

2019 BENCHMARK POSITIONS

THE TECHNICAL SURVEY

► [View Survey Position Descriptions \(click here\)](#) ◀

MANAGEMENT/PROJECT MANAGEMENT

Information/Technical Systems Executive
Information & Technology Infrastructure Executive
Director of Project Management Officer
Engineering Executive
Engineering Practice Director
Chief Technology Officer (CTO)
Senior Project/Technical Director
Project/Technical Director
Senior Project/Department Manager
Project Manager
Team/Project Leader 2
Team/Project Leader 1
Project Administrator 3
Project Administrator 2
Project Administrator 1
Technical Area Manager
Field Operations Manager

TECHNOLOGY SOLUTIONS

Technology Solutions Architect 3
Technology Solutions Architect 2
Technology Solutions Architect 1
Cloud Computing Architect
Technology Solutions Analyst 2
Technology Solutions Analyst 1

SYSTEMS DEVELOPMENT

Systems Architect 3
Systems Architect 2
Systems Architect 1
Systems Analyst 3
Systems Analyst 2 (Programmer Analyst)
Systems Analyst 1 (Programmer)
SharePoint Analyst
Reporting Analyst
Automated Testing Developer

TECHNICAL SUPPORT

Technical Support Manager
Technical Support 4
Technical Support 3
Technical Support 2
Technical Support 1
Systems Administrator 3
Systems Administrator 2
Systems Administrator 1
UNIX Systems Administrator

SOFTWARE DEVELOPMENT

Software Development Manager
Software Development Consultant
Software Developer 5
Software Developer 4
Software Developer 3
Software Developer 2
Software Developer 1
Senior Full Stack Developer
Full Stack Developer
Manager, Software Systems Implementation Team
Software Test Team Lead
Software Test Analyst 3
Software Test Analyst 2
Software Test Analyst 1
Software Application Support Analyst
DevOps Engineer

MOBILE APPLICATIONS

Mobile Applications Architect
Sr. Mobile Applications Developer
Mobile Applications Developer

SOFTWARE ENGINEERS

Software Engineering Manager
Software Engineering Consultant
Software Engineer 5
Software Engineer 4
Software Engineer 3
Software Engineer 2
Software Engineer 1

HARDWARE ENGINEERS

Hardware Engineering Manager
Hardware Engineering Consultant
Hardware Engineer 5
Hardware Engineer 4
Hardware Engineer 3
Hardware Engineer 2
Hardware Engineer 1
Reliability Engineer

BUSINESS PROCESS ANALYSIS

Business Process Manager
Business Process Analyst 3
Business Process Analyst 2
Business Process Analyst 1

BUSINESS SOLUTIONS

Business Solutions Manager
Business Development Consultant 2
Business Development Consultant 1
Business Solutions Architect 2
Business Solutions Architect 1
Business Analyst 3
Business Analyst 2
Business Analyst 1
Client Services Manager
Client Services Coordinator
Vendor Management Manager
Vendor Management Analyst
Proposal Manager
Proposal Specialist
Marketing Proposal Coordinator
Agile Scrum Master
Product Development Manager
Product Owner

INTEGRATED SYSTEMS (ERP)

Integrated Systems (ERP) Manager
ERP Configuration/Application 4
ERP Configuration/Application 3
ERP Configuration/Application 2
ERP Configuration/Application 1
ERP Administrator
ERP Software Development and Deployment 4
ERP Software Development and Deployment 3
ERP Software Development and Deployment 2
ERP Software Development and Deployment 1
ERP Software Development and Deployment 1A
Technical Writer 3
Technical Writer 2
Technical Writer 1
Technical Trainer 2
Technical Trainer 1

NETWORKS

Networks Infrastructure Manager
Network Specialist 3
Network Specialist 2
Network Specialist 1
Network Analyst 2
Network Analyst 1
Middleware Architect
Middleware Analyst

THE TECHNICAL SURVEY (continued)**WEB SYSTEMS & APPLICATIONS**

Web Applications Technical Manager
Web Systems Analyst 3
Web Systems Analyst 2
Web Systems Analyst 1
Web Applications Architect 2
Web Applications Architect 1
Web Applications Developer 2
Web Applications Developer 1
User Experience Designer (UX)
User Interface Designer 3 (UI)
User Interface Designer 2 (UI)
User Interface Designer 1 (UI)
Web Administrator 2
Web Administrator 1

DRAFTING DESIGNERS

Drafting / BIM Designer Manager
Drafting / BIM Designer Supervisor
Drafting / BIM Designer 3
Drafting / BIM Designer 2
Drafting / BIM Designer 1
Design Technology Specialist 2
Design Technology Specialist 1

ARCHITECTS

Architectural Manager / Team Lead
Architect / Design Professional 4
Architect / Design Professional 3
Architect / Design Professional 2
Intern Architect / Design Professional 1
BIM Specialist
Architectural Technologist 4
Architectural Technologist 3
Architectural Technologist 2
Architectural Technologist 1

INTERIOR DESIGN

Interior Designer Team Lead
Interior Designer 2
Interior Designer 1
Interior Designer Technologist 3
Interior Designer Technologist 2
Interior Designer Technologist 1
Design Assistant

PROJECT SUPPORT

Construction Contract Administrator 3
Construction Contract Administrator 2
Construction Contract Administrator 1
Specification Writer 3
Specification Writer 2
Specification Writer 1

PLANNER / DESIGNER

Urban / Community Planner 3
Urban / Community Planner 2
Urban / Community Planner 1
Urban Designer 3
Urban Designer 2
Urban Designer 1
Landscape Architect 3
Landscape Architect 2
Landscape Architect 1

CLIENT SUPPORT (Help Desk)

Client Support/Help Desk Manager
Help Desk Lead
Help Desk Rep 2
Help Desk Rep 1
Client Support Lead
Client Support Rep 3
Client Support Rep 2
Client Support Rep 1

COMPUTER OPERATIONS

Computer Operations Manager
Computer Operations Lead
Computer Operator 3
Computer Operator 2
Computer Operator 1
Operations Analyst 2
Operations Analyst 1

COMPUTER/HARDWARE SUPPORT

Computer Hardware/PC Support Manager
Computer/Hardware Lead
Computer/Hardware Technician 3
Computer/Hardware Technician 2
Computer/Hardware Technician 1

TECHNICAL SALES & SUPPORT

Regional Technical Sales Manager
Technical Sales Manager
Technical Sales Rep 2 (Sr. Sales Representative)
Technical Sales Rep 1 (Sales Representative)
Business Development Representative
Applications Specialist 3
Applications Specialist 2
Applications Specialist 1
Field Services Lead
Senior Field Services Technician
Field Services Technician

FIRMWARE (Embedded Software) ENGINEERS

Firmware Engineering Manager
Firmware Engineering Consultant
Firmware Engineer 5
Firmware Engineer 4
Firmware Engineer 3
Firmware Engineer 2
Firmware Engineer 1

TECHNOLOGISTS

Technologist Lead
Technologist 4
Technologist 3
Technologist 2
Technologist 1
Project Technologist

DATA SCIENCE & BUSINESS INTELLIGENCE

Data Science & Business Intelligence Manager
Data Scientist 3
Data Scientist 2
Data Scientist 1
Business Intelligence Specialist
Business Intelligence Developer 3
Business Intelligence Developer 2
Business Intelligence Developer 1

QUALITY ASSURANCE

Quality Assurance Director
Quality Assurance Manager
Quality Assurance Analyst 4 / Supervisor
Quality Assurance Analyst 3
Quality Assurance Analyst 2
Quality Assurance Analyst 1
Release Manager

THE TECHNICAL SURVEY (continued)**DATABASE MANAGEMENT**

Database Manager
Database Architect 2
Database Architect
Database Analyst 2
Database Analyst 1
Database Administrator 2
Database Administrator 1
Data Storage Lead
Data Storage Architect
Data Storage Administrator
Salesforce CRM Sr. Business Analyst
Salesforce CRM Jr. Business Analyst
Salesforce CRM Administrator
Salesforce CRM App Builder

MULTIMEDIA/NEW MEDIA

Art Director
Creative Director
Senior Animator
Animator
Senior Modeler (2D, or 3D)
Modeler (2D, or 3D)
Multimedia Application Developer
Web Content Leader/Manager
Web Content Developer 2
Web Content Developer 1/Copywriter
New Media Producer
Search Engine Optimization (SEO) Specialist
Social Media Coordinator 1
Senior Social Media Coordinator
Web Analytics Analyst

TELECOMMUNICATIONS

Telecommunications Manager
Telecommunications Supervisor
Telecommunications Technician 3
Telecommunications Technician 2
Telecommunications Technician 1
Telecom Technician / Splicer
Telecom Systems Engineer

PIPELINE SERVICES

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

CONTINUITY MGMT/DISASTER RECOVERY

Director Business Continuity/Disaster Recovery
Business Continuity/Disaster Recovery Project Mgr
Business Continuity/Disaster Recovery 2
Business Continuity/Disaster Recovery 1
Systems Disaster Recovery Analyst

INFORMATION SECURITY

Information Security (Cyber Security) Manager
Information Security (Cyber Security) Architect
Information Security (Cyber Security) Analyst 2
Information Security (Cyber Security) Analyst 1
Security Analyst
Security Operator
Network Security and Systems Testing

ENGINEERING - GENERAL

Engineering Senior Management/Expert (Level F+)
Engineering Manager (Level F)
Engineer (Level E)
Engineer (Level D)
Engineer (Level C)
Engineer (Level B)
Engineer (Level A)

GEOMATICS

GIS Manager
GIS Supervisor
GIS Specialist
GIS Developer 2
GIS Developer 1
Geomatics Technician 4
Geomatics Technician 3
Geomatics Technician 2
Geomatics Technician 1

LAND SURVEYORS

Senior Project Manager
Senior Land Surveyor (Project Manager)
Land Surveyor 2
Land Surveyor 1
Party Chief 3
Party Chief 2
Party Chief 1
Survey Assistant 2
Survey Assistant 1

BUSINESS SYSTEMS ANALYSIS

Business Systems Manager
Business Systems Analyst 4
Business Systems Analyst 3
Business Systems Analyst 2
Business Systems Analyst 1

IT ASSET MANAGEMENT

Information & Technology Asset Manager
Information & Technology Asset Mgmt Compl Officer
Information & Technology Asset Coordinator
Information Systems Audit Manager
Information & Technology Service Perf Mgmt Mgr

GEOSCIENTISTS

Geoscientist Senior Management/Expert (Level F+)
Geoscientist Manager (Level F)
Geoscientist (Level E)
Geoscientist (Level D)
Geoscientist (Level C)
Geoscientist (Level B)
Geoscientist (Level A)

SCIENTISTS

Scientist 6
Scientist 5
Scientist 4
Scientist 3
Scientist 2
Scientist 1

INSPECTORS

Chief Inspector
Environmental Compliance Inspector
Field Inspector 3
Field Inspector 2
Field Inspector 1

GRAPHIC DESIGN

Graphic Designer Lead
Graphic Designer 3
Graphic Designer 2
Graphic Designer 1

OPERATIONS ADMIN

Safety Manager
Safety Specialist
Safety Advisor 1

THE PROFESSIONAL & ADMINISTRATIVE SURVEY

▶ [View Survey Position Descriptions \(click here\)](#) ◀

MANAGEMENT

Top Division Executive
Executive Director
Department/Program Director
Department/Program/Unit Manager
Registrar
Administrative Executive

HUMAN RESOURCES

Human Resources Executive
Director Human Resources
Manager Human Resources 2
Manager Human Resources 1
Human Resources Specialist
Human Resources Advisor/HR Business Partner
Human Resources Analyst/Generalist 2
Human Resources Analyst/Generalist 1
Human Resources Administrator
Human Resources Assistant
Payroll Manager
Payroll/Benefits Lead
Benefits Coordinator
Payroll Coordinator
Payroll Technician 2
Payroll Technician 1
Manager Compensation
Compensation Analyst 2
Compensation Analyst 1
Manager Recruiting
Technical Recruiter
Recruiter
Manager Resourcing
Manager Training & Development
Manager Organizational Development
Trainer 2
Trainer 1
Training Assistant
HRIS Analyst
Manager Labour Relations
Labour Relations Advisor
WCB Claims Coordinator

TECHNICAL SALES & SUPPORT (Pre-Post Sales)

Regional Technical Sales Manager
Technical Sales Manager
Technical Sales Rep 2 (Sr. Sales Representative)
Technical Sales Rep 1 (Sales Representative)
Applications Specialist 3
Applications Specialist 2
Applications Specialist 1

FINANCE

Finance Executive
Treasurer
Director Finance
Director Tax
Manager Budgets and Forecasts
Manager Finance
Financial Analyst 3
Financial Analyst 2
Financial Analyst 1
Tax Manager
Tax Specialist
Treasury Analyst 2
Treasury Analyst 1

FINANCIAL SERVICES

Branch Manager 3
Branch Manager 2
Branch Manager 1
Assistant Branch Manager
Investment Specialist
Compliance Manager
Compliance Analyst
Mortgage Advisor
Account Manager 3
Account Manager 2
Account Manager 1
Underwriting Manager 2
Underwriting Manager 1
Personal Banker 2
Personal Banker 1
Financial Planner
Financial Advisor
Customer Service Representative 2
Customer Service Representative 1

COMMUNICATIONS/PUBLIC RELATIONS

Corporate Communications/Public Affairs Executive
Communications/Public Relations Manager
Communications/Public Relations Specialist
Communications/Public Relations Representative
Communications/Public Relations Assistant
Community Affairs Manager
Events Coordinator
Social Media Coordinator
Senior Social Media Coordinator
Investor Relations Manager
Investor Relations Advisor
Translator

INSURANCE SERVICES

Actuary
Actuarial Associate
Actuarial Analyst
Underwriting Executive
Insurance Underwriting Manager
Insurance Underwriting Supervisor
Insurance Underwriter 2
Insurance Underwriter 1
Product Development Manager
Claims Executive
Examiner - (Claims Specialist)
Supervisor- Bodily Injury
Claims Adjuster - Bodily Injury
Supervisor - Property
Claims Adjuster - Property
Appraiser
Claims Manager
Claims Advisor 2
Claims Advisor 1
Claims Administrator
Sales Manager - Insurance
Sales Agent 2/Broker 2
Sales Agent 1/Broker 1

RISK/CREDIT

Director Risk
Risk Manager
Economist/Statistician
Risk Analyst
Credit Manager
Credit Analyst 2
Credit Analyst 1

CUSTOMER SERVICE

Customer Services Manager
Customer Care Lead
Customer Service Representative 3
Customer Service Representative 2
Customer Service Representative 1

CAPITAL PLANNING

Top Planning Executive
Capital Planning Manager
Capital Planning Analyst

BUSINESS ANALYSIS

Business Analyst 3
Business Analyst 2
Business Analyst 1

THE PROFESSIONAL & ADMINISTRATIVE SURVEY (continued)

ACCOUNTING SERVICES

Controller
 Director Accounting / Regional Controller
 Manager Accounting
 Director Internal Audit
 Internal Audit Manager
 Internal Auditor 2
 Internal Auditor 1
 Accountant 4
 Accountant 3
 Accountant 2
 Accountant 1
 Bookkeeper
 Accounting Clerk Supervisor
 Accounting Clerk 3
 Accounting Clerk 2
 Accounting Clerk 1

FUND DEVELOPMENT

Top Fund Development Executive
 Manager Fund Development
 Representative Fund Development
 Donor Relations Coordinator
 Fund Development Coordinator
 Volunteer Coordinator

SALES

Sales Executive
 Regional Sales Manager
 Sales Manager
 Operational Branch Manager 2
 Operational Branch Manager 1
 Key Account Manager
 Account Manager 2
 Account Manager 1
 Account Executive 2
 Account Executive 1
 Sales Representative 3
 Sales Representative 2
 Sales Representative 1
 Sr. Sales Support/Analyst
 Sales Support/Coordinator
 Inside Sales 2
 Inside Sales 1

DOCUMENT CONTROL

Document Control Manager
 Document Control Lead
 Document Control 2
 Document Control 1
 Librarian
 Digital Media Librarian

ADMINISTRATIVE SERVICES

Administrative Services Manager
 Office Manager
 Executive Assistant to the President
 Executive Assistant
 Administrative Assistant 3
 Administrative Assistant 2
 Administrative Assistant 1
 Receptionist
 General Clerk 2
 General Clerk 1
 Data Entry Operator 3
 Data Entry Operator 2
 Data Entry Operator 1

LEGAL

Chief Corporate Counsel
 Lawyer/In-House Counsel 3
 Lawyer/In-House Counsel 2
 Lawyer/In-House Counsel 1
 Corporate Secretary
 Legal Assistant 2
 Legal Assistant 1
 Regulatory Affairs Manager
 Regulatory Affairs Advisor
 Privacy Officer
 Policy Analyst

PROJECT ACCOUNTING

Project Accounting Manager
 Project Accountant 4
 Project Accountant 3
 Project Accountant 2
 Project Accountant 1

CANNABIS RETAIL

Cannabis Retail Manager
 Cannabis Retail Assistant Manager
 Cannabis Retail Sales Associate
 Cannabis Education/Product Specialist

DATA ANALYTICS

Data Science & Business Intelligence Manager
 Data Scientist 3
 Data Scientist 2
 Data Scientist 1

BILLINGS

Billing Supervisor
 Billing Specialist
 Billing Coordinator
 Billing Clerk

MARKETING

Marketing Executive
 Director of Marketing
 Director Business Development
 Business Development Manager
 Sr. Business Development Representative
 Business Development Representative
 Marketing Manager
 Marketing Research Manager
 Marketing Analyst 3
 Marketing Analyst 2
 Marketing Analyst 1
 Marketing Coordinator
 Marketing Administrator
 Marketing Assistant
 Product Brand Manager
 Product Brand Analyst
 Advertising/Promotional Analyst
 Pricing Analyst
 Proposal Manager
 Proposal Specialist
 Marketing Proposal Coordinator

DIGITAL MARKETING

Manager Digital Marketing
 Web Marketing Manager
 Marketing Database Analyst (Data Warehousing Solutions)
 Web Marketing Analyst
 Distribution Channels Specialist
 Web New Business Development/Account Executive
 Search Engine Optimization (SEO) Specialist

FACILITIES OPERATIONS & MAINTENANCE

Director Facilities
 Facilities Manager
 Facilities Coordinator
 Facilities Maintenance Mechanic
 Maintenance Worker
 Custodian
 Security Manager
 Security Guard
 Building Operator 3
 Building Operator 2
 Building Operator 1
 Leasing Agent - Residential
 Leasing Agent - Commercial

BUSINESS PROCESS ANALYSIS

Business Process Manager
 Business Process Analyst 3
 Business Process Analyst 2
 Business Process Analyst 1

THE SUPPLY CHAIN & MANUFACTURING SURVEY

► [View Survey Position Descriptions \(click here\)](#) ◀

MANAGEMENT

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

PROCUREMENT

Director Procurement, Supply Chain
 Procurement Manager, Supply Chain
 Buyer Lead (Supervisor), Supply Chain
 Buyer 3, Supply Chain
 Buyer 2, Supply Chain
 Buyer 1, Supply Chain
 Import/Export Manager
 Import/Export Clerk
 Materials Manager, Supply Chain
 Materials Coordinator, Supply Chain
 Purchasing Clerk
 Director Procurement, Retail
 Procurement Manager, Retail
 Buyer Lead (Supervisor), Retail
 Buyer 3, Retail
 Buyer 2, Retail
 Buyer 1, Retail
 Merchandise Planning Manager, Retail
 Merchandise Planner, Retail
 Merchandise Coordinator, Retail

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
 Brake Press Set-Up / Programmer
 Brake Press Operator

TRANSPORTATION

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

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

EQUIPMENT & 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

ASSET MANAGEMENT

Asset Management Manager
 Asset Management 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

TECHNICAL SERVICES

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

THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)

CONTRACTS

Contract Manager
 Contract Specialist
 Contract Senior Analyst
 Contract Analyst
 Contract Administrator
 Contract Assistant
 Contract Renewal Specialist
 Land Agent

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

PIPELINE SERVICES

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

TECHNOLOGISTS

Technologist Lead
 Technologist 4
 Technologist 3
 Technologist 2
 Technologist 1

ENVIRONMENTAL SCIENTISTS

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

SCIENCE

R & D Director
 R & D Manager
 Scientist 6
 Scientist 5
 Scientist 4
 Scientist 3
 Scientist 2
 Scientist 1
 Lab Manager
 Lab Technologist 2
 Lab Technologist 1
 Lab Assistant

HOSPITALITY/LODGING

Director, Food & Beverage
 Manager, Hospitality Services
 Lodging Manager
 Catering Operations Manager
 Events/Catering Coordinator
 Executive Housekeeper
 Housekeeper Supervisor
 Housekeeping Attendant
 Front Desk Supervisor
 Front Desk Agent
 Executive Chef
 Sous Chef
 Events/Catering Supervisor
 Cook 3
 Cook 2
 Cook 1 / Prep Cook
 Breakfast Cook
 Baker

CANNABIS PRODUCTION

Master Grower
 Growing Technician
 Extraction Technician
 Cannabis Processor / Grower
 Destruction Technician

FACILITIES OPERATIONS & MAINTENANCE

Director Facilities
 Facilities Manager
 Facilities Coordinator
 Facilities Assistant
 Facilities Maintenance Mechanic
 Maintenance Worker
 Custodian
 Security Manager
 Security Guard
 Building Operator 3
 Building Operator 2
 Building Operator 1
 Leasing Agent – Residential
 Leasing Agent – Commercial
 Property Manager

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

PROJECT CONTROLS

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

THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)

PLANT/PROCESS OPERATORS

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

FIELD INSPECTORS

Chief Inspector
 Environmental Compliance Inspector
 Field Inspector 3
 Field Inspector 2
 Field Inspector 1

TRADES

Foremen

Trades General Foreman
 Trades Foreman 2
 Trades Foreman 1

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

TRADES

Welder

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

Pipefitter

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

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

General Labourer

Skilled Labourer
 Unskilled Labourer

TRADES

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

THE CONTACT CENTRE SURVEY

► [View Survey Position Descriptions \(click here\)](#) ◀

MANAGEMENT

Contact Centre Vice-President
 Contact Centre Director
 Contact Centre Manager
 Market Research Director
 Contact Centre Project Manager

CUSTOMER SERVICE REPRESENTATIVE

Contact Centre Supervisor/Lead
 Contact Centre Representative 3
 Contact Centre Representative 2
 Contact Centre Representative 1
 Internet Support Representative
 Internal Help Desk Support
 Help Desk Lead
 Help Desk Rep 2
 Help Desk Rep 1

QUALITY ASSURANCE

Quality Assurance Manager
 Quality Assurance Facilitator 2
 Quality Assurance Facilitator 1

TECHNICAL SUPPORT

Contact Centre Technical Support Representative 3
 Contact Centre Technical Support Representative 2
 Contact Centre Technical Support Representative 1

TRAINING/ADMINISTRATION

Contact Centre Analyst
 Contact Centre Learning Manager
 Instructional Designer
 Contact Centre Trainer
 Contact Centre Resource Manager
 Contact Centre Scheduler/Resource Coordinator
 Contact Centre Administrator

SALES (INBOUND/OUTBOUND)

Inbound Contact Centre Sales Representative 2
 Inbound Contact Centre Sales Representative 1
 Outbound Contact Centre Sales Representative 2
 Outbound Contact Centre Sales Representative 1
 Outbound/Market Research Representative 2
 Outbound/Market Research Representative 1

CREDIT/COLLECTIONS

Credit/Collections Manager
 Credit/Collections Lead/Supervisor
 Credit/Collections Representative 2
 Credit/Collections Representative 1

SPECIALIZED AGENTS

Specialized Agent Supervisor/Lead
 Specialized Agent 2
 Specialized Agent 1
 Dispatcher

THE EXECUTIVE & DIRECTOR SURVEY

► [View Survey Position Descriptions \(click here\)](#) ◀

President and Chief Executive Officer (CEO)
 President (Subsidiary)
 Chief Operating Officer (COO)
 Chief Financial Officer (CFO)
 Chief Information Officer (CIO)
 Chief Technology Officer (CTO)
 Top Position Finance & Adminn/Corporate Resources
 Treasurer
 Controller
 Top Position Executive
 Top Position Region (General Manager)
 Top Position Business Unit (Branch)
 Top Position Legal Services
 Top Position Human Resources and Administration
 Top Position Human Resources
 Top Position Research and Development
 Top Position Manufacturing
 Top Position Sales
 Top Position Marketing

Top Position Sales and Marketing
 Top Position Corporate Communications/Public Affairs
 Top Position Planning And Strategy
 Top Position Regulatory Affairs
 Top Position Customer Service
 Top Position Engineering
 Top Position Logistics
 Top Position Procurement
 Top Position Supply Chain Management
 Top Position Customer Contact Management
 Top Position Business Development
 Top Position Investor Relations
 VP Operations
 Top Position Risk Management
 Top Position Credit Management
 Tax Executive
 Top Position Quality Control
 Environment Services Executive
 Top Position Administration

Executive Vice President
 Top Position Construction
 Top Position Exploration
 Top Position Production
 Top Position Health, Safety & Environment
 VP Retail Operations
 Top Position Product Development
 Top Position Maintenance
 Top Position Equipment
 Top Position Asset Management
 Vice President Corporate Development
 Vice President Finance
 Top Position Project Controls
 Top Position Facilities
 Executive Director
 Chairman, Board of Directors
 Chief Business Officer
 Engineering Practice Director
 Top Position Fund Development
 Top Position Internal Audit

THE CONSTRUCTION SURVEY[▶ View Survey Position Descriptions \(click here\) ◀](#)**CONSTRUCTION MANAGEMENT**

Construction Vice President
Sr Construction General Manager
Construction General Manager
Vice President, Construction Operations
Sr. Construction Project Director
Construction Project Director 2
Construction Project Director 1

PROJECT MANAGERS

Sr. Construction Project Manager
Construction Project Manager 4
Construction Project Manager 3
Construction Project Manager 2
Construction Project Manager 1
Mod Yard Supervisor
Project Coordinator
Assistant Project Coordinator
Mechanical & Electrical Manager
Mechanical & Electrical Coordinator
Workforce Planner

FIELD SUPERINTENDENTS

General Superintendent
Sr. Construction Superintendent
Construction Superintendent
Assistant Superintendent

FOREMEN

Construction Trades General Foreman
Foreman Trainer
Labourer Trainer
Construction Trades Foreman 2
Construction Trades Foreman 1

PROJECT ENGINEERS

Chief Construction Engineer
Senior Project Engineer
Project Engineer 2
Project Engineer 1

FIELD ENGINEERS

Field Engineer (Senior Level)
Field Engineer (Working Level)
Field Engineer (Developmental Level)
Field Engineer (Junior Level)

SURVEYORS

Professional Land Surveyor (Senior Level)
Survey Party Chief (Senior Level)
Survey Technician/ Assistant (Working Level)

COST CONTROLS

Quality Surveyor
Cost Controls (Specialist Level)
Cost Controls (Sr. Level)
Cost Controls (Working Level)
Cost Controls (Dev. Level)

PIPELINE SERVICES

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

FIELD OFFICE / ADMINISTRATION

Field Administration (Accounting) Manager
Field HR / Labour Relations Agent
Land Agent
Field Administration Coordinator
TimeKeeper 2
TimeKeeper 1
Contract Specialist
Site Administrator
Contract Administrator

SAFETY

Director Health, Safety and Environment
Health, Safety and Environment Manager
Safety Coordinator
Safety Advisor 2
Safety Advisor 1
Safety Specialist

QUALITY CONTROL

Quality Control Director
Quality Manager
Quality Inspector 3
Quality Inspector 2
Quality Inspector 1

PROJECT CONTROLS

Project Controls Vice President
Project Controls Director (Sr. Mgmt Level)
Project Controls Manager (Mgmt Level)
Project Control Coordinator (Suprvsr Level)
Job Cost Administrator

ESTIMATORS

Chief Estimator
Estimator (Specialist Level)
Senior Estimator (Senior Level)
Estimator (Working Level)
Estimator (Developmental Level)

EQUIPMENT

Director Equipment
Equipment Coordinator
Equipment Manager
Equipment Clerk
Heavy Equipment Operator 2
Heavy Equipment Operator 1
Director Maintenance
Heavy Equipment Maintenance Planner
Equipment Clerk
Manager Heavy Equipment Maintenance
Maintenance Superintendent

PROCUREMENT

Director Procurement
Procurement Manager
Supply Chain Specialist/Category Manager
Buyer (Senior Level)
Buyer (Working Level)
Materials Coordinator/Planner

PROJECT SCHEDULERS

Planner/Scheduler (Specialist Level)
Planner/Scheduler (Senior Level)
Planner/Scheduler (Working Level)
Planner/Scheduler (Developmental Level)

LOGISTICS

Logistics Manager
Logistics Coordinator

ASSET MANAGEMENT

Director of Asset Management
Asset Management Coordinator

TRADES

Lead Electrician
Journeyman Electrician
Electrician Apprentice
Millwright Lead
Millwright Journeyman
Millwright Apprentice
Heavy Duty Mechanic Lead
Heavy Duty Mechanic Journeyman
Heavy Duty Mechanic Apprentice
Lead Welder
Journeyman Welder
Welding Apprentice
Lead Pipefitter
Journeyman Pipefitter
Pipefitting Apprentice
Lead Ironworker
Journeyman Ironworker
Ironworker Apprentice
Lead Insulator
Journeyman Insulator
Insulator Apprentice
Crane Operator (Working Level)
Skilled Labourer
Unskilled Labourer
Lead Carpenter
Journeyman Carpenter
Carpenter Apprentice
Lead Scaffold
Journeyman Scaffold
Scaffold Apprentice
Plumber - Lead
Plumber - Journeyman
Plumber Apprentice
Lead HVAC Mechanic
Journeyman HVAC Mechanic
HVAC Mechanic Apprentice
Instrumentation Tech - Lead
Instrumentation Tech - Journeyman
Boilermaker Lead
Boilermaker Journeyman
Boilermaker 3rd/4th Year Apprentice
Powerline Technician - Lead
Powerline Technician - Journeyman
Powerline Technician - Apprentice
Power Engineering Technologist
Roofer - Experienced
Roofer - Junior
Paver Operator - Experienced
Paver Operator - Junior
Hydrovac Operator

THE MINING SURVEY

► [View Survey Position Descriptions \(click here\)](#) ◀

CORPORATE

President and Chief Executive Officer (CEO)
 Chief Operating Officer (COO)
 Chief Financial Officer (CFO)
 Top Position Business Development
 Vice President, Corporate Development
 Information/Technical Systems Executive
 Systems Analyst 3
 Technical Support 4
 Technical Support 2
 Database Administrator 1
 Treasurer
 VP Finance
 Manager Finance
 Controller
 Manager Accounting
 Accountant 4
 Accountant 1
 Accounting Clerk 2
 Risk Manager
 Lawyer/In-House Counsel 1
 Regulatory Affairs Manager
 Administrative Assistant 3
 Administrative Assistant 2
 Receptionist
 Office Manager
 Executive Assistant to the President
 Communications/Public Relations Manager
 Investor Relations Manager
 Community Affairs Manager
 Human Resources Executive
 Manager Human Resources 1
 Manager Labour Relations
 HR Advisor
 Payroll Coordinator
 Human Resources Administrator

EXPLORATION

Top Position Exploration
 Geoscientist (Level E)
 Geoscientist (Level D)
 Geoscientist (Level C)
 Geoscientist (Level B)
 Geoscientist (Level A)
 GIS Specialist
 Regional Exploration Manager
 Land Surveyor 2
 Survey Party Chief (Senior Level)
 Chief Assayer
 Prospector

OPERATIONS/SUPPLY MANAGEMENT

VP Operations
 Mine Manager
 General Manager
 Manager Supply Chain
 Operations Manager
 Production Plant Manager (Level 3)
 Production Superintendent (Level 2)
 Production Supervisor (Level 1)
 Production Maintenance Planner
 Director Facilities
 Facilities Coordinator
 Project Manager
 General Foreman
 Trades Foreman 2
 Trades Foreman 1
 Site Administrator
 Mine Maintenance Manager
 Director Maintenance
 Maintenance Supervisor
 Heavy Duty Mechanic Journeyman
 Heavy Equipment Maintenance Planner
 Minerals Processing Operator 3
 Minerals Processing Operator 2
 Minerals Processing Operator 1
 Diamond Driller
 Underground Miner
 Diamond Driller Helper
 Mine Planning Engineer

SAFETY/LOSS & CONTROL

Top Health, Safety & Environment
 Safety Manager
 Safety Advisor 2
 Occupational Nurse
 Safety Coordinator
 Security Manager

MINING

Director Metallurgist
 Metallurgist (Level D)
 Metallurgist (Level C)
 Metallurgist (Level B)
 Project Controls Manager
 Estimator
 Planner/Scheduler

ENGINEERING/TECHNOLOGY

Top Position 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)
 Mining Engineer F+
 Mining Engineer F
 Mining Engineer E
 Mining Engineer D
 Mining Engineer C
 Mining Engineer B
 Mining Engineer A
 Plant/Process Operator 4
 Plant/Process Operator 2
 Technologist 3
 Technologist 2
 Lab Manager
 Lab Technologist 2
 Lab Technologist 1
 Environment Services Executive
 Environmental Manager
 Environmental Scientist 5
 Environmental Scientist 4
 Environmental Scientist 3
 Environmental Scientist 2
 Environmental Scientist 1
 Environmental Technician

SUPPLY MANAGEMENT

Director of Supply Chain
 Procurement Manager
 Buyer Lead (Supervisor)
 Buyer 2
 Inventory Manager
 Inventory Control Analyst
 Stock Handler 1
 Transportation Manager
 Land Agent
 Contract Assistant
 Asset Management Manager
 Asset Management Coordinator

QUALITY CONTROL

Quality Manager