Lead	4530
▪ Journeyman	4531
▪ 4th Year Apprentice	4532
▪ 3rd Year Apprentice	4533
▪ 2nd Year Apprentice	4534
▪ 1st Year Apprentice	4535

Electrician

▪ Lead	4540
▪ Journeyman	4541
▪ 4th Year Apprentice	4542
▪ 3rd Year Apprentice	4543
▪ 2nd Year Apprentice	4544
▪ 1st Year Apprentice	4545

JOB FAMILY**POSITION CODE****Welder**

▪ Lead	4550
▪ Journeyman	4551
▪ 4th Year Apprentice	4552
▪ 3rd Year Apprentice	4553
▪ 2nd Year Apprentice	4554
▪ 1st Year Apprentice	4555

Pipefitter

▪ Lead	4560
▪ Journeyman	4561
▪ 4th Year Apprentice	4562
▪ 3rd Year Apprentice	4563
▪ 2nd Year Apprentice	4564
▪ 1st Year Apprentice	4565

Power (Stationary) Engineer

▪ 1 st Class (Lead) (Renamed)	4570
▪ 2 nd Class (Renamed)	4571
▪ 3 rd Class (Renamed)	4572
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General Labourer

▪ Senior	4580
▪ Skilled	4581
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Plumber (New)

▪ Lead (New)	4590
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Carpenter (New)

▪ Lead (New)	4596
▪ Journeyman (New)	4597

MANAGEMENT

DIRECTOR OF SUPPLY CHAIN (PURCHASING & DISTRIBUTION) - POSITION CODE 3701

Responsible for leadership of the Supply Chain function or several specific functional areas, in a larger organization. (Often a second level manager.) Duties may include:

- Developing Supply Chain strategies that align with company values and goals (from customer service to successful operational execution).
- Management and coordination of the flow of materials and equipment from acquisition to disposition.
- Management, development and implementation of all (or several) of the following programs: maintenance of centralized purchasing, stores, and distribution programs and procedures.
- Preparation, monitoring, and administration of the annual operating and capital equipment budget including containing and minimizing the direct and indirect costs of the purchasing function.
- Management and supervision of department staff.

Post-secondary degree relating to purchasing management/administration plus P.Log. and PMAC certification and significant purchasing experience.

GENERAL MANAGER - POSITION CODE 3702

Responsible for managing all operational execution and overall administration of all office, warehousing, administrative and financial services (within a specific location or region) to targeted performance standards. Duties may include:

- Development of customer service process improvements.
- Issue resolution identified from logistics forecasting, modeling, and inventory projections.
- Directs purchasing, inventory and quality control processes.
- Oversees import and export processes.
- Managing to labour standards, handling industrial relations and administration standards.
- Determines Identifies outsourcing opportunities and vendor selection criteria.
- Management and supervision of staff and budget (with P&L responsibility).

Typically has a post-secondary education in Business (or equivalent) with 7+ years of related experience. Has a broad knowledge of warehousing and distribution processes, operational business issue resolution.

VP MANUFACTURING - POSITION CODE 3703

Formulates and recommends manufacturing policies to maintain or improve the profitability of production operations. Duties may include:

- Contributes to business direction, typically as a member of the executive team.
- Develops and implements manufacturing strategy, including associated programs, policies and procedures for manufacturing operations.
- Responsible for the financial performance of manufacturing operations.
- Investigates and implements new methods/technologies that will increase the cost effectiveness of manufacturing operations.
- Supervises and directs resources in areas such as production, materials management, quality control, and plant maintenance.
- Interfaces with cross-functional groups (e.g. Sales, Marketing, Engineering) to ensure timely and accurate exchange of information and expectations regarding product design, manufacturability and production schedules.

Typically has a business or engineering degree. Has significant line plant management and technical business experience.

VP OPERATIONS - POSITION CODE 3704

Responsible for one or more operational units or facilities. Duties may include:

- Plans, develops and implements operational strategies in the context of overall organizational strategy.
- Responsible for the financial performance of the facility.
- Develops policies for line operational area; plans, directs and assists departmental staff in achieving operational results.
- Recommends, monitors and reports on results against budgetary and performance measures.
- Advises on the introduction of new processes, equipment, and products to improve operational effectiveness.
- Establishes workplace climate and ensures unit is resourced to achieve objectives.

Post-secondary degree with significant line area management experience.

DIRECTOR OF TRANSPORTATION - POSITION CODE 3706

Responsibility for overall management of all industry transportation and distribution services, and leading all operational execution including development of customer service process improvements. Duties may include:

- Reviews and actions issues relating to logistics forecasting, modeling, and inventory projections.
- Directs delivery of domestic and international customer shipment and carrier relations processes.
- Determines additional key vendor relationships (carriers, suppliers and customs brokers).
- Negotiates vendor contracts and determines acceptable service agreement standards.
- Decides on transportation outsourcing opportunities and vendor selection criteria.
- Develops transportation metrics and monitors against targeted performance standards.
- Management and supervision of department staff and budget.

Typically has post-secondary education in Business (or equivalent), completion of several P. Log. Modules, with 10+ years related experience. Has a broad knowledge of business issues and processes such as Transportation and Distribution Management, and effective warehouse practices.

DIRECTOR LOSS PREVENTION / RISK MANAGEMENT - POSITION CODE 3765

Responsible for minimizing loss of products and maximizing security, transportation and warehousing processes, product profitability, and insurance requirements (for a single location or region). Duties may include:

- Defines metrics to measure, analyze, improve and control exposure.
- Developing packaging, storage, shipping strategies to minimize product spoilage.
- Determines and monitors security processes to ensure minimal opportunity for product loss or pilfering.
- Reviews and manages general liability insurance, operating risk, and property, casualty and product liability insurance.
- Maintains on-going client relationships with key clients to ensure delivery deadlines are not impacted by loss prevention processes.
- May have responsibility for safety procedures and managing safety to regulated standards.
- Management and supervision of staff and budget.

Typically has post-secondary education in Business (or equivalent) with 10+ year's related experience. Has a broad knowledge of business issues and processes such as Warehouse Management, Risk Management, or Highway/Transportation May also hold certificates in on or more of the following: WHMIS, Transportation of Dangerous Goods, or H2S.

PROCUREMENT

DIRECTOR PROCUREMENT - POSITION CODE 3707

Responsible for the development, implementation, and maintenance of centralized purchasing supplier performance, and inventory management procedures. Duties may include:

- Directs the management and coordination of the flow of materials and equipment from acquisition to disposition.
- Develops strategic plan, and policies for the operation of procurement activities.
- Directs the bid, contract negotiation, and service contract processes.
- Providing leadership and guidance on developing and maintaining long-term agreements or contracts with suppliers.
- Designing and managing a process to evaluate supplier quotations using appropriate negotiation and purchasing techniques that will ensure quality, price, delivery and after sales service.
- Designing, implementing and managing a Vendor Performance program.
- Preparation, monitoring, and administration of the annual operating and capital budget.
- Management and supervision of department staff and budget.

Post-secondary degree relating to purchasing management/administration plus P.Log. and PMAC certification and significant (12+) purchasing and or distribution experience.

PROCUREMENT MANAGER - POSITION CODE 3705

Responsible for the development, implementation, and maintenance of centralized purchasing supplier performance, and inventory management procedures. Duties may include:

- Management and coordination of the flow of materials and equipment from acquisition to disposition.
- Analysis of product, supply and value chains.
- Analysis and management of product life cycle.
- Manages the bid, contract negotiation, and service contract processes.
- Develops and maintains long-term agreements or contracts with suppliers.
- Establishing processes for continuous supplier development.
- Preparation, monitoring, and administration of the annual operating and capital budget for department.
- Management and supervision of department staff and budget.

Post-secondary degree relating to purchasing management/administration plus P.Log. and PMAC certification and significant (10+) purchasing and or distribution experience.

BUYER LEAD (SUPERVISOR) - POSITION CODE 3709

Responsible for managing other Buyers, and initiating large purchase orders. Duties may include:

- Developing key vendor criteria and vendor selection, and relationship management.
- Managing partnerships and alliances, and relationship management.
- Monitors the bid, contract negotiation, and service contract processes.
- Manages very large or highly complex procurement projects.
- Leadership of other less experienced buyers.
- Monitors sales and approves major Purchase Orders.
- Market analysis or competitive commodity price reviews.

Post-secondary degree plus P.Log. and PMAC with 10+ years of purchasing experience.

BUYER LEVEL 3 - POSITION CODE 3708

Senior Level. Responsible for purchasing of specialized items requiring extensive knowledge and experience in specialty areas. Duties may include:

- Determine purchase requirements for a large portfolio of accounts by reviewing inventories and purchase requests
- Managing partnerships and alliances within client group.
- Lead the bid, contract negotiation, and service contract processes for client area...
- Manages more complex/technical procurement projects.
- Monitors sales and approves major Purchase Orders.
- Market analysis or competitive commodity price reviews.

Post-secondary degree plus PMAC with 6+ years of purchasing experience.

BUYER 2 - POSITION CODE 3711

Working Level. Responsible for purchasing a variety of items requiring knowledge of specific processes and equipment/. Duties may include:

- Coordination of specific buying needs through direct contact with company departments.
- Provides specifications for items requested by departments.
- Designs and maintains appropriate records for efficient operations.
- May provide supervision to junior level buyers and clerical support.

Post-secondary degree in Business Administration with a minimum of 3 - 4 years of purchasing experience supplemented with PMAC Level II certification.

BUYER 1 - POSITION CODE 3712

Junior Level. Responsible for assisting in the purchasing of raw materials, supplies, and equipment using defined procedures and policies. Duties may include:

- Market investigation for best sources of qualified suppliers.
- Communicates with qualified suppliers to obtain current pricing information, quotations, and bids.
- Assists in follow-up to ensure proper delivery of goods and services.

Post-secondary degree in Business Administration with 0 – 2 years experience in purchasing and distribution activities.

IMPORT/EXPORT MANAGER - POSITION CODE 3725

Responsible for merchandise arrival and delivery from foreign destinations. Duties may include:

- Ensures customs and excise guidelines are followed.
- Implementing practices to reduce the likelihood of AMPS or other related penalties, and validating brokerage fees.
- Researching and selecting the most cost effective and applicable route of travel (air, surface, rail).
- Managing vendor relationships (carriers, suppliers and customs brokers).
- Ensuring products and materials are shipped on time.

Post-secondary degree combined with CIFFA certification and over 8 years of customs experience.

IMPORT/EXPORT CLERK - POSITION CODE 3727

Responsible for ensuring shipment issues are minimal and accurate recording of delivery information is captured. Duties may include:

- Ensures correct duties, tariffs, weight, price conversion and quantity shipped matches order.
- Examines shipping documents to ensure compliance with federal regulations.
- Data entry of import/export/shipping information.
- Identifying customs issues and recommending resolutions.

Completion of several CIFFA courses, combined with 3+ years of related experience.

MATERIALS MANAGER - POSITION CODE 3730

Responsible for the determination of requirements and timely coordination of all materials. Duties may include:

- Reviewing production schedules, supply levels, and anticipating supply needs.
- Resolves inventory control issues, and develops alternate sourcing strategies.
- Maintains inventory system, inventory level analysis (inventory turnover & stock levels).
- Identifies outsourcing opportunities and vendor selection criteria.

Post-secondary degree combined with 10+ years of experience (including MRP systems) and completion of several P.Log. modules and PMAC courses.

MATERIALS PLANNER/EXPEDITER - POSITION CODE 3732

Responsible for material deadline management. Duties may include:

- Monitoring material quantity and delivery dates to adhere to master schedule.
- Initiates purchase orders and requisitions.
- Liaises with the production and/ or operations department(s).
- Monitors the flow of raw materials through to finished product.

Post-secondary degree and 3 - 5 years of inventory management experience.

CONTRACT MANAGER - POSITION CODE 3759

Management Level. Manages the administration and coordination of activities involving the acceptance, monitoring, and performance of contracts and sub-contracts between the organization and client/vendors. Duties may include:

- Contract liaison between organization and client/vendors.
- Participation in pre-contract discussions and negotiation of major contracts.
- Reviews and analyses contract documents to determine contractual obligation.
- Resolving highly complex problems regarding contract interpretation, compliance or reporting.
- Developing procedures and systems and implementing corporate policies.
- Monitors organization's company performance for conformance to original proposal.
- Manages the preparation and dissemination of information throughout the organization on contract status, compliance, negotiation and termination.

Post-secondary degree in Business Administration or an equivalent field. Extensive practical and working knowledge of contract practices and regulations. Extensive experience in preparation and monitoring of contracts with completion of several PMAC or legal courses.

CONTRACT SPECIALIST - POSITION CODE 3787

Specialist Level. Responsible for administration and coordinating activities involving the acceptance, monitoring, and performance of contracts and sub-contracts between the organization and client/vendors. Duties may include:

- Conducts pre-contract discussions, contract negotiations, and contract changes of contracts of larger scope and complexity.
- Receives and evaluating bids and awards contracts.
- Contract liaison between organization and client/vendors.
- Prepares Contract Strategy/Plan
- Reviews and analyses complex contract documents to determine contractual obligation.
- Monitors organization's performance for conformance to original proposal.
- Resolves highly complex or high-risk problems.
- Administers the preparation and dissemination of information throughout organization on contract status, compliance, negotiation and termination.
- May provide guidance to less experienced contract analysts

Post-secondary degree in Business Administration or an equivalent field. Practical and working knowledge of contract practices and regulations. 8+ years of experience in preparation and monitoring of contracts with completion of several PMAC or legal courses.

CONTRACT ANALYST - POSITION CODE 3758

Senior Level. Responsible for administration and coordinating activities involving the acceptance, monitoring, and performance of contracts and sub-contracts between the organization and client/vendors. Duties may include:

- Participation in pre-contract discussions, contract negotiations, and contract changes of contracts of larger scope and complexity.
- May receive and evaluating bids and award contracts.
- Contract liaison between organization and client/vendors.
- Reviews and analyses complex contract documents to determine contractual obligation.
- Monitors organization's performance for conformance to original proposal.
- Administers the preparation and dissemination of information throughout organization on contract status, compliance, negotiation and termination.

Post-secondary degree in Business Administration or an equivalent field. Practical and working knowledge of contract practices and regulations. 4+ years of experience in preparation and monitoring of contracts with completion of several PMAC or legal courses.

CONTRACT ADMINISTRATOR - POSITION CODE 3760

Fully Competent. Responsible for administration and coordinating activities involving the acceptance, monitoring, and performance of contracts and sub-contracts between the organization and client/vendors. Duties may include:

- Contract liaison between organization and client/vendors.
- Participation in pre-contract discussions, contract negotiations, and contract changes.
- Reviews and analyses contract documents to determine contractual obligation.
- Monitors organization's performance for conformance to original proposal.
- Administers the preparation and dissemination of information throughout organization on contract status, compliance, negotiation and termination.
- Compiling statistical information.

Post-secondary degree in Business Administration or an equivalent field. Practical and working knowledge of contract practices and regulations. 3+ years of experience in preparation and monitoring of contracts with completion of several PMAC or legal courses.

PROJECT CONTROLS SPECIALIST - POSITION CODE 3763

Fully Competent. Responsible for the planning & the planning & scheduling of project deliverables for a large project or several smaller projects. Duties may include:

- Responsible for on-site project control and monitoring and submitting information on master plan rollups.
- Responsible for schedule, cost, hours, quantities, progress, performance, and reporting.
- Coordinates the onsite work of scheduling, estimating and cost analysis reporting.
- Identifies cost trends and alerts Project Managers to potential budget issues.
- Project controls support for management of materials procurement and delivery.

Engineering or related degree with 8-10 years experience in Cost Engineering or Tech diploma with 10+ years of experience.

WAREHOUSE AND DISTRIBUTION**WAREHOUSE MANAGER - POSITION CODE 3714**

Organizes and directs the activities of the warehouse environment. Ensures efficient utilization of facilities for receipt, storage, and distribution of materials. Duties may include:

- Planning and scheduling of operating procedures.
- Development, implementation, and monitoring of inventory control and distribution systems.
- Communication with material vendors and customers.
- Supervision of warehouse area employees.

Post-secondary degree in materials management with extensive experience in materials, scheduling, and production.

INVENTORY MANAGER - POSITION CODE 3723

Manages all aspects of inventory planning and control. Duties may include:

- Designing, maintaining and upgrading systems which track receipt of goods, inventory turnover and levels, and distribution systems.
- Ensuring adequate supply of goods available to meet production and internal/external customer requirements.
- Replenishing stock within established replacement policies. May dispose of outdated stock.
- Controlling, reviewing and reporting on stock rotation, inventory adjustments; maintaining cycle counts and inventory integrity.
- Supervising the inventory control staff.
- Working with buyers to manage supplier relationships.

Post-secondary degree with extensive experience in inventory control. Proven communication and management skills.

INVENTORY CONTROL ANALYST - POSITION CODE 3716

Analyzes inventory levels, flow, statistics, and performance monitoring. Duties may include:

- Reviewing and monitoring plant purchase orders and inventory.
- Inventory turnover and restocking levels for single or multiple locations.
- Identifies potential excess and shortage risks.
- Supplier liaison.
- Review and forecasting of the Master schedule.

Post-secondary degree combined with the completion of several P.Log. modules and PMAC courses combined with 4+ years of related experience.

INVENTORY CLERK - POSITION CODE 3715

Junior Level. Performs routine and/or simple clerical work in the receipt and issuance of items, materials, and commodities. Duties may include:

- Receives and processes order slips, inventory sheets, purchase orders, and similar materials according to departmental procedures.
- Marking or coding items for inventory control purposes.
- Maintenance of inventory control records system.
- Issues materials according to procedures.

High school graduation with knowledge of basic computer operations and data processing. Good organizational abilities.

WAREHOUSE SUPERVISOR - POSITION CODE 3717

Responsible for managing the warehouse operations on a day-to-day basis. Duties may include:

- Supervises, plans and schedules activities of team members, (loading, unloading per request via forklift, mechanical selection or by hand).
- Responds to external customers and vendors; troubleshoots operations; adjusts team schedules, team activities to expedite requests.
- Ensures goods are received, stored and distributed according to departmental procedures and in a safe manner.
- Monitors inventory levels and produces reports for management summarizing results against operational measures.
- May include shift-work.

High school graduation with 5+ years experience in material handling and knowledge of computerized inventory systems and applications.

STOCK HANDLER 1 - POSITION CODE 3719

Developmental Level. Responsible for the physical distribution process of shipping and receiving goods. Duties may include:

- Loading and unloading, per request typically via mechanical selection, or by hand.
- Stocking, sorting supplies or products into storage areas or inventory bins.
- May also assess stock supply and update inventory records.
- Communicating with internal and external customers and vendors regarding orders and shipping delays.

High school graduation with limited materials handling experience. May require forklift training. Possesses basic PC skills and keyboarding techniques. Good communication skills.

STOCK HANDLER 2 - POSITION CODE 3726

Senior Level - Responsible for the physical distribution process of shipping and receiving goods, spill and damage control and some inventory control. Duties may include:

- Loading and unloading, per request via forklift, mechanical selection, stock locator systems, palletized loads, or rack loading.
- Stocking, sorting supplies or products into storage areas or inventory bins.
- Assessing stock supply and updating inventory records.
- Restocking packing machines. May repair or document packing equipment repairs.
- Communicates with internal and external customers and vendors to resolve problems while troubleshooting and expediting replenishments.
- Responds to spills.
- Participates in safety/ergonomic recommendations and programs.
- May provide advice regarding improvements to physical distribution and inventory control.

High school graduation. General warehouse experience including shipping, receiving, parts issuing, inventory control and tool control. Forklift and/or power pallet jack certification. Driver's license. WHMIS certificate. Good working knowledge of PC programs. Strong communication skills.

FORK LIFT OPERATOR - POSITION CODE 3728

Responsible for moving materials to designated areas with the use of a forklift. Duties may include:

- Deliver materials to specific areas in a safe and accurate manner.
- Unloading/loading of trucks and other vehicles.
- Packing and unpacking of materials following client specifications.
- Label products as required.
- Ensure product is damage free.

High school diploma. 1 – 3 years forklift experience with Forklift and/or power pallet jack certification. Driver's license. WHMIS certificate.

ORDER PICKER - POSITION CODE 3724

Responsible for the physical distribution process of shipping and receiving goods. Duties may include:

- Filling orders, picking products, preparing, packing or palletizing for shipment or transfer to domestic/international destinations.
- Loading and unloading, per request via mechanical selection, or by hand.
- Stocking, sorting supplies or products into storage areas or inventory bins.
- Restocking packing machines.

High school graduation with limited experience in handling materials. Ability to perform physical labour.

DOCK SUPERVISOR - POSITION CODE 3718

Supervisor Level. Coordinates the logistics process of shipping and receiving goods. Duties may include:

- Supervision of all shipping & receiving staff and operation of the dock equipment.
- Supervision of computer input, preparation of required paperwork and ASN's.
- Routing and coordination of scheduled deliveries.
- Participates and prepares appropriate documentation for quality assurance, planning/improvement activities.

High school graduation with 5+ years experience in material handling, inventory systems and supervision.

SHIPPING/RECEIVING CLERK - POSITION CODE 3713

Fully Competent. Responsible for the administrative duties related to receipt, storage, and delivery of various materials, supplies, and finished products. Duties may include:

- Checking for damage, shortage, or discrepancies while unpacking incoming materials.
- Processing of paperwork for incoming or outgoing shipments.
- Routing of incoming material to appropriate destinations.
- Completes paperwork necessary for that shipment (labels and bills of lading).

High school graduation with experience in storekeeping / materials handling, as well as knowledge of data entry procedures.

LOGISTICS ANALYST - POSITION CODE 3720

Fully Competent Level. Responsible for providing analytical support with regards to logistics forecasting, modeling, and inventory projections for multiple projects or products. Duties may include:

- Provides solutions considering components from across a wide range of Supply Chain functional areas.
- Conducts and/or plays an advisory role in cost benefit analysis, business cases, performance metrics and design implementation.
- Utilizes operational research techniques such as modeling, simulation to provide network design recommendations.
- Uses operational and technical knowledge to design and develop creative solutions to customer or business needs and requirements.
- In-depth analysis of transportation, distribution, operations and network design, and warehouse capacity modeling.
- May include maintenance and improvement of the model used to conduct product inventory projections.
- May monitor inventory levels and make recommendations.

Post-secondary degree with extensive experience in Logistics or Supply Chain Management and several P.Log. modules completed.

TRANSPORTATION MANAGER - POSITION CODE 3721

Responsibility for management of regional or segmented industry transportation and distribution services, and operational execution including development of customer service process improvements. Duties may include:

- Identifies issues relating to logistics forecasting, modeling, and inventory projections.
- Coordinates delivery of domestic and international customer shipment and carrier relations services.
- Manages to service agreement levels (carriers, suppliers and customs brokers).
- Implements or coordinates designated outsourcing opportunities and vendor selection.
- Documents transportation metrics and performance standards.
- Management and supervision of department staff and budget.

Typically has post-secondary education in Business (or equivalent), completion of several P. Log. Modules, with 8-10 years related experience. Has a strong knowledge of business issues and processes such as Transportation and Distribution Management, and effective warehouse practices.

TRAFFIC SUPERVISOR - POSITION CODE 3722

Responsible for all shipments and traffic management (inbound and outbound goods) and distribution activities. Duties may include:

- Managing the delivery of domestic and international customer shipments, including carrier relations.
- Order validation processes.
- Managing customer expectations.
- Identifying future warehouse management issues.
- Shipping and product distribution to multiple geographic destinations.
- Often supervises traffic personnel in multiple locations.

Post-secondary degree or a combination of CITT certification and 8+ years of warehousing and supply management experience.

TRUCK DRIVER - HEAVY - POSITION CODE 3792

Operates a truck that transports cargo to and from specified locations. Duties may include:

- Operating a vehicle weighing over 3 tons and having three or more axles.
- Ensures vehicle is in proper operating condition. Relies on instructions and pre-established guidelines to perform the functions of the job.

High School with a license to operate a truck (licensing requirements vary). Possesses a safe driving record.

TRUCK DRIVER - LIGHT - POSITION CODE 3795

Operates a truck that transports cargo to and from specified locations. Duties may include:

- Operating a vehicle weighing less than 3 tons and having three or more axles.
- Ensures vehicle is in proper operating condition. Relies on instructions and pre-established guidelines to perform the functions of the job.

High School with a license to operate a truck (licensing requirements vary). Possesses a safe driving record.

OPERATIONS ADMIN**MANAGER SUPPLY CHAIN - POSITION CODE 3734**

Responsible for managing the Supply Chain function in an organization. Duties may include:

- Management and coordination of the flow of materials and equipment from acquisition to disposition.
- Management, development and implementation of one or more of the following programs: maintenance of centralized purchasing, stores, and distribution programs and procedures.
- Directs purchasing, inventory and quality control processes.
- Management and supervision of department staff.

University or College degree; with 10+ years related experience, plus PLOG or CITT, and PMAC certification and purchasing experience.

SUPPLY CHAIN ANALYST - POSITION CODE 3735

Responsible for the areas of the supply chain including inventory asset management, supplier performance, customer on-time delivery, customer satisfaction, deployment and management of supporting information technology systems and processes. Duties may include:

- Monitoring production planning and inventory projection processes, and preparing forecast reports.
- Supply and demand analysis, cost analysis and management, component supply assurance, demand fulfillment, cost, and inventory.
- Makes recommendations on continuous improvement of logistic demand management for maximum utilization.
- Recommendations on outsourcing, vendor selection and setting rates and prices.
- Process improvement and quality control (quantity and frequency).
- Participating in system upgrades, enhancements and implementations for supply chain planning.
- Conducting and interpreting analysis of key customer buying patterns to identify unique item demand.
- Analyzing and managing product life cycle.

Post-secondary degree in a related discipline with several completed P.Log. modules and 5+ years of Supply Chain Management experience. Strong analytical capabilities and experience with MRP/DPR/MPS system(s) for planning and analysis.

DATA INTERCHANGE SPECIALIST - POSITION CODE 3737

Performs analysis, and makes recommendations on electronic data interchange (EDI) operational activities. Leads product evaluation and installation. Duties may include:

- Needs assessment, database analysis and design.
- Architecture configuration, file sets and enterprise application integration.
- Manages operating procedures for partner systems.

Post-secondary degree in Computer Science, coupled with over 8 years of data analysis and implementation experience. Familiar with ASCI protocols and EDI standards including; ANSI, UN/EDIFACT, and FIPS, and E-Commerce technologies such as Microsoft BizTalk Server and XML.

EDI SUPPORT SPECIALIST - POSITION CODE 3740

Provides ongoing support and monitoring to ensure e-business operations are continually available. Duties may include:

- Monitors day-to-day EDI processes and reports to identify and resolve problems.
- Resolves issues with data transmissions, mapping, translation errors, system interfaces, and network connectivity.
- Creates and maintains trading partner relationships with EDI customers.
- Maintains the EDI website, develops tests, documentation, and ensures integrity of the EDI environment.
- Provides 7X 24-hour support (via pager).
- May support related / integrated systems (business intelligence, e-business, Intranet, Internet).

Post-secondary degree in Computer Science, combined with over 3 years of technical support experience. Familiar with ASCII protocols and EDI standards including; ANSI, UN/EDIFACT, and FIPS, and E-Commerce technologies such as Microsoft BizTalk Server and XML.

CLIENT LIAISON COORDINATOR - POSITION CODE 3745

Ensures quality, delivery timelines, and order specifications meet client expectations. Duties may include:

- Order verification and validation.
- Delivery tracing and follow-up.
- Communicates product damage and spoilage replacement alternatives.
- Problem identification and resolution, or escalation to Customer Service Manager.

High school graduation with 3+ years of customer service experience combined with strong data entry/retrieval knowledge.

DIRECTOR HEALTH, SAFETY & ENVIRONMENT - POSITION CODE 3764

Senior Management Level. Responsible for developing and managing organization's (or division's) occupational health and safety and environment programs and compliance. Duties may include:

- Accountable for the overall Safety program, administration and initiatives.
- Manages, plans and implements all HSE programs for the organization.
- Interfaces with government, industry, and regulatory bodies to ensure compliance with standards and regulations.
- Mentors, coaches and advises operational management regarding principles of organizations HSE programs.
- Directs surveillance inspections and controls hazardous working conditions, or unsafe employee activities.
- Ensure reliable and timely safety statistical reporting;
- Management and supervision of department staff and budget.

Post-secondary degree in business or related field, and familiarity with and procedures for construction site safety, regulations, emergency procedures and WCB requirements. A minimum of 10 years' related industry experience, with several Canadian Registered Safety Professional (CRSP) certification in addition top supervisory experience.

SAFETY MANAGER - POSITION CODE 3766

Management Level. Responsible for developing and managing organization's (or division's) occupational health and safety prevention issues. Duties may include:

- Plans, implements, and supervises all project safety, accident, and fire protection programs for the organization.
- Interfaces with government, industry, and regulatory bodies to ensure compliance with standards and regulations.
- Analyzes need and determines specifications for protective safety equipment, materials, and gear.
- Directs surveillance inspections and controls hazardous working conditions, or unsafe employee activities.
- Ensures all required records and reports are complete, accurate, and submitted per established procedures.
- Management and supervision of department staff and budget.

Post-secondary degree in business or related field, and familiarity with and procedures for construction site safety, regulations, emergency procedures and WCB requirements. A minimum of 8 - 10 years' related industry experience, with several Canadian Registered Safety Professional (CRSP) certification in addition top supervisory experience.

SAFETY SPECIALIST - POSITION CODE 3768

Specialist Level. Responsible for designing processes and procedures to ensure high levels of safety for products, services and projects. Duties may include:

- Develops and implements best practices and methods for design and implementation of project safety, accident, and fire protection programs for the organization.
- Document discrepancies and work with other technical personnel on the resolution.
- Analyzes need and determines specifications for protective safety equipment, materials, and gear.
- Make recommendations on safety standards and procedures.
- Assist in planning and managing major safety assurance efforts.
- Provide technical guidance and training for other safety analysts.

Post-secondary degree in business or related field, and familiarity with and procedures for construction site safety, regulations, emergency procedures and WCB requirements. A minimum of 5 years' related industry experience, with several Canadian Registered Safety Professional (CRSP) courses completed. Comprehensive knowledge of industry specific safety programs.

SAFETY OFFICER - POSITION CODE 3767

Fully Competent. Responsible for developing, implementing and training all staff in occupational health and safety prevention issues. Duties may include:

- Promoting a proactive safety strategy and ensuring worker safety and cost containment for all claims.
- Ensuring adherence to regulated and documented safety standards (dangerous goods and environmental protection).
- Seeking continuous improvement to safety by conducting monthly inspections, hazard analysis, and periodic audits.
- Managing WCB disability claims, and return-to-work programs, and may attend WCB hearings.
- Producing reports and statistical information, analyzing trends and presenting findings to management.
- Monitors aspects of a worker's medical status including evaluating modified positions to determine suitability for worker restrictions.
- Identifies medical community alternatives and programs available locally to reduce worker down time.

Post-secondary degree in business or related field, and familiarity with and procedures for construction site safety, regulations, emergency procedures and WCB requirements. A minimum of 3 years' related industry experience, with several Canadian Registered Safety Professional (CRSP) courses completed.

PRODUCTION PLANNER 2 - POSITION CODE 3781

Senior level. Based on customer requirements, prepares production schedules for selected operations within the context of a broader production plan. Duties may include:

- Uses knowledge of mathematical techniques, quality standards, costs, materials usage, available manpower, and equipment to create production plans for one or more operational areas.
- Develop production projections using mathematical models and simulations.
- Generates the capacity Master Plan for internal production.
- Prepares a short term fixed production plan.
- Analyze & review Sale forecast / Field service forecast/Internal demand forecast.
- Prepare reports and presentations.

Typically has post-secondary education. CPIM (APICS or CAPICS Certification.) Possesses an in-depth knowledge of operations, products and inventory management. Strong process and analytical skills and 5 + years of experience in a production planning environment.

PRODUCTION PLANNER 1 - POSITION CODE 3783

Developmental level. Based on customer requirements, prepares production schedules for selected operations within the context of a broader production plan. Duties may include:

- Run production simulation.
- Analyze & set min/max inventory levels.
- Analyze & review Sale forecast / Internal demand forecast.
- Assist in the development of e input into short-term short term fixed production plan and the capacity Master Plan for internal production.
- Meets regularly with various groups (warehousing, production managers, quality control and sales) to revise production plans in response to changing customer and operations requirements.

Typically has post-secondary education. Working towards APICS or CAPICS Certification. Possesses an understanding of operations, products and inventory management.

MAINTENANCE PLANNER - POSITION CODE 3784

Working Level. Develops daily, weekly and other periodic work schedules to perform maintenance on all equipment. Duties may include:

- Coordinating labour resources, equipment, parts and materials to support the maintenance function in the areas of breakdown, preventative, predictive and condition-based maintenance.
- Coordinating and scheduling routines for condition monitoring.
- Maintaining equipment history.
- Ensuring cost control of maintenance activities.

Typically has Engineering Technologist Diploma/Certification with 8 – 10 experience in trades environment and maintenance.

OPERATIONAL EXCELLENCE COORDINATOR - POSITION CODE 3785

Responsibility for coordinating all Operational Excellence, Six Sigma and/or Lean projects and programs support our facility operational objectives. Duties may include:

- Coordinates Operational Excellence program, manage projects to timelines and track status of projects.
- Facilitating team workshops on use of statistical tool to identify improvement opportunities.
- Performs detailed data analysis using statistical methodology.
- Implement process controls and monitor results.
- Develops and delivers presentations to senior management on projects.
- May provide technical guidance to green belts.

Typically has Bachelor of Science/Engineer degree, with Six Sigma Black Belt and Lean Certification with a minimum of 3 years experience in a manufacturing environment. Strong written and oral communication skills and experience leading cross functional teams.

QUALITY CONTROL

Provides product and operational guidance for the purpose of ensuring thorough testing of company products, manufacturing processes, packaging and transportation.

QUALITY CONTROL MANAGER - POSITION CODE 3753

Responsible for ensuring thorough testing of company products, processes, and packaging and to ensure all products and services meet internal or external client requirements, in addition to company standards. Duties may include:

- Implements best practices and methods for product development and implementation.
- Liaise with quality, engineering, maintenance and logistics to ensure safety, quality and production goals are met.
- Manages defect management and change control process.
- Management and supervision of department staff and budget.

Typically has post-secondary education in Business (or equivalent), completion of several P. Log. Modules, with 10++ years related experience including supervisory experience. Comprehensive knowledge of industry specific QA/QC programs.

QUALITY CONTROL SPECIALIST - POSITION CODE 3754

Specialist Level. Responsible for designing processes and procedures to ensure high levels of Quality Assurance for products, services and projects. Duties may include:

- Develops and implements best practices and methods for design and implementation.
- Document discrepancies and work with other technical personnel on the resolution.
- Select common testing tools that will become the standard for ensuring products are accurately and thoroughly tested.
- Make recommendations on QA standards and procedures.
- Assist in planning and managing major quality assurance efforts.
- Provide technical guidance and training for other QA analysts.

Typically has post-secondary education in Business (or equivalent), completion of several P. Log. Modules, with 6 - 8 years related experience. Comprehensive knowledge of industry specific QA/QC programs.

QUALITY CONTROL ANALYST 3 - POSITION CODE 3755

Fully Competent Level. Responsible for designing, establishing and executing quality controls that will deliver a product within established specifications. Duties may include:

- Documents discrepancies and working with other product design personnel on resolution.
- Selects common testing methods / tools and standards for ensuring products are accurately and thoroughly tested.
- Assists in planning and managing all quality control efforts.
- Coordination of work for subordinates.

Typically has post-secondary education in Business (or equivalent), with a minimum of 5 - 6 years quality control or assurance work experience. Strong knowledge of industry specific QA/QC programs.

QUALITY CONTROL ANALYST 2 - POSITION CODE 3756

Intermediate Level. Responsible for ensuring that products and services meet organization standards and client requirements. Duties may include:

- Selects products for testing.
- Inspects specifications for inaccuracies and completeness.
- Writes and executes quality control processes using documented specifications.
- Equipment calibration control management.
- Verifies that any problems are resolved, and provides input to QC Management regarding recurring problems.

Typically has post-secondary education (or equivalent), with a minimum of 3 – 4 years quality control or assurance work experience. Good knowledge of industry specific QA/QC programs and standards.

QUALITY CONTROL ANALYST 1 - POSITION CODE 3757

Developmental Level. Responsible for inspecting and testing products and services against organization standards and client requirements. Duties may include:

- Assists in spot-check product testing to ensure proper operation and freedom from defects at various stages of production.
- Compiles and evaluates statistical data to determine and maintain quality and reliability of products.
- Incoming inspection of components and scrap control.
- Logs and tracks defects and enhancements for assigned products.

Typically has post-secondary education (or equivalent), with at least 1-2 year's quality control or assurance work experience. Awareness and ability to learn industry specific QA/QC programs and standards.

PRODUCTION

PRODUCTION PLANT MANAGER (LEVEL 3) - POSITION CODE 3772

Responsible for day-to-day plant operations. Duties may include:

- Develops plants operational plans. Prepares, monitors and administers the annual plant operating and capital equipment budget.
- Manages, develops and implements policies affecting plant operations.
- Introduces/manages systems to track and improve operational effectiveness.
- Introduces/manages initiatives to improve safety, health and employee relations in the work environment.
- Manages and develops plant leadership.
- Builds effective working relationships with other areas of the business.

Typically has a Technical or Business Diploma. May have a business or engineering degree. Has extensive plant or technical management experience.

PRODUCTION SUPERINTENDENT (LEVEL 2) - POSITION CODE 3773

Responsible for several production areas. May be Plant Manager of a small plant. Duties may include:

- Works through Plant Supervisors to ensure co-ordination and achievement of area objectives (quality, cost, timelines, safety, customer satisfaction etc.).
- Monitors trends and supervises initiatives affecting use of new equipment, processes, and operations.
- Reviews progress against area objectives and implements operational changes as requires.
- Develops, manages operational budget.
- Reports to Plant Manager in a large plant or VP Operations in a smaller plant.

Typically has a Technical or Business Diploma. Has in-depth knowledge, skills and experience in plant operations. Has significant supervisory experience and understanding of the business.

PRODUCTION SUPERVISOR (LEVEL 1) - POSITION CODE 3774

Responsible for the processes and output of one or more production areas in a plant. Duties may include:

- Works through several shift supervisors to ensure production achieves production goals (relative to quality, volumes cost, timeliness etc.).
- Ensures areas have required resources (manpower, materials, equipment, workable production plans).
- Ensures effective equipment maintenance, safety, housekeeping standards are maintained.
- Builds and maintains a healthy and safe work environment.
- Reports to the Plant Superintendent in a large plant or the Plant Manager in a small plant.

Typically has a High School diploma. May have a technical or business diploma. Has in-depth technical knowledge, skills and experience in several production areas. Good communication and problem solving skills.

SHIFT SUPERVISOR - POSITION CODE 3775

First level of supervision. Provides day-to-day operational direction of a crew of operators/assemblers. Duties may include:

- Schedules and co-ordinates the work on each shift.
- Observes and checks the work in progress to ensure operating, material procession, and safety standards are met.
- Ensures safety and housekeeping standards are maintained.
- May have input into recommendations regarding performance management, recruiting and other HR activities.
- Oversees the training of junior staff.
- Makes routine decisions and recommendations within established guidelines.
- Exercises judgment in selection of applicable methods, processes.

Typically has a High School diploma. May have some technical post-secondary education. Has in-depth technical knowledge, skills and experience in area of work. Good communication and problem solving skills.

OPERATOR / ASSEMBLER 4 - POSITION CODE 3776

Senior level. May be informal lead of production team. Operates with minimal direction and provides expert skills in the assembly, processing and maintenance of a wide range of complex and new products and operations. Duties may include:

- Acts as the team's expert trouble-shooter.
- Recommends changes in manufacturing and design processes or addition of quality control measures.
- Develops operating procedures for new equipment. May assemble, repair or modify test units.
- May provide work direction, mentoring, modeling or training to junior staff.

Typically has High School diploma. May have some technical post-secondary education. Has in-depth technical/mechanical knowledge, skills and experience in assembling, processing and repairing a wide range of complex equipment or products specific to this industry.

OPERATOR / ASSEMBLER 3 - POSITION CODE 3777

Fully competent level. Works as a member of a production team in a variety of situations using varied processes and materials to produce a wide range of products. Duties may include:

- Performs complex assembly, processing or repair of products or equipment.
- Ensures correct operation of production equipment through observation of varied monitoring devices.
- May track defects in products, equipment and conduct inspections.
- Skilled in final inspections, safety and materials handling.

Typically has High School diploma. May have some technical post-secondary education. Has technical/mechanical knowledge, skills and experience in assembling, processing and repairing a wide range of equipment or products specific to this industry.

OPERATOR / ASSEMBLER 2 - POSITION CODE 3778

Developmental Level. Under general supervision, performs repetitive tasks as a member of a production team, which produces a limited number of products. Duties may include:

- Identifies and understands use of varied electronic/manual equipment. Follows repetitive, well-defined procedures and more varied equipment to assemble, process or repair a range of standardized products.
- Uses a variety of instruments to monitor operations. May be required to perform go/no go testing.
- Develops skills in quality, safety and materials handling, and general maintenance.
- Shift work may be required.

Typically has High School diploma. May have some technical post-secondary education. Has a demonstrated aptitude for mechanical/technical work. Has some related manufacturing experience. Familiar with reading and understanding specification sheets, acceptance testing, quality controls and processes.

OPERATOR / ASSEMBLER 1 - POSITION CODE 3779

Entry Level. Under close supervision, learns to perform routine, repetitive tasks as a member of a production team, which produces a limited number of products. Duties may include:

- Identifies and understands use of specific electronic/manual equipment.
- Follows repetitive, well defined procedures, and uses simple equipment to assemble or process a narrow range of products.
- Understands and can use instruments which monitor equipment operations.
- Develops skills in set-ups and assists senior operators.
- Develops skills in routine safety and material handling.
- Shift work may be required.

Typically has a High School diploma. May have some technical post-secondary education or some manufacturing experience. Has an aptitude for mechanical/technical work.

MANUFACTURING ENGINEERING**MANUFACTURING ENGINEERING MANAGER - POSITION CODE 3823**

Responsible for the planning, development, implementation, and maintenance of manufacturing methods, processes, and operations for new and existing products, machines and tools. Duties may include:

- Ensures the effective use of materials, equipment and personnel in producing quality products at minimum costs.
- Acts as a liaison with engineering in releasing new products.
- Develops systems to maintain reports and record keeping of company products.
- Selects, develops, and evaluated personnel to ensure the efficient operation of the function.
- Manages the activities of a section or department with responsibility for results, including costs, methods and staffing.
- Works on issues of diverse scope where analysis of situation or data requires evaluation of a variety of factors including an understanding of current business trends.

University degree, preferably in Mechanical, Industrial or Manufacturing Engineering. Has a minimum of 12 years of related experience including supervisory.

MANUFACTURING ENGINEER SPECIALIST (Level E) - POSITION CODE 3825

Specialist Level. Responsible for the development, direction and implementation of operations and processes in the manufacturing of materials. Duties may include:

- Optimize and lead the productivity and design in the manufacturing of materials.
- Meet quality and safety standards.
- May direct more junior technical staff.
- Drive continuous improvement strategies in the manufacturing process to keep up with industry standards.
- Monitor current and new equipment, tool and process reliability.
- Work with production team to reduce costs.

University degree, preferably in Mechanical, Industrial or Manufacturing Engineering. Has a minimum of 10 – 12 years of related experience.

MANUFACTURING ENGINEER (Level D) - POSITION CODE 3826

Senior Level. Responsible for the development, and implementation of operations and processes in the manufacturing of materials. Duties may include:

- Develop process productivity improvement and design in the manufacturing of materials.
- Meet quality and safety standards.
- Reports to the manufacturing engineering manager and may advise on technical problems.
- Drive continuous improvement strategies in the manufacturing process to keep up with industry standards.
- Monitor current and new equipment, tool and process reliability.
- Work with production team to reduce costs.

University degree, preferably in Mechanical, Industrial or Manufacturing Engineering. Has a minimum of 7 – 8 years of related experience.

MANUFACTURING ENGINEER (Level C) - POSITION CODE 3827

Fully Competent Level. Responsible for the implementation of operations and processes in the manufacturing of materials. Duties may include:

- Implement process productivity improvement and design in the manufacturing of materials.
- Meet quality and safety standards.
- Work is generally not supervised and may direct lower level engineers.
- Develop continuous improvement strategies in the manufacturing process to keep up with industry standards.
- Monitor current and new equipment, tool and process reliability.
- Work with production team to reduce costs.

University degree, preferably in Mechanical, Industrial or Manufacturing Engineering. Has a minimum of 5 – 6 years of related experience.

MANUFACTURING ENGINEER (Level B) - POSITION CODE 3828

Developmental Level. Assists in the development and implementation of operations and processes in the manufacturing of materials. Duties may include:

- Assist in the design of the manufacturing of materials.
- Meet quality and safety standards.
- Assist with continuous improvement strategies in the manufacturing process to keep up with industry standards.
- Monitor current and new equipment, tool and process reliability.
- Work with production team to reduce costs.

University degree, preferably in Mechanical, Industrial or Manufacturing Engineering. Normally has 2 – 3 years related experience.

MANUFACTURING ENGINEERING TECHNICIAN 2 - POSITION CODE 3833

Senior Level. Performs a variety of complex technical functions related to the development and operations of the manufacturing equipment and facilities. Duties may include:

- Performs operational tests and fault isolation on systems and equipment to ensure conformance with design specifications.
- Troubleshoot technical and mechanical problems.
- Provides design details where necessary.
- Recommends modifications to designs.
- Utilizes a wide variety of developmental tests or diagnostic equipment to monitor, test and troubleshoot complex or complete systems.

Typically required is technical school graduation with a minimum of 5 years directly related work experience in manufacturing development.

MANUFACTURING ENGINEERING TECHNICIAN 1 - POSITION CODE 3834

Intermediate Level. Performs moderately complex activities related to development and or maintenance of the manufacturing equipment and facilities. Duties may include:

- Assists in general research work.
- Troubleshoot technical and mechanical problems.
- Conducts tests and detailed experimentation to collect development data.
- Assists in prototype fabrication and assembly.
- Performs construction, troubleshooting, and repair of standard and test equipment.

Typically requires Technical school graduation with 2 - 3 years experience.

SCIENCE

When you report your individual salary data for each incumbent (on the cash spreadsheet), please identify the particular discipline of their role.

The options are:

Specialty/Discipline – (BIO) Biology, (CHM) Chemistry, (ENV) Environmental

R & D DIRECTOR - POSITION CODE 3842

Senior Management Level. Responsible for long range planning, coordination of Research and Development function and contribution to organization's business strategy. Operates with broad management authority, limited only by general objectives and policies of the organization. Alternatively, may work as an internal authority, responsible for programs that shape the future direction of the organization and solve the most complex and challenging issues. Duties may include:

- Plans and implement research science strategies and activities.
- Manages and conducts scientific research development and technical programs to develop new innovative products or enhancements.
- Determines and establishes goals, scope, approaches, and budgets to accomplish overall objectives and goals.
- Provides ongoing guidance, coaching and feedback to direct reports.
- May lead a large research science function or department or a group of highly specialized industry experts.

Typically has a BSc. or grad degree, with 15+ years of broad research experience, with a significant amount of experience in a management or leadership role.

R & D MANAGER - POSITION CODE 3843

Management Level. Responsible for planning, organizing, and directing the work activities and staff of an R & D function and directing several groups. Duties may include:

- Plans and implement research science strategies and activities such as:
- Manages and conducts scientific research development and technical programs to develop new innovative products or enhancements.
- Determines and establishes goals, scope, approaches, and budgets to accomplish overall objectives and goals.
- Provides ongoing guidance, coaching and feedback to direct reports.
- May lead a large research science function or department or a group of highly specialized industry experts.

Typically has a BSc or grad degree, with 12 + years of broad research experience, with experience in a leadership role.

SCIENTIST 5 - POSITION CODE 3845

Expert level. Provides high level technical expertise for the design and development of new research approaches and projects. Acknowledged expert specialist within industry and company. Has an extensive record of technical excellence and innovation demonstrated through publications, patents and the solution of significant business problems. Duties may include:

- Project planning, scheduling and tracking.
- Working independently, researches designs, and develops state of the art products.
- May develop ground-breaking prototypes of components and devises.
- Researches and defines innovative solutions to the most complex and technically challenging hardware issues.
- Is generally recognized as a leader in their technical specialty.
- May provide mentoring and coaching to other technical employees.

Typically has a BSc. or grad degree, with extensive research experience, highly competent in a variety of specialty areas.

SCIENTIST 4 - POSITION CODE 3846

Specialist Level. Demonstrates originality and creativity in research, which produces practical and economic solutions to business problems. Leads and participates in short and long term project planning. Work is assigned in terms of broad objectives and is reviewed from a policy perspective. Duties may include:

- Works independently in performing in-depth analysis, interpretation and recommendation of technical solutions.
- Provides technical guidance and advice to other project team members.
- Recognized internally and externally for technical expertise.

Requires a degree in specific area of science with minimum 7 - 8 years industry experience, typically with a specialty area.

SCIENTIST 3 - POSITION CODE 3847

Senior Level. Plans and conducts experiments to solve significant or unusual problems. Demonstrates strong technical competence in area of specialization, and creativity in devising new approaches and developing new applications and interpreting test results. Duties may include:

- Responsible for managing medium-sized projects or more complex projects.
- Works independently in performing in-depth analysis, interpretation and recommendation of technical solutions.
- Provides technical guidance and advice to other project team members.

Requires a degree in specific area of science with minimum 7 - 8 years industry experience, typically with a specialty area.

SCIENTIST 2 - POSITION CODE 3848

Working Level. Works independently, conducting analysis, interpreting data and developing conclusions. Demonstrates technical competence in carrying out experiments, and using established procedures to solve varied problems. Technical guidance is usually available to assist with unusual problems. Duties may include:

- May contribute to more complex and unusual tests conducted by a senior scientist.
- Works independently in performing in analysis and the interpretation of results.
- May provide work guidance to more junior technical staff within the scope of a specific project.

Requires a degree in specific science with minimum 5 - 6 years related industry experience.

SCIENTIST 1 - POSITION CODE 3849

Developmental Level. Receives training and is well supervised in 'on the job' assignments. Prepares simple tests/experiments, solves routine problems in accordance with established methods or specifications. Work is reviewed for accuracy and adherence to established procedures. Duties may include:

- Conducts routine technical inspections and prepare reports.
- Performs tests and analysis.
- Responsible for routine technical decisions within clearly defined procedures or precedents.

Requires a degree in specific science with limited industry experience.

LAB MANAGER - POSITION CODE 3852

Responsible for the management of the lab and its people; ensuring budget, and efficient operations and resources.

Duties may include:

- Managing the lab, including, hiring, monthly scheduling, performance management, employee dismissal, coaching, and feedback.
- Responsible for budgeting and purchasing.
- Reporting – sample reports, worth contribution, and tracking of sample numbers.
- Project coordination – interaction with field, plant manufacturing, and technical services.
- Contract administration with labs – testing.

Undergraduate chemistry degree. Experience in a managerial/supervisory role. Strong analytical and problem solving skills are required. 4 – 5 years of progressive experience.

LAB TECHNOLOGIST 2 - POSITION CODE 3855

This role is responsible for conducting complex laboratory testing, analysis and reporting. Duties may include:

- Conducts routine analysis (3 routine groups – total water, solids and waxes, and residuals corrosion) for field sales force; including testing, analytical assessments, and generating data and reports.
- Performs role as Safety Coordinator, including scheduling monthly meetings, agendas, minutes, action items, etc.
- Conduct regular and on-going housekeeping, including cleaning, maintenance, calibrations, etc.

Chemical Technologist diploma (2 year program – NAIT/SAIT), with 1-3 years experience in related environment or industry. WHMIS, H2S Alive, TDG training is beneficial (may be learned on the job). Corrosion course also beneficial.

LAB TECHNOLOGIST 1 - POSITION CODE 3856

This role is responsible for conducting routine laboratory testing, analysis and reporting. Duties may include:

- Conducts routine analysis (3 routine groups – total water, solids and waxes, and residuals corrosion) for field sales force; including testing, analytical assessments, and generating data and reports.
- Performs role as Safety Coordinator, including scheduling monthly meetings, agendas, minutes, action items, etc.
- Conduct regular and on-going housekeeping, including cleaning, maintenance, calibrations, etc.

Chemical Technologist diploma (2 year program – NAIT/SAIT), with 1-3 years experience in related environment or industry. WHMIS, H2S Alive, TDG training is beneficial (may be learned on the job). Corrosion course also beneficial.

LAB ASSISTANT - POSITION CODE 3858

This role is responsible for assisting with routine laboratory testing, records keeping and equipment setup and maintenance. Duties may include:

- Setting up equipment to prearranged specifications, keeping records in order and distributing specimens to the appropriate laboratory sections.
- Conduct regular and on-going housekeeping, including cleaning, maintenance, calibrations, etc.

High School Diploma, successful completion of a Laboratory Assistant Training Program is beneficial.

FACILITIES MAINTENANCE**DIRECTOR FACILITIES - POSITION CODE 3805**

Responsible for the planning, managing, upgrading and repair of large, complex company facilities or several facilities in different locations. Duties may include:

- Develops plans for the effective utilization of company assets.
- Negotiates with realtors, leasing agencies for renewal of rental agreements, purchase/sale of space.
- Ensures facilities are utilized in a cost effective manner.
- Manages maintenance and operation of facilities.
- Establishes overall facility safety standards, policies and procedures.
- Works with suppliers and contractors to manage new construction, and renovation of existing facilities.
- Manages third party contracts regarding facilities operation.
- Manages staff assigned to maintenance and operations.

Typically has post-secondary education with a minimum of 8 - 10 years of increasingly responsible experience in facility maintenance and administration.

FACILITIES MANAGER - POSITION CODE 3810

Responsible for the planning, managing, upgrading and repair of company facilities, equipment and properties. Duties may include:

- Develops plans for the effective utilization of company assets.
- Negotiates with realtors, leasing agencies for renewal of rental agreements, purchase/sale of space.
- Ensures facilities are utilized in a cost effective and safe manner including:
- Maintenance and operation of facilities in a safe and clean manner.
- Sets overall facility safety standards, or liaises with Health & Safety staff to ensure adherence to standards.
- Works with suppliers and contractors to manage new construction, and renovation of existing facilities.
- Manages third party contracts regarding facilities operation.
- Ensures fire alarms and equipment are regularly maintained and safety drills are conducted.
- Manages staff assigned to maintenance and operations.

Typically has post-secondary education with a minimum of 4 - 5 years of increasingly responsible experience in facility maintenance and administration.

FACILITIES COORDINATOR - POSITION CODE 3815

Coordinates the operations of company facilities, equipment and properties. Duties may include:

- Supports the overall corporate facilities plan including builds and renovations, subleases, and furniture and equipment requirements.
- Maintains regulatory documentation, safety records, leasing, legal and related facility files.
- Assists with project management and contractor schedules.
- Provides guidance to operations and maintenance staff and contractors.
- Updates defined procedures and standards for facility-wide distribution and provides clerical support.

Typically has 3 - 5 years of facilities or property management administration experience, combined with a High School education. Proficient with several software applications. Good communications and organizational skills required.

FACILITIES MAINTENANCE MECHANIC - POSITION CODE 3811

Fully Competent. Performs a wide variety of skilled general maintenance, repair, and modification of machinery and mechanical equipment. Duties may include:

- Performs preventative maintenance on equipment and mechanical systems.
- Examination of mechanical equipment to diagnose potential future problems.
- Assembles and installs mechanical equipment and systems, following drawings, blueprints, and general instructions.
- May provide leadership to junior personnel.

Formal technical training with an ability to perform trade functions at the journeyman level.

MAINTENANCE WORKER - POSITION CODE 3812

Fully Competent. Performs routine, manual tasks involving repetitive and standardized assignments relating to the maintenance of facilities. Duties may include:

- Performs semi-skilled tasks in the maintenance, repair, and improvement of facilities.
- Carpentry and painting, and use of standard hand and power tools.
- Assists in the movement of furniture, materials, and equipment as needed.

Basic reading, writing, and arithmetical abilities with several years of general facility maintenance experience.

SANITATION CUSTODIAN - POSITION CODE 3817 (Revised)

Responsible for the sanitation and cleaning of the facilities. Duties may include:

- Cleans and sanitizes operational areas and equipment.
- Covering, disassembling or moving equipment as needed.
- Fills and labels sanitation supplies appropriately.
- Ensures supplies and chemicals are stored properly.
- Follows proper safety guidelines.

Previous custodial experience.

SECURITY MANAGER - POSITION CODE 3813

Plans, organizes, directs, and controls the activities and staff involved in developing and administering company security policies, procedures, and programs. Duties may include:

- Recommends procedures and systems for visitor control, employee identification, security clearance administration, and the safeguard of company facilities, equipment, and material.
- Provides security controls of company facilities, equipment, and materials.
- Provides security control through direction of a guard force or through retention of contract services.
- Responsible for employees in security function.

Knowledge of security requirements and practices normally obtained through a minimum of 4 years of related experience, as well as experience in directing others.

SECURITY GUARD - POSITION CODE 3814

Fully Competent. Guards and patrols company property. Duties may include:

- Protection of property and personnel against fire, theft, vandalism, illegal entry, and other hazards.
- Controls entrance points.
- Tours premises to examine doors, windows, and gates to ensure appropriate level of security.
- Observe incoming and outgoing persons to guard against theft of company property.

High school diploma with basic reading, writing, and communication skills.

TECHNICAL SERVICES**MANAGER TECHNICAL SERVICES - POSITION CODE 4410**

Responsible for providing competent technical field service support, and liaising with the maintenance staff, engineers, and site management. Duties may include:

- Plans schedules and resourcing technical services staff for the installation and servicing of major mechanical/ electronic equipment, egs, generators, turbines, compressors and control equipment at varied sites.
- Establishing and maintaining plant and equipment, resolve technical problems and ensure quality and safety.
- Scheduling estimating, inspection, test plans and outage planning or safety issues.
- Assessing and interpreting technical specifications, technical strategy, product research and development.

Typically has Engineering Degree or equivalent technical background, with 10+ years of "hands-on" experience in the related industry.

SR. TECHNICAL FIELD ADVISOR - POSITION CODE 4415

Responsible for providing competent technical field service support, and liaising with the maintenance staff, engineers, and site management. Duties may also include:

- Assisting in the installation and servicing of major mechanical/ electronic equipment, egs, generators, turbines, compressors and control equipment at varied sites.
- Establishing and maintaining plant and equipment, resolve technical problems and ensure quality and safety.
- Scheduling estimating, inspection, test plans and outage planning or safety issues.
- Reviewing/ revising technical specifications, technical strategy, product research and development.

Typically has Engineering Degree or equivalent technical background, with 7- 8 years of "hands-on" experience in the related industry.

TECHNICAL FIELD ADVISOR - POSITION CODE 4417

Provides technical support to external customers and advises customers or staff on best practices related to equipment operation. Duties may include:

- Reviewing, interpreting and reporting on technical specifications and equipment needs.
- Inspecting and evaluating equipment performance to recommend repairs, diagnose problems, identify performance measurements or make other testing recommendations.
- Preparing estimates for on-site technical service, commissioning or training costs.

Typically has Engineering degree or Technology diploma in specific discipline with 3-5 years of industry related experience, with good computer skills.

TECHNICAL COORDINATOR - POSITION CODE 4419

Responsible for coordination of all site engineering support enquiries, and liaison between customers and engineering staff on field engineering related issues, long term planning and outage related inquiries. The position entails coordination and expediting site engineering requirements. Duties may include:

- Reviewing, interpreting, and commenting on technical specifications or provide proposal assistance.
- Participating in field activities including studies, site and equipment inspection and emergency callouts for operational or shutdown activities, outage planning or safety issues, and safety or cost improvements.

Typically has Engineering degree or Technology diploma in specific discipline with 2-3 years of industry related experience, with good computer skills.

TECHNOLOGISTS

Involved in the development and maintenance of electronic/electro-mechanical systems or other engineering related products.

TECHNOLOGIST LEAD - POSITION CODE 4432

Supervisory Level. Responsible for supervision of employees who perform design, development, construction and testing of development equipment, products and assemblies. Duties may include:

- Oversees the detailed design process for equipment and new components.
- Ensures that work meets company standards and schedules.
- Responsible for the recruiting, training, employee motivation and discipline of assigned employees.
- Develops or directs the set-up of test equipment and the conduct of appropriate tests on new, prototype or experimental units.
- Reviews and summarizes test results, reports trends to manufacturing to improve on poor performance of components and products.
- Develops studies and performs non-repetitive research regarding materials or parts needed for design or enhancements.
- May liaise with customer services and interface with clients in troubleshooting equipment or product problems.

Typically requires post-secondary education in an electrical, electro-mechanical or mechanical discipline with a minimum of 10 + years directly related experience.

TECHNOLOGIST 4 - POSITION CODE 4434

Expert Level. Assists in the design, development, construction and testing of development equipment, products and assemblies. Duties may include:

- Develops detailed designs for new equipment or components.
- Develops or directs the set-up of test equipment and the conduct of appropriate tests on new, prototype or experimental units.
- May work with customer services and interface with clients in troubleshooting equipment or product problems.
- Develops studies and performs non-repetitive research regarding materials or parts needed for design or enhancement.

Typically requires post-secondary education in an electrical, electro-mechanical or mechanical discipline with a minimum of 8 + years directly related experience.

TECHNOLOGIST 3 - POSITION CODE 4436

Senior Level. Performs a variety of complex electronic technical functions related to the development or of electronic or electro-mechanical systems or circuitry. Duties may include:

- Performs operational tests and fault isolation on systems and equipment to ensure conformance with design specifications.
- Provides design details where necessary.
- Recommends modifications to designs to support development or troubleshooting activities.
- Utilizes a wide variety of developmental tests or diagnostic equipment to monitor, test and troubleshoot complex or complete systems and identify and perform repairs.

Typically required is technical school graduation with a minimum of 5 years directly related work experience in technical development.

TECHNOLOGIST 2 - POSITION CODE 4437

Intermediate Level. Performs moderately complex activities related to development and or maintenance of electronic or electro-mechanical systems. Duties may include:

- Assists in general research work.
- Conducts tests and detailed experimentation to collect development data or resolve client problems or make repairs.
- Assists in prototype fabrication and assembly and testing.
- Performs construction, troubleshooting, and repair of standard and test equipment.

Typically requires Technical school graduation with 3 - 5 years experience is required.

TECHNOLOGIST 1 - POSITION CODE 4438

Developmental Level. Performs routine functions related to electronic or electro-mechanical development and or maintenance activities. Duties may include:

- Performs routine operational tests on development systems and equipment to ensure compliance with design specifications.
- Diagnoses and isolates malfunctions down to component level.
- Conducts defined engineering tests as required.

Typically requires Technical school graduation with 2 years electronics experience is required.

TRADES**MILLWRIGHT**

Also known as Industrial Mechanics. Responsible for installing, troubleshooting and maintaining industrial equipment.

Duties may include:

- Machine assembly, blueprint reading, bearing fitting, gears and shaft alignment, and drive systems maintenance.
- Basic machine shop and welding duties.
- Ability to use precision measurement tools and testing equipment.

LEAD - POSITION CODE 4510
 JOURNEYMAN - POSITION CODE 4511
 4TH YEAR APPRENTICE - POSITION CODE 4512
 3RD YEAR APPRENTICE - POSITION CODE 4513
 2ND YEAR APPRENTICE - POSITION CODE 4514
 1ST YEAR APPRENTICE - POSITION CODE 4515

HEAVY DUTY MECHANIC

Responsible for the repair, overhaul and maintenance of mobile heavy equipment. Duties may include:

- Inspect equipment to detect faults and malfunctions.
- Clean, lubricate and maintain equipment.
- Test equipment for proper performance.
- Adjust and/or replace defective equipment or parts.

LEAD - POSITION CODE 4520
 JOURNEYMAN - POSITION CODE 4521
 4TH YEAR APPRENTICE - POSITION CODE 4522
 3RD YEAR APPRENTICE - POSITION CODE 4523
 2ND YEAR APPRENTICE - POSITION CODE 4524
 1ST YEAR APPRENTICE - POSITION CODE 4525

FLEET MECHANIC

Responsible for the repair, overhaul and maintenance of fleet vehicles. Duties may include:

- Inspect equipment to detect faults and malfunctions.
- Clean, lubricate and maintain equipment.
- Test equipment for proper performance.
- Adjust and/or replace defective equipment or parts.
- Perform field repair work on down fleet vehicles.

LEAD - POSITION CODE 4530

JOURNEYMAN - POSITION CODE 4531

4TH YEAR APPRENTICE - POSITION CODE 4532

3RD YEAR APPRENTICE - POSITION CODE 4533

2ND YEAR APPRENTICE - POSITION CODE 4534

1ST YEAR APPRENTICE - POSITION CODE 4535

ELECTRICIAN

Responsible for installing, maintaining, testing and repairing electrical systems and equipment. Duties may include:

- Install, repair and maintain electrical systems.
- Conform to building codes and other regulations.
- Ability to interpret blueprints and code specifications.
- Prepare cost estimates and documentation for clients.

LEAD - POSITION CODE 4540

JOURNEYMAN - POSITION CODE 4541

4TH YEAR APPRENTICE - POSITION CODE 4542

3RD YEAR APPRENTICE - POSITION CODE 4543

2ND YEAR APPRENTICE - POSITION CODE 4544

1ST YEAR APPRENTICE - POSITION CODE 4545

WELDER

Responsible for joining, making and welding metal components. Duties may include:

- Ability to use welding and fabrication tools.
- Read and interpret blueprints and diagrams.
- Quality assurance and control.
- Ensures effective equipment maintenance, safety and housekeeping standards are maintained.
- Build and maintain a healthy and safe work environment.
- General maintenance.

LEAD - POSITION CODE 4550

JOURNEYMAN - POSITION CODE 4551

4TH YEAR APPRENTICE - POSITION CODE 4552

3RD YEAR APPRENTICE - POSITION CODE 4553

2ND YEAR APPRENTICE - POSITION CODE 4554

1ST YEAR APPRENTICE - POSITION CODE 4555

PIPEFITTER

Responsible for fabrication and installation of piping systems. Duties may include:

- Lays out, fabricates, assembles, installs, and maintains piping and piping systems, fixtures, and equipment for steam, hot water, heating, cooling, lubricating, sprinkling, and industrial processing systems.
- Conducts pressure test of system to assure pressure tight joints and proper circulation and flow.
- Read and interpret blueprints and diagrams.
- Diagnoses trouble and determines nature and extent of repairs.
- Quality assurance and control.

LEAD - POSITION CODE 4560

JOURNEYMAN - POSITION CODE 4561

4TH YEAR APPRENTICE - POSITION CODE 4562

3RD YEAR APPRENTICE - POSITION CODE 4563

2ND YEAR APPRENTICE - POSITION CODE 4564

1ST YEAR APPRENTICE - POSITION CODE 4565

POWER (STATIONARY) ENGINEER

Responsible for operating and monitoring large motors, engines and related control devices that supply and distribute power, heat, refrigeration. Duties may include:

- Ensure all equipment operates safely, economically, and within the established limits.
- Be capable of operating, maintaining, repairing, and troubleshooting of equipment.
- Knowledge of computerized controls practices.
- Co-ordinate, plan and execute the preventive and corrective maintenance on equipment and systems.

Technical school training with a minimum of 3rd class stationary (power) engineer certificate.

1 st Class (LEAD)	- POSITION CODE 4570 (Renamed)
2 nd Class	- POSITION CODE 4571 (Renamed)
3 rd Class	- POSITION CODE 4572 (Renamed)
4 th Class	- POSITION CODE 4573 (Renamed)
5 th Class	- POSITION CODE 4574 (Renamed)

GENERAL LABOURER

Perform a variety of general labour tasks. Duties may include:

- Material handling, loading/unloading trucks.
- Cleaning work areas and equipment.
- May use powered equipment.
- Assist machine operators, assemblers and other workers.

SENIOR	- POSITION CODE 4580
SKILLED	- POSITION CODE 4581
INTERMEDIATE	- POSITION CODE 4582
ENTRY	- POSITION CODE 4583

PLUMBER (NEW)

Responsible for the installation, maintenance, repair and trouble shooting of all plumbing systems. Duties may include:

- Follows instructions according to specifications and mechanical or architectural drawings.
- Study building plans to determine the layout for plumbing and other materials.
- Conducts all work in accordance with standard practices.
- May provide direction to apprentices.

LEAD	- POSITION CODE 4590 (NEW)
JOURNEYMAN	- POSITION CODE 4591 (NEW)

CARPENTER (NEW)

Responsible for preparing layouts, building foundations and operating power tools. Duties may include:

- Reading and interpreting blue prints, drawings and specifications.
- Applying specialized skills in framing and form work.

LEAD	- POSITION CODE 4596 (NEW)
JOURNEYMAN	- POSITION CODE 4597 (NEW)