

2021 Survey Benchmark Positions

The Technical Survey

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 2
UNIX Systems Administrator 1

SOFTWARE DEVELOPMENT

Software Development Manager
Software Development Consultant
Software Developer 5
Software Developer 4
Software Developer 3
Software Developer 2
Software Developer 1
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 Specialist

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

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

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
Product Manager
Product Manager, Technology
Blockchain Developer

BUSINESS PROCESS ANALYSIS

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

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

The Technical Survey (continued)

ARTIFICIAL INTELLIGENCE

Machine Learning Developer
Robotics Scientist
Robotics Engineer

NETWORKS

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

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 2 (UX)
User Experience Designer 1 (UX)
User Interface Designer 3 (UI)
User Interface Designer 2 (UI)
User Interface Designer 1 (UI)
Web Administrator 2
Web Administrator 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

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

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

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)
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

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)

The Technical Survey (continued)

TECHNOLOGISTS

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

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

COMPUTER/HARDWARE SUPPORT

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

MULTI-MEDIA (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

SCIENTISTS

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

TELECOMMUNICATIONS

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

CONTINUITY MGMT/DISASTER RECOVERY

Director BusContinuity/Disaster Recovery
Bus Continuity/Disaster Recovery Project Manager
Bus Continuity/Disaster Recovery 2
Bus 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)

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

ECOMMERCE

Director, Ecommerce
Ecommerce Project Manager
Ecommerce Specialist
Ecommerce Web Development Manager
Ecommerce Web Developer

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 & Tech Service Perf Mgmt Manager

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

PIPELINE SERVICES

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

OPERATIONS ADMIN

Safety Manager
Safety Specialist
Safety Advisor 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

The Professional & Administrative Survey

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
 Commercial Loan Portfolio Manager
 Consumer/Retail Loans Manager
 Regional Director

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 Supervisor, Appraisal
 Appraiser
 Claims Manager
 Claims Advisor 2
 Claims Advisor 1
 Claims Administrator
 Sales Manager - Insurance
 Sales Agent 2/Broker 2
 Sales Agent 1/Broker 1
 Insurance Investigator

RISK/CREDIT

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

DOCUMENT CONTROL

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

FUND DEVELOPMENT

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

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

BILLINGS

Billing Supervisor
Billing Specialist
Billing Coordinator
Billing Clerk

BUSINESS ANALYSIS

Business Analyst 3
Business Analyst 2
Business Analyst 1

CANNABIS RETAIL

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

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

CUSTOMER SERVICE

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

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
Corporate Records Analyst

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
Pricing Manager
Proposal Manager
Proposal Specialist
Marketing Proposal Coordinator
Marketing Specialist

DIGITAL MARKETING

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

BUSINESS PROCESS ANALYSIS

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

CAPITAL PLANNING

Top Planning Executive
Capital Planning Manager
Capital Planning Analyst

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

PROJECT ACCOUNTING

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

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
Facilities Assistant
Property Manager

DATA ANALYTICS

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

The Supply Chain & Manufacturing Survey

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

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

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

The Supply Chain & Manufacturing Survey (continued)

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
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 (continued)

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

ENVIRONMENTAL SCIENTISTS

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

RENEWABLE ENERGY

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

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

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

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

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

SPECIALIZED AGENTS

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

SALES (INBOUND/OUTBOUND)

Inbound Contact Centre Sales Representative 2
 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

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

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

The Executive & Director Survey

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
 Executive Vice President
 Top Position Commercial Banking

Top Position Sales and Marketing
 Top Position Corporate Communications/Public Affairs
 Top Position Planning and Strategy
 Top Position Regulatory Affairs
 Top Position Customer Experience
 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
 Top Position Digital Strategy

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
 Top Position Retail Banking

The Construction Survey

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

RENEWABLE ENERGY

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

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
Roofing - Experienced
Roofing - Junior
Paver Operator - Experienced
Paver Operator - Junior
Hydrovac Operator
Mason
Elevator Installer and Repairer

The Mining Survey

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 Journeymen
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

The Financial and Insurance Services Survey

Accounting Services

Controller
Director Internal Audit
Accounting Clerk 2
Internal Auditor 1

Administrative Services

Executive Assistant

Business Analysis

Business Analyst 2

Business Process Analysis

Business Process Manager
Business Process Analyst 2

Business Solutions

Business Solutions Manager

Client Support (help Desk)

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

Communications/ Public Relations

Communications / Public Relations Specialist

Computer/Hardware Support

Computer/Hardware Lead

Credit

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

Customer Service

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

Customer Service Representative

Contact Centre Supervisor/Lead
Contact Centre Representative 3
Contact Centre Representative 2
Contact Centre Representative 1

Data Science & Business Intelligence

Business Intelligence Specialist

Digital Marketing

Manager Digital Marketing

Executive

Top Position Retail Banking
Top Position Commercial Banking
Vice President Finance
Top Position Credit Management
Top Position Risk Management
Top Position Marketing
Top Position Human Resources
Controller
Treasurer
Chief Information Officer (CIO)
Chief Financial Officer (CFO)
Chief Operating Officer (COO)
President and Chief Executive Officer (CEO)

Finance

Manager Finance
Financial Analyst 3
Financial Analyst 2
Financial Analyst 1
Treasury Analyst 2
Treasury Analyst 1

Financial Services

Commercial Loan Portfolio Manager
Consumer/Retail Loans Manager
Regional Director
Compliance Manager
Compliance Analyst
Branch Manager 3
Branch Manager 2
Branch Manager 1
Assistant Branch Manager
Investment Specialist
Mortgage Advisor
Account Manager 3
Account Manager 2
Account Manager 1
Underwriting Manager 2
Underwriting Manager 1
Personal Banker 2
Personal Banker 1
Financial Advisor
Financial Planner
Customer Service Representative 2
Customer Service Representative 1
Compliance Manager
Compliance Analyst
Branch Manager 3
Branch Manager 2
Branch Manager 1
Assistant Branch Manager
Investment Specialist
Mortgage Advisor
Account Manager 3
Account Manager 2
Account Manager 1
Underwriting Manager 2
Underwriting Manager 1
Personal Banker 2
Personal Banker 1
Financial Advisor
Financial Planner

The Financial and Insurance Services Survey (continued)

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

Fund Development

Manager Fund Development

Human Resources

Director Human Resources
 Manager Human Resources 2
 Human Resources Analyst/ Generalist 2
 Payroll / Benefits Lead
 Human Resources Advisor/HR Business Partner
 Human Resources Analyst/ Generalist 1
 Manager Training & Development
 Trainer 2
 Trainer 1
 Payroll Manager

Information Security

Security Analyst
 Information Security (Cyber Security) Manager

Insurance Services

Actuary
 Actuarial Associate
 Actuarial Analyst

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

Management

Contact Centre Manager
 Contact Centre Project Manager

Management/ Project Management

Project Manager

Marketing

Business Development Manager
 Marketing Coordinator
 Product Brand Manager

Networks

Network Analyst 1
 Network Analyst 2

Risk/Credit

Director Risk
 Risk Manager
 Risk Analyst
 Credit Manager
 Credit Analyst 2
 Credit Analyst 1

Specialized Agents

Specialized Agent Supervisor/Lead
 Specialized Agent 2
 Specialized Agent 1

Technical Support

Systems Administrator 2

Web Systems & Applications

Web Applications Developer 1
 Web Applications Developer 2

Legal

Corporate Secretary
 Privacy Officer
 Policy Analyst

The CannaBusiness Survey

EXECUTIVE

President and Chief Executive Officer (CEO)
Chief Operating Officer (COO)
Chief Financial Officer (CFO)
Director Operations
Director Facilities
Executive Assistant

OPERATIONS

Production Plant Manager (Level 3)
Production Supervisor (Level 1)
Master Grower
Growing Technician
Cannabis Processor / Grower
Extraction Technician
Destruction Technician
Quality Control Manager
Quality Control Analyst 2
Safety Manager
Safety Advisor 1

SCIENCE

R & D Manager
Environmental Scientist 3
Lab Technologist 2
Scientist 2

CANNABIS RETAIL

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

WAREHOUSE & DISTRIBUTION

Warehouse Manager
Warehouse Supervisor
Inventory Manager
Stock Handler 1
Shipping/Receiving Clerk
Security Guard
Maintenance Worker

CORPORATE RESOURCES

Manager Procurement
Manager Human Resources 1
Manager Finance
Manager Accounting
Accountant 3
Accounting Clerk 2
Marketing Manager
Marketing Assistant
Business Development /Sales Manager
Business Development/Sales Representative
Buyer 2, Supply Chain
Contract Administrator
Purchasing Clerk

TECHNICAL SUPPORT

Technical Support Manager
User Interface Designer (UI) 2
Technical Support

The Architecture and Design Survey

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

Building Information Modeling

BIM Technologist
BIM Modeler
BIM Manager
BIM Coordinator

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

GRAPHIC DESIGN

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

The Architecture and Design Plus Survey

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

Building Information Modeling

BIM Technologist
BIM Modeler
BIM Manager
BIM Coordinator

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

GRAPHIC DESIGN

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

MARKETING

Director of Marketing
Communications / Public Relations Manager
Marketing Proposal Coordinator

ADMINISTRATIVE SERVICES

Office Manager
Administrative Assistant 3
Administrative Assistant 2
Administrative Assistant 1
Receptionist
Librarian

ACCOUNTING / FINANCE

Controller
Accountant 3
Accounting Clerk 3
Accounting Clerk 2
Accounting Clerk 1

HUMAN RESOURCES

Director Human Resources
Manager Human Resources 1
Human Resources Administrator
Payroll Coordinator

FACILITIES

Facilities Manager

The Geomatics Survey

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

Drafting Designers

Drafting / BIM Designer Manager
Drafting / BIM Designer Supervisor
Drafting / BIM Designer 3
Drafting / BIM Designer 2
Drafting / BIM Designer 1

Technical Support, Project Management & Safety

Business Development Representative
Senior Field Services Technician
Safety Manager
Safety Specialist
Safety Advisor 1
Technical Area Manager
Field Operations Manager

Geomatics

GIS Manager
GIS Supervisor
GIS Specialist
GIS Developer 2
GIS Developer 1
Geomatics Technician 4 (Computation and Planning Technician)
Geomatics Technician 3 (Computation and Planning Technician)
Geomatics Technician 2 (Computation and Planning Technician)
Geomatics Technician 1 (Developmental)

The Small Business Survey

Accounting Services

Controller
Manager Accounting
Accountant 2
Accounting Clerk 2
Accountant 3

Business Analysis

Business Analyst 2

Business Solutions

Marketing Proposal Coordinator

Business Systems Analysis

Business Systems Analyst 1

Communications/ Public Relations

Communications / Public Relations Specialist

Contracts

Contract Administrator

Customer Service

Customer Service Representative 2

Database Management

Database Administrator 1

Drafting Designers

Drafting / BIM Designer 2

Engineering - General

Engineer (Level D)
Engineer (Level C)
Engineer (Level B)

Executive

President and Chief Executive Officer (CEO)
Chief Operating Officer (COO)
Chief Financial Officer (CFO)
Top Position Finance and Administration / Corporate Resources
Top Position Region (General Manager)
Top Position Business Unit (Branch)
Top Position Legal Services
Top Position Research and Development
Top Position Engineering

Facilities Maintenance

Facilities Manager
Facilities Maintenance Mechanic
Maintenance Worker
Facilities Coordinator

Financial Services

Finance Executive

Fund Development

Manager Fund Development
Representative Fund Development

Graphic Design

Graphic Designer 2

Health and Safety

Safety Manager
Safety Advisor 1

Human Resources

Manager Human Resources 1
Human Resources Analyst/ Generalist 2
Human Resources Administrator
Payroll Coordinator
Human Resources Advisor/HR Business Partner

Internet/E-Commerce

Web Administrator 1

Legal

Lawyer / In-House Counsel 1

Management

General Manager
Top Division Executive
Department / Program / Unit Manager

Payroll / Benefits Lead

Management/ Project Management

Senior Project/ Department Manager
Project Manager
Team/Project Leader 2

Marketing

Marketing Manager
Business Development Representative
Market Analyst 2
Marketing Coordinator

Operations Admin

Production Planner 2
Product Development Manager

Plant/Process Operators

Plant/Process Operator 2

Procurement

Procurement Manager, Supply Chain
Buyer 2, Supply Chain
Materials Manager, Supply Chain

Production

Operations Manager
Director Operations
Production Supervisor (Level 1)
Operator/Assembler 3
Operator/Assembler 1

Quality Assurance

Quality Assurance Manager
Quality Assurance Analyst 1

Quality Control

Quality Control Analyst 2

Sales

Account Executive 1
Account Manager 1
Sales Support / Coordinator
Sales Manager
Sales Representative 3
Sales Representative 2

Science

Scientist 3
Scientist 2

The Small Business Survey (continued)

Secretarial/ Administrative Services

Executive Assistant
Administrative Assistant 3
Administrative Assistant 2
Administrative Assistant 1
Receptionist
General Clerk 2
Office Manager
Data Entry Operator 2

Technical Sales & Support (Pre-Post Sales)

Field Services Technician

Technical Services

Technical Field Advisor

Technical Support

Technical Support 4
Technical Support 2
Systems Administrator 2

Technologists

Technologist 3

Technology Solutions

Technology Solutions Architect 1
Technology Solutions Analyst 2

Trades

Unskilled Labourer

Warehousing & Distribution

Shipping/Receiving Clerk
Warehouse Manager
Stock Handler 1
Logistics Analyst
Traffic Supervisor
Inventory Manager
Order Picker
Dispatcher 1
Truck Driver – Heavy
Truck Driver – Light
Fleet Manager