

## THE SUPPLY CHAIN & MANUFACTURING SURVEY

### 2016 BENCHMARK POSITIONS

#### MANAGEMENT

Director of Supply Chain  
General Manager  
VP Manufacturing  
VP Operations  
Director of Transportation  
Director Loss Prevention/Risk Management

#### PROCUREMENT

Director Procurement  
Procurement Manager  
Buyer Lead (Supervisor)  
Buyer 3  
Buyer 2  
Buyer 1  
Import/Export Manager  
Import/Export Clerk  
Materials Manager  
Materials Coordinator (Revised Title)  
Purchasing Clerk

#### CONTRACTS

Contract Manager  
Contract Specialist  
Contract Senior Analyst  
Contract Analyst  
Contract Administrator  
Contract Assistant  
Land Agent (New)

#### WAREHOUSING & DISTRIBUTION

Warehouse Manager  
Fleet Manager  
Inventory Manager  
Inventory Control Analyst  
Inventory Clerk  
Warehouse Supervisor  
Stock Handler 1  
Stock Handler 2  
Forklift Operator  
Order Picker  
Shipping and Receiving Supervisor  
Shipping/Receiving Clerk  
Logistics Analyst

#### PRODUCTION

Director Operations  
Operations Manager  
Production Plant Manager (Level 3)  
Production Superintendent (Level 2)  
Production Supervisor (Level 1)  
Shift Supervisor  
Operator/Assembler 4  
Operator/Assembler 3  
Operator/Assembler 2  
Operator/Assembler 1

#### EQUIPMENT AND MAINTENANCE

Director Maintenance  
Director Equipment  
Service Writer  
Equipment Manager  
Equipment Coordinator  
Heavy Equipment Operator 2  
Heavy Equipment Operator 1  
Equipment Clerk  
Manager Heavy Equipment Maintenance  
Maintenance Supervisor  
Parts Technician  
Heavy Equipment Maintenance Planner  
Shop Foreman  
Heavy Equipment Technician  
Mechanic Helper

#### OPERATIONS ADMIN

Manager Supply Chain  
Supply Chain Analyst  
Supply Chain Specialist/Category Manager  
EDI Support Specialist  
Client Liaison Coordinator  
Product Development Manager  
Production Planning Manager  
Production Planner 2  
Production Planner 1  
Production Maintenance Planner  
Operational Excellence Coordinator

#### HEALTH AND SAFETY

Director Health, Safety & Environment  
Safety Manager  
Safety Specialist  
Safety Coordinator  
Safety Advisor 2  
Safety Advisor 1  
Occupational Nurse 2  
Occupational Nurse 1

#### QUALITY CONTROL

Quality Control Director  
Quality Control Manager  
Quality Control Specialist  
Quality Control Analyst 3  
Quality Control Analyst 2  
Quality Control Analyst 1

#### TRANSPORTATION

Transportation Manager  
Traffic Supervisor  
Dispatcher 2  
Dispatcher 1  
Truck Driver – Heavy  
Truck Driver – Light  
Truck Driver/Operator 2  
Truck Driver/Operator 1  
Swamper

#### ASSET MANAGEMENT

Asset Management Manager  
Asset Management Coordinator

#### MANUFACTURING ENGINEERING

Manufacturing/Process Engineering Manager  
Manufacturing/Process Engineer Specialist (Level E)  
Manufacturing/Process Engineer (Level D)  
Manufacturing/Process Engineer (Level C)  
Manufacturing/Process Engineer (Level B)  
Manufacturing/Process Engineer (Level A)  
Manufacturing Engineering Technician 2  
Manufacturing Engineering Technician 1

#### SCIENCE

R & D Director  
R & D Manager  
Scientist 5  
Scientist 4  
Scientist 3  
Scientist 2  
Scientist 1  
Lab Manager  
Lab Technologist 2  
Lab Technologist 1  
Lab Assistant

#### ENVIRONMENTAL SCIENTISTS

Environmental Manager  
Environmental Scientist 5  
Environmental Scientist 4  
Environmental Scientist 3  
Environmental Scientist 2  
Environmental Scientist 1  
Environmental Technician

#### HOSPITALITY/LODGING

Lodging Manager  
Catering Operations Manager  
Executive Housekeeper (New)  
Housekeeper Supervisor (New)  
Housekeeping Attendant  
Front Desk Supervisor (New)  
Front Desk Agent  
Executive Chef (Revised Title)  
Sous Chef (Revised Title)  
Cook (Revised Title)

#### FACILITIES MAINTENANCE

Director Facilities  
Facilities Manager  
Facilities Coordinator  
Facilities Assistant  
Facilities Maintenance Mechanic  
Maintenance Worker  
Custodian  
Security Manager  
Security Guard

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### 2016 BENCHMARK POSITIONS

(continued)

#### MINING OPERATIONS

Mine Manager  
Mine Maintenance Manager  
Minerals Processing Operator 3  
Minerals Processing Operator 2  
Minerals Processing Operator 1  
Diamond Driller  
Prospector  
Underground Miner  
Diamond Driller Helper  
Mining Engineer F+  
Mining Engineer F  
Mining Engineer E  
Mining Engineer D  
Mining Engineer C  
Mining Engineer B  
Mining Engineer A

#### TECHNICAL SERVICES

Manager Technical Services  
Sr. Technical Field Advisor  
Technical Field Advisor  
Technical Coordinator  
Field Service Technician

#### TECHNOLOGISTS

Technologist Lead  
Technologist 4  
Technologist 3  
Technologist 2  
Technologist 1

#### FIELD INSPECTORS

Chief Inspector  
Field Inspector 3  
Field Inspector 2  
Field Inspector 1

#### PIPELINE SERVICES

Pipeline Logistics Coordinator  
Pipeline Maintenance Technician  
Pipeline Field Service Technician  
Pipeline Data Analyst

#### PROJECT CONTROLS

Project Controls Manager  
Project Controls Specialist  
Estimator  
Planner/Scheduler  
Job Cost Administrator

#### PLANT/PROCESS OPERATORS

Plant/Process Operations Shift Supervisor  
Plant/Process Operator 4  
Plant/Process Operator 3  
Plant/Process Operator 2  
Plant/Process Operator 1

#### TRADES

##### *Foremen*

Trades General Foreman (New)  
Trades Foreman 2 (New)  
Trades Foreman 1 (New)

##### *Millwright*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Heavy Duty Mechanic*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Fleet Mechanic*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Electrician*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Welder*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Pipefitter*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *General Labourer*

Skilled Labourer  
Unskilled Labourer

#### TRADES

##### *Power (Stationary) Engineer*

1st Class (Lead)  
2nd Class  
3rd Class  
4th Class  
5th Class  
Power Engineering Technologist

##### *Machinist*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Painter*

Lead  
Journeyman

##### *Plumber*

Lead  
Journeyman

##### *Instrumentation Tech*

Lead  
Journeyman

##### *Carpenter*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Boilermaker*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

##### *Automotive Service Technician*

Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice