

## Supervisory, Managerial and Professional Compensation Survey

### **Accounting / Financial**

Controller (Corporate)  
Controller (Plant/Single Location)  
Financial/Budget Analysis Manager  
Financial/Budget Analyst I (Advanced)  
Financial/Budget Analyst II (Experienced)  
Financial/Budget Analyst III (Entry)  
Risk Manager  
Portfolio Manager  
Cost Accounting Manager  
Cost Accountant I (Advanced)  
Cost Accountant II (Experienced)  
Cost Accountant III (Entry)  
General Accounting Manager  
General Accounting Supervisor  
Accountant I (Advanced)  
Accountant II (Experienced)  
Accountant III (Entry)  
Contract Administrator  
Payroll Supervisor/Manager  
Payroll Supervisor/Administrator  
Tax Manager  
Tax Accountant  
Audit Manager  
Auditor I (Advanced)  
Auditor II (Experienced)  
Auditor III (Entry)  
Bookkeeper (Small Company)  
Billing Supervisor  
Credit and/or Collection Manager  
Credit and/or Collection Specialist

### **Administrative**

Facilities Manager (Multi-Location)  
Facilities Supervisor (Single Location)  
Office Manager  
Office Administrator (Small Company/Branch Office)  
Print Production Manager  
Senior Project Manager (Non-Technical)  
Project Manager (Non-Technical)

### **Banking**

Branch Manager - Large Branch  
Branch Manager - Small Branch  
Assistant Branch Manager - Large Branch  
Assistant Branch Manager - Small Branch  
Portfolio Administrator

### **Construction Engineering**

Construction Estimator  
Construction Superintendent  
Construction Manager  
Construction Foreman  
Civil Engineer I  
Civil Engineer II  
Civil Engineer III  
Civil Engineer IV

### **Creative / Advertising**

Art Director  
Creative Director  
Creative Manager  
Copywriter  
Editor  
Assistant Editor  
Desktop Publishing Supervisor  
Production Supervisor Advertising  
Media Manager

### **Design / Drafting**

Design Engineering Manager  
Drafting and Documentation Manager  
Drafting Supervisor  
Senior CAD Designer  
CAD Designer

### **Engineering**

Chemical Engineer I  
Chemical Engineer II  
Chemical Engineer III  
Chemical Engineer IV  
Design Engineer I  
Design Engineer II  
Design Engineer III  
Design Engineer IV  
Electrical/Electronic Engineer I  
Electrical/Electronic Engineer II  
Electrical/Electronic Engineer III  
Electrical/Electronic Engineer IV  
Controls Engineer  
Industrial Engineer I  
Industrial Engineer II  
Industrial Engineer III  
Industrial Engineer IV

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### **Engineering (Continued)**

Manufacturing Engineer I  
Manufacturing Engineer II  
Manufacturing Engineer III  
Manufacturing Engineer IV  
Mechanical Engineer I  
Mechanical Engineer II  
Mechanical Engineer III  
Mechanical Engineer IV  
Product Development Engineer I  
Product Development Engineer II  
Product Development Engineer III  
Product Development Engineer IV  
Software Engineer I  
Software Engineer II  
Software Engineer III  
Software Engineer IV  
Sr. Application Engineer  
Applications Engineer

### **Engineering Management**

Vice President Engineering  
Director of Engineering  
Engineering Manager  
Engineering Supervisor - Large Operation  
Engineering Supervisor - Small Operation  
Engineering Specialist

### **Engineering Support**

Senior Engineering Change Coordinator  
Engineering Change Coordinator  
Technical Writer I  
Technical Writer II  
Technical Writer III

### **Field Service / Sales**

Field Service Manager  
Senior Field Service Engineer  
Field Service Engineer  
Applications Engineer  
Sales Engineer  
Senior Cost Estimator  
Cost Estimator

### **Human Resources**

Human Resource VP/SVP  
Human Resources Director  
Human Resources Manager  
Human Resources Generalist - Senior  
Human Resources Generalist  
Labor Relations Manager

### **Human Resources (Continued)**

Labor Relations Representative  
Compensation Manager  
Compensation Analyst I  
Compensation Analyst II  
Compensation and Benefits Administrator  
Benefits Manager  
Benefits Analyst I  
Benefits Analyst II  
HRIS Manager  
HRIS Analyst  
Training Manager  
Training Specialist I  
Training Specialist II  
Employee Wellness Administrator  
Safety Manager  
Safety Specialist  
Employment Manager  
Employment Interviewer (Staffing Representative)  
Technical/Professional Recruiter  
Translator/Interpreter  
Organizational Development Manager  
Global Mobility Manager

### **Information Systems**

Chief Information Officer  
IT Director  
Director, Systems and Programming  
Manager, Information Technology  
Applications Systems and Programming Manager  
Applications Systems Analyst/Programmer I (Principal)  
Applications Systems Analyst/Programmer II (Senior)  
Applications Systems Analyst/Programmer III (Intermediate)  
Applications Systems Analyst/Programmer IV (Entry)  
Business Systems Analyst - Senior  
Business Systems Analyst  
Systems Programming Manager  
Systems Programmer I  
Systems Programmer II  
Systems Analyst I  
Systems Analyst II  
Computer Operations Manager  
LAN Administrator  
UNIX Administrator  
Database Administrator  
Database Analyst/Programmer I  
Database Analyst/Programmer II  
Data Security Coordinator  
Network Manager  
Network Analyst/Engineer I (Senior)  
Network Analyst/Engineer II (Intermediate)

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### **Information Systems (Continued)**

Web Operations Manager  
Web Master  
Web Developer I  
Web Developer II  
Web Designer  
Technical Support Manager  
Help Desk Manager  
IT Training Specialist I  
IT Training Specialist II  
Instructional Designer  
Electronic Data Interchange Manager  
Electronic Data Interchange Administrator  
Senior Project Manager - IT  
Project Manager - IT

### **Legal**

Attorney I (Advanced)  
Attorney II (Experienced)  
Attorney III (Entry)  
Tax Attorney  
Patent Attorney

### **Materials / Distribution**

Operations Manager (Non-Manufacturing)  
Operations Research Analyst  
Distribution Manager  
Logistics Specialist  
Warehouse Manager  
Warehouse (Shipping / Receiving) Supervisor  
Fleet Manager  
Traffic Manager  
Purchasing Manager  
Purchasing Supervisor  
Buyer I (Purchasing Agent)  
Buyer II (Experienced)  
Buyer III (Entry)  
Inventory Control Manager  
Import/Export Manager

### **Medical**

Medical Director  
Pediatrician  
Staff Physician  
Physician's Assistant  
Dietary Manager  
Nursing Director  
Nursing Manager  
Pharmacy Director

### **Medical (Continued)**

Pharmacist  
Physical Therapist  
Occupational Therapist  
Speech and Language Therapist  
Social Worker - BSW  
Social Worker - MSW  
Case Manager

### **Plant Management**

Plant Manager  
Materials Manager  
Production Control Manager  
General Supervisor  
Machine Shop Supervisor - Job Shop & Tool Room  
Supervisor, Maintenance  
Supervisor, Material Control  
Supervisor, Shipping and Receiving  
Production Supervisor - Unskilled Operation  
Production Supervisor - Semi-Skilled Operation  
Production Supervisor - Skilled Operation  
Trades Supervisor - Production Support  
Manufacturing Director (Multi-facility)  
Manufacturing Manager (Single-facility)

### **Program / Project Management**

Senior Program Manager, Engineering  
Program Manager, Engineering  
Senior Project Engineering Manager  
Project Engineering Manager  
Senior Project Engineer  
Project Engineer

### **Quality Control / Assurance / Safety**

Quality Director  
Quality Manager  
Senior Quality Engineer  
Quality Engineer  
ISO 9000/SPC/TQM Coordinator  
Senior Test Engineer  
Test Engineer  
Manager, Environmental Health & Safety  
Environmental, Health & Safety Engineer  
Supplier Quality Manager  
Sr. Supplier Quality Engineer  
Supplier Quality Engineer  
Top Management of Lean Enterprise  
Manager of Lean Enterprise  
Continuous Improvement / Lean Coordinator

## Supervisory, Managerial and Professional Compensation Survey

### **Research / Scientific**

Senior Research Scientist  
Research Scientist  
Research Associate  
Chemist I  
Chemist II  
Chemist III  
Chemist IV  
Laboratory Supervisor

### **Sales / Marketing**

National Sales Manager  
International Sales Manager  
International Sales Representative  
Regional/District Sales Manager  
Local Sales Manager  
Product Line Sales Manager  
Product Line Sales Supervisor  
Sales Representative I  
Sales Representative II  
Sales Order Manager  
Advertising/Sales Promotions Manager  
Advertising Sales Representative  
Telemarketing Manager

### **Sales / Marketing (Continued)**

Marketing Director  
Marketing Research Manager  
Marketing Research Analyst I (Advanced)  
Marketing Research Analyst II (Experienced)  
Marketing Research Analyst III (Entry)  
Marketing Manager  
Marketing Generalist I  
Marketing Generalist II  
Marketing Generalist III  
Business Development Manager  
Public Relations Manager  
Public Relations Representative I  
Public Relations Representative II  
Customer Service Director  
Customer Service Manager  
Customer Service Supervisor  
Call Center Manager  
E-Commerce Manager

### **Scheduling**

Production Planner/Scheduler (Master)  
Production Planner/Scheduler (Experienced)