

## 2017 BENCHMARK POSITIONS

### THE TECHNICAL SURVEY

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

#### MANAGEMENT/PROJECT MANAGEMENT

Information/Technical Systems Executive  
 Information & Technology Infrastructure Executive  
 Director of Project Management Officer  
 Engineering Executive  
 Engineering Practice Director (New)  
 Chief Technology Office (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 (New)  
 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  
 Technology Solutions Analyst 3  
 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

#### COMPUTER OPERATIONS

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

#### TECHNICAL SUPPORT

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

#### SOFTWARE DEVELOPMENT

Software Development Manager  
 Software Development Consultant  
 Software Developer 5  
 Software Developer 4  
 Software Developer 3  
 Software Developer 2  
 Software Developer 1  
 Senior Full Stack Developer (New)  
 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

#### 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

#### BUSINESS PROCESS ANALYSIS

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

#### HARDWARE ENGINEERS

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

#### BUSINESS SOLUTIONS

Business Solutions Manager  
 Product Development Manager (New)  
 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 Coordinator

#### 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)****NETWORKS**

Networks Infrastructure Manager  
Network Specialist 3  
Network Specialist 2  
Network Specialist 1  
Cloud Computing Architect  
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  
Graphic User Interface Designer 3  
Graphic User Interface Designer 2  
Graphic User Interface Designer 1  
Web Master 2  
Web Master 1  
Internet Security and Systems Testing

**DRAFTING DESIGNERS**

Drafting / BIM Designer Manager  
Drafting / BIM Designer Supervisor  
Drafting / BIM Designer 3  
Drafting / BIM Designer 2  
Drafting / BIM Designer 1  
Design Systems Specialist  
Design Systems Analyst

**ARCHITECTS**

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

**INTERIOR DESIGN**

Project Manager / Interior Designer 3  
Project Manager / Interior Designer 2  
Intern Project Manager / Interior Designer 1  
Interior Designer Technologist 2  
Interior Designer Technologist 1  
Design Assistant

**PROJECT SUPPORT**

Construction Contract Administrator  
Specification Writer

**PLANNER / DESIGNER**

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

**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

**DATABASE MANAGEMENT**

Database Manager  
Database Architect 2  
Database Architect 1  
Database Analyst 2  
Database Analyst 1  
Database Administrator 2  
Database Administrator 1  
Data Storage Lead  
Data Storage Architect  
Data Storage Administrator  
Business Intelligence Specialist  
Salesforce CRM Sr. Business Analyst (New)  
Salesforce CRM Jr. Business Analyst (New)  
Salesforce CRM Administrator (New)  
Salesforce CRM App Builder (New)

**TECHNICAL SALES & SUPPORT (Pre-Post Sales)**

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

**FIRMWARE (Embedded Software) ENGINEERS**

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

**TECHNOLOGISTS**

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

**QUALITY ASSURANCE**

Quality Assurance Director  
Quality Assurance Manager  
Quality Assurance Analyst 4 / Supervisor (Revised Title)  
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

## THE TECHNICAL SURVEY (continued)

### GRAPHIC DESIGN

Graphic Designer Lead  
Graphic Designer 3  
Graphic Designer 2  
Graphic Designer 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

### TELECOMMUNICATIONS

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

### IT ASSET MANAGEMENT

Information & Technology Asset Manager  
Information & Tech Asset Management Compliance Officer  
Information & Technology Asset Coordinator  
Information Systems Audit Manager  
Information & Tech Service Perf Management Manager

### BUSINESS SYSTEMS ANALYSIS

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

### ENGINEERING - GENERAL

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

### GEOMATICS

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

### LAND SURVEYORS

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

### OPERATIONS ADMIN

Safety Manager  
Safety Specialist  
Safety Advisor 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)

### SCIENTISTS

Scientist 6 (New)  
Scientist 5  
Scientist 4  
Scientist 3  
Scientist 2  
Scientist 1

### CONTINUITY MANAGEMENT/DISASTER RECOVERY

Director Business Continuity/Disaster Recovery  
Business Continuity/Disaster Recovery Project Manager  
Business Continuity/Disaster Recovery 2  
Business Continuity/Disaster Recovery 1  
Systems Disaster Recovery Analyst  
Information Security Manager  
Information Security Architect  
Information Security Analyst 2  
Information Security Analyst 1  
Security Analyst  
Security Operator

### INSPECTORS

Chief Inspector  
Environmental Compliance Inspector (New)  
Field Inspector 3  
Field Inspector 2  
Field Inspector 1

### PIPELINE SERVICES

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

## THE PROFESSIONAL & ADMINISTRATIVE SURVEY

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

### MANAGEMENT

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

### HUMAN RESOURCES

Human Resources Executive  
Director Human Resources  
Manager Human Resources 2  
Manager Human Resources 1  
Human Resources Specialist  
HR Advisor/HR Business Partner (Revised Title)  
Human Resources Analyst/Generalist 2  
Human Resources Analyst/Generalist 1  
Human Resources Administrator  
Human Resources Assistant  
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  
Trainer 2  
Trainer 1  
Training Assistant  
HRIS Analyst  
Manager Labour Relations  
Labour Relations Advisor  
WCB Claims Coordinator

### BILLINGS

Billing Supervisor  
Billing Specialist  
Billing Coordinator  
Billing Clerk

### 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 (New)  
Compliance Analyst (New)  
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 (New)  
Financial Advisor  
Customer Service Representative 2  
Customer Service Representative 1

### CAPITAL PLANNING

Top Planning Executive  
Capital Planning Manager  
Capital Planning Analyst

### BUSINESS PROCESS ANALYSIS

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

### INSURANCE SERVICES

Actuary (New)  
Actuarial Associate (New)  
Actuarial Analyst (New)  
Underwriting Executive (New)  
Insurance Underwriting Manager  
Insurance Underwriting Supervisor  
Insurance Underwriter 2  
Insurance Underwriter 1  
Product Development Manager (New)  
Claims Executive (New)  
Examiners - (Claims Specialists) (New)  
Supervisor- Bodily Injury (New)  
Claims Adjuster - Bodily Injury  
Supervisor - Property (New)  
Claims Adjuster - Property  
Appraiser  
Claims Manager  
Claims Advisor  
Claims Assistant (New)  
Sales Manager - Insurance  
Sales Agent 2/Broker 2 (Revised Title)  
Sales Agent 1/Broker 1 (Revised Title)

### RISK/CREDIT

Director Risk  
Risk Manager  
Economist/Statistician (New)  
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

### PROJECT ACCOUNTING

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

**THE PROFESSIONAL & ADMINISTRATIVE SURVEY (continued)****ACCOUNTING SERVICES**

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

**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

**BUSINESS ANALYSIS**

Business Analyst 3  
Business Analyst 2  
Business Analyst 1

**COMMUNICATIONS/PUBLIC RELATIONS**

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

**FUND DEVELOPMENT**

Top Fund Development Executive  
Manager Fund Development  
Representative Fund Development  
Grants Administrator  
Fund Development Coordinator  
Volunteer Coordinator (New)

**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

**CUSTOMER SERVICE**

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

**TECHNICAL SALES & SUPPORT (Pre-Post Sales)**

Regional 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

**MARKETING**

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

**FACILITIES MAINTENANCE**

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

## THE SUPPLY CHAIN & MANUFACTURING SURVEY

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

### MANAGEMENT

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

### PROCUREMENT

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

### CONTRACTS

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

### TECHNICAL SERVICES

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

### WAREHOUSING & DISTRIBUTION

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

### TRANSPORTATION

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

### 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

### ASSET MANAGEMENT

Asset Management Manager  
 Asset Management Coordinator

### OPERATIONS ADMIN

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

### HEALTH AND SAFETY

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

### QUALITY CONTROL

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

### 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

## THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)

### MANUFACTURING ENGINEERING

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

### SCIENCE

R & D Director  
 R & D Manager  
 Scientist 6 (New)  
 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

### FIELD INSPECTORS

Chief Inspector  
 Environmental Compliance Inspector (New)  
 Field Inspector 3  
 Field Inspector 2  
 Field Inspector 1

### HOSPITALITY/LODGING

Director, Food & Beverage (New)  
 Manager, Hospitality Services (New)  
 Lodging Manager  
 Catering Operations Manager  
 Events/Catering Coordinator (New)  
 Executive Housekeeper  
 Housekeeper Supervisor  
 Housekeeping Attendant  
 Front Desk Supervisor  
 Front Desk Agent  
 Executive Chef  
 Sous Chef  
 Cook

### 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

### 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

### PROJECT CONTROLS

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

### TECHNOLOGISTS

Technologist Lead  
 Technologist 4  
 Technologist 3  
 Technologist 2  
 Technologist 1

### FACILITIES MAINTENANCE

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

### TRADES

Foremen  
 Millwrights  
 Heavy Duty Mechanics  
 Fleet Mechanics  
 Electricians  
 Welders  
 Pipefitters  
 Power (Stationary) Engineers  
 Machinists  
 General Labourers  
 Painters  
 Plumbers  
 Instrumentation Techs  
 Carpenters  
 Boilermakers  
 Automotive Service Technician s

## THE CONTACT CENTRE SURVEY

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

### MANAGEMENT

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

### CUSTOMER SERVICE REPRESENTATIVE

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

### QUALITY ASSURANCE

Quality Assurance Manager  
 Quality Assurance Facilitator 2  
 Quality Assurance Facilitator 1

### TECHNICAL SUPPORT

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

### TRAINING/ADMINISTRATION

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

### SALES (INBOUND/OUTBOUND)

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

### CREDIT/COLLECTIONS

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

### SPECIALIZED AGENTS

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

## THE EXECUTIVE SURVEY

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

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

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

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



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

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

**PROJECT MANAGERS**

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

**FIELD SUPERINTENDENTS**

General Superintendent  
Sr. Construction Superintendent  
Construction Superintendent  
Assistant Superintendent

**FOREMEN**

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

**PROJECT ENGINEERS**

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

**FIELD ENGINEERS**

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

**SURVEYORS**

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

**COST CONTROLS**

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

**PIPELINE SERVICES (NEW)**

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

**FIELD OFFICE / ADMINISTRATION**

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

**SAFETY**

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

**QUALITY CONTROL**

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

**PROJECT CONTROLS**

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

**ESTIMATORS**

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

**EQUIPMENT**

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

**PROCUREMENT**

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

**PROJECT SCHEDULERS**

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

**LOGISTICS**

Logistics Manager  
Logistics Coordinator

**ASSET MANAGEMENT**

Director of Asset Management  
Asset Management Coordinator

**TRADES**

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

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

President and Chief Executive Officer (CEO)  
Chief Operating Officer (COO)  
Chief Financial Officer (CFO)  
Top Position Business Development  
Vice President, Corporate Development  
Information/Technical Systems Executive  
Systems Analyst 3  
Technical Support 4  
Technical Support 2  
Database Administrator 1  
Treasurer  
VP Finance  
Manager Finance  
Controller  
Manager Accounting  
Accountant 4  
Accountant 1  
Accounting Clerk 2  
Risk Manager  
Lawyer/In-House Counsel 1  
Regulatory Affairs Manager (New)  
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 (New)  
Land Surveyor 2  
Survey Party Chief (Senior Level)  
Chief Assayer (New)  
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 (New)  
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 (New)  
Plant/Process Operator 2 (New)  
Technologist 3  
Technologist 2  
Lab Manager  
Lab Technologist 2  
Lab Technologist 1  
Environment Services Executive  
Environmental Manager (New)  
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 (New)  
Contract Assistant  
Asset Management Manager  
Asset Management Coordinator

**QUALITY CONTROL**

Quality Manager