

**THE SUPPLY CHAIN & MANUFACTURING SURVEY  
2020 BENCHMARK POSITIONS**

► [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

**CONTRACTS**

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

**ENVIRONMENTAL SCIENTISTS**

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

**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

**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

**PIPELINE SERVICES**

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

**PLANT/PROCESS OPERATORS**

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

**RENEWABLE ENERGY (NEW)**

Solar Project Manager  
Solar PV Technician  
Wind Site Project Manager  
Wind Service Technician  
Renewable Energy Consultant

**OPERATIONS ADMIN**

Manager Supply Chain  
Supply Chain Analyst  
Supply Chain Specialist/Category Manager  
Category Manager  
Category Manager Retail  
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

**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

## THE SUPPLY CHAIN & MANUFACTURING SURVEY

### 2020 BENCHMARK POSITIONS

#### 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  
 Senior CNC Programmer  
 Junior CNC Programmer

#### MANUFACTURING ENGINEERING

Manufacturing/Process Engineering Manager  
 Manufacturing/Process Engineer Spect (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

#### HOSPITALITY/LODGING

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

#### FACILITIES OPERATIONS & MAINTENANCE

Director Facilities  
 Facilities Manager  
 Facilities Coordinator  
 Facilities Maintenance Supervisor  
 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

#### TECHNOLOGISTS

Technologist Lead  
 Technologist 4  
 Technologist 3  
 Technologist 2  
 Technologist 1

#### ASSET MANAGEMENT

Asset Management Manager  
 Asset Management Coordinator

#### FIELD INSPECTORS

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

#### CANNABIS PRODUCTION

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

#### PROJECT CONTROLS

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

#### 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

#### 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 2020 BENCHMARK POSITIONS

### 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