

2018 BENCHMARK POSITIONS

THE TECHNICAL SURVEY

▶ [View Survey Position Descriptions \(click here\)](#) ◀**MANAGEMENT/PROJECT MANAGEMENT**

Information/Technical Systems Executive
 Information & Technology Infrastructure Executive
 Director of Project Management Officer
 Engineering Executive
 Engineering Practice Director
 Chief Technology 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
 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 (Renumbered)
 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

TECHNICAL SUPPORT

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

SOFTWARE DEVELOPMENT

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

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

TECHNOLOGISTS

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

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 (New)
 Marketing Proposal Coordinator (Revised)
 Agile Scrum Master (New)
 Product Development Manager
 Product Owner (New)

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 Develt and Deployment 1A
 Technical Writer 3
 Technical Writer 2
 Technical Writer 1
 Technical Trainer 2
 Technical Trainer 1

PROJECT SUPPORT

Construction Contract Administrator
 Specification Writer

THE TECHNICAL SURVEY (continued)**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
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 4
Architectural Technologist 3 (New)
Architectural Technologist 2
Architectural Technologist 1

INTERIOR DESIGN

Project Manager / Interior Designer 3
Project Manager / Interior Designer 2
Project Manager / Interior Designer 1
Interior Designer Technologist 3
Interior Designer Technologist 2 (New)
Interior Designer Technologist 1
DESIGN ASSISTANT

PLANNER / DESIGNER

Urban / Community Planner 3
Urban / Community Planner 2
Urban / Community Planner 1 (New)
Urban Designer 3 (New)
Urban Designer 2
Urban Designer 1
Landscape Architect 3 (New)
Landscape Architect 2 (New)
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

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

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
Business Intelligence Specialist
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 (Revised Title)
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

PIPELINE SERVICES

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

THE TECHNICAL SURVEY (continued)

COMPUTER/HARDWARE SUPPORT

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

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
 Telecom Systems Engineer

DATA SCIENTISTS (NEW)

Data Scientist 3 (New)
 Data Scientist 2 (New)
 Data Scientist 1 (New)

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 (Cyber Security) Manager (Revised)
 Information Security (Cyber Security) Architect (Revised)
 Information Security (Cyber Security) Analyst 2 (Revised)
 Information Security (Cyber Security) Analyst 1 (Revised)
 Security Analyst
 Security Operator

ENGINEERING - GENERAL

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

GEOMATICS

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

LAND SURVEYORS

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

BUSINESS SYSTEMS ANALYSIS

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

IT ASSET MANAGEMENT

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

GEOSCIENTISTS

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

OPERATIONS ADMIN

Safety Manager
 Safety Specialist
 Safety Advisor 1

INSPECTORS

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

SCIENTISTS

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

THE PROFESSIONAL & ADMINISTRATIVE SURVEY

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

MANAGEMENT

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

HUMAN RESOURCES

Human Resources Executive
Director Human Resources
Manager Human Resources 2
Manager Human Resources 1
Human Resources Specialist
Human Resources Advisor/HR Business Partner
Human Resources Analyst/Generalist 2
Human Resources Analyst/Generalist 1
Human Resources Administrator
Human Resources Assistant
Payroll/Benefits Lead (Revised)
Benefits Coordinator (Revised)
Payroll Coordinator (Revised)
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

BUSINESS ANALYSIS

Business Analyst 3
Business Analyst 2
Business Analyst 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

RISK/CREDIT

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

PROJECT ACCOUNTING

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

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
Bookkeeper (New)
Accounting Clerk Supervisor
Accounting Clerk 3
Accounting Clerk 2
Accounting Clerk 1

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
Examiners - (Claims Specialists)
Supervisor - Bodily Injury
Claims Adjuster - Bodily Injury
Supervisor - Property
Claims Adjuster - Property
Appraiser
Claims Manager
Claims Advisor
Claims Assistant
Sales Manager - Insurance
Sales Agent 2/Broker 2
Sales Agent 1/Broker 1

DOCUMENT CONTROL

Document Control Manager
Document Control Lead
Document Control 2
Document Control 1
Librarian (Revised)
Digital Media Librarian (New)

THE PROFESSIONAL & ADMINISTRATIVE SURVEY (continued)

BUSINESS PROCESS ANALYSIS

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

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

TECHNICAL SALES & SUPPORT (Pre-Post Sales)

Regional Technical Sales Manager (Revised Title)
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

CUSTOMER SERVICE

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

MARKETING

Marketing Executive
Director of Marketing (Revised)
Director Business Development
Business Development Manager
Sr. Business Development Representative (New)
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
Proposal Manager (New)
Proposal Specialist (New)
Marketing Proposal Coordinator (Revised)

CAPITAL PLANNING

Top Planning Executive
Capital Planning Manager
Capital Planning Analyst

FUND DEVELOPMENT

Top Fund Development Executive
Manager Fund Development
Representative Fund Development
Grants Administrator
Fund Development Coordinator
Volunteer Coordinator

SALES

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

DATA SCIENTISTS (NEW)

Data Scientist 3 (New)
Data Scientist 2 (New)
Data Scientist 1 (New)

FACILITIES OPERATIONS & MAINTENANCE

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

THE SUPPLY CHAIN & MANUFACTURING SURVEY

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

MANAGEMENT

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

PROCUREMENT

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

PRODUCTION

Director Operations
 Operations Manager
 Production Plant Manager (Level 3)
 Production Superintendent (Level 2)
 Production Supervisor (Level 1)
 Shift Supervisor
 Operator/Assembler 4
 Operator/Assembler 3
 Operator/Assembler 2
 Operator/Assembler 1
 Brake Press Set-Up / Programmer (New)
 Brake Press Operator (New)

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 (New)
 Swamper

WAREHOUSING & DISTRIBUTION

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

EQUIPMENT & MAINTENANCE

Director Maintenance
 Director Equipment
 Service Writer
 Equipment Manager
 Equipment Coordinator
 Heavy Equipment Operator 2
 Heavy Equipment Operator 1
 Equipment Clerk
 Manager Heavy Equipment Maintenance
 Maintenance Supervisor
 Parts Technician
 Heavy Equipment Maintenance Planner
 Shop Foreman
 Heavy Equipment Technician
 Mechanic Helper

OPERATIONS ADMIN

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

ASSET MANAGEMENT

Asset Management Manager
 Asset Management Coordinator

HEALTH AND SAFETY

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

QUALITY CONTROL

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

TECHNICAL SERVICES

Manager Technical Services (Revised)
 Technical Field Supervisor (New)
 Sr. Technical Field Advisor (Revised)
 Technical Field Advisor
 Technical Coordinator
 Field Service Technician

THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)**CONTRACTS**

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

MANUFACTURING ENGINEERING

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

PIPELINE SERVICES

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

TECHNOLOGISTS

Technologist Lead
Technologist 4
Technologist 3
Technologist 2
Technologist 1

ENVIRONMENTAL SCIENTISTS

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

SCIENCE

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

HOSPITALITY/LODGING

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

PROJECT CONTROLS

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

PLANT/PROCESS OPERATORS

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

FACILITIES OPERATIONS & MAINTENANCE

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

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

FIELD INSPECTORS

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

THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)

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

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

MANAGEMENT

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

CUSTOMER SERVICE REPRESENTATIVE

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

QUALITY ASSURANCE

Quality Assurance Manager
 Quality Assurance Facilitator 2
 Quality Assurance Facilitator 1

TECHNICAL SUPPORT

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

TRAINING/ADMINISTRATION

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

SALES (INBOUND/OUTBOUND)

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

CREDIT/COLLECTIONS

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

SPECIALIZED AGENTS

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

THE EXECUTIVE & DIRECTOR SURVEY

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

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

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

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

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

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

PROJECT MANAGERS

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

FIELD SUPERINTENDENTS

General Superintendent
Sr. Construction Superintendent
Construction Superintendent
Assistant Superintendent

FOREMEN

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

PROJECT ENGINEERS

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

FIELD ENGINEERS

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

SURVEYORS

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

COST CONTROLS

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

PIPELINE SERVICES

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

FIELD OFFICE / ADMINISTRATION

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

SAFETY

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

QUALITY CONTROL

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

PROJECT CONTROLS

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

ESTIMATORS

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

EQUIPMENT

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

PROCUREMENT

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

PROJECT SCHEDULERS

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

LOGISTICS

Logistics Manager
Logistics Coordinator

ASSET MANAGEMENT

Director of Asset Management
Asset Management Coordinator

TRADES

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