

## 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 (NEW)

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 Bus Continuity/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 (NEW)

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 (Revised)  
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 (new)  
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 (New)  
 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 (NEW)

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 (New)

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 (NEW)

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  
Roofer - Experienced  
Roofer - 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 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

## 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 Manager  
Production Supervisor  
Master Grower  
Growing Technician  
Cannabis Processor /Grower  
Extraction Technician  
Destruction Technician  
Quality Control Manager  
Quality Control Analyst 2  
Safety Manager  
Safety Advisor

### **SCIENCE**

Research & Development Manager  
Environmental Scientist  
Laboratory Technologist  
Scientist

### **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  
Shipping/Receiving Clerk  
Security Guard  
Maintenance Worker

### **CORPORATE RESOURCES**

Manager Procurement  
Manager Human Resources  
Manager Finance (Revised)  
Manager Accounting  
Accountant  
Accounting Clerk  
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 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 (new)**

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 (new)

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

### 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

### Accounting Services

Controller  
Manager Accounting  
Accountant 2  
Accounting Clerk 2  
Accountant 3

### Business Analysis

Business Analyst 2

### Communications/ Public Relations

Communications / Public Relations Specialist

### Customer Service

Customer Service Representative 2

### Financial Services

Finance Executive

### Fund Development

Manager Fund Development  
Representative Fund Development

### Human Resources

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

### Legal

Lawyer / In-House Counsel 1  
Regulatory Affairs Manager

### Legal

Lawyer / In-House Counsel 1  
Regulatory Affairs Manager

### Management

Top Division Executive  
Payroll / Benefits Lead  
Department / Program / Unit Manager

### Marketing

Business Development Representative  
Marketing Manager  
Market Analyst 2  
Marketing Coordinator

### Sales

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

### Secretarial/ Administrative Services

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

### Contracts

Contract Administrator

### Facilities Maintenance

Facilities Manager  
Facilities Maintenance Mechanic  
Maintenance Worker  
Facilities Coordinator

### Health and Safety

Safety Manager  
Safety Advisor 1

### Management

General Manager

### 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 Control

Quality Control Analyst 2

### Science

Scientist 3  
Scientist 2

### Technical Services

Technical Field Advisor

### Technologists

Technologist 3

### Trades

Unskilled Labourer

## The Small Business Survey (continued)

### **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

### **Business Solutions**

Marketing Proposal Coordinator  
Business Systems Analyst 1

### **Drafting Designers**

Drafting / BIM Designer 2

### **Database Management**

Database Administrator 1

### **Internet/E-Commerce**

Web Administrator 1

### **Management/ Project Management**

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

### **Graphic Design**

Graphic Designer 2

### **Quality Assurance**

Quality Assurance Manager  
Quality Assurance Analyst 1

### **Technical Sales & Support (Pre-Post Sales)**

Field Services Technician

### **Technical Support**

Technical Support 4  
Technical Support 2  
Systems Administrator 2