

## 2016 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  
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 2  
Project Administrator 1  
Technical Area Manager  
Field Operations Manager

#### 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 (Renumbered)  
Reporting Analyst (New)  
Automated Testing Developer (New)

#### 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

#### COMPUTER/HARDWARE SUPPORT

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

#### 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)

#### SOFTWARE ENGINEERS

Software Engineering Manager  
Software Engineering Consultant  
Software Engineer 5  
Software Engineer 4  
Software Engineer 3  
Software Engineer 2  
Software Engineer 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

#### PLANNER / DESIGNER

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

#### 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 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

#### 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

**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 (Revised Title) (Revised)  
Drafting / BIM Designer Sprvr (Revised Title) (Revised)  
Drafting / BIM Designer 3 (Revised Title) (Revised)  
Drafting / BIM Designer 2 (Revised Title) (Revised)  
Drafting / BIM Designer 1 (Revised Title)  
Design Systems Specialist (Revised)  
Design Systems Analyst (Revised)

**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)

**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

**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

**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

**MOBILE APPLICATIONS**

Mobile Applications Architect  
Sr. Mobile Applications Developer  
Mobile Applications Developer

**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

**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

**SCIENTISTS**

Scientist 5  
Scientist 4  
Scientist 3  
Scientist 2  
Scientist 1

**BUSINESS PROCESS ANALYSIS**

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

**INSPECTORS**

Chief Inspector  
Field Inspector 3  
Field Inspector 2  
Field Inspector 1

## THE TECHNICAL SURVEY (continued)

### QUALITY ASSURANCE

Quality Assurance Director  
 Quality Assurance Manager  
 Quality Assurance Analyst 4  
 Quality Assurance Analyst 3  
 Quality Assurance Analyst 2  
 Quality Assurance Analyst 1  
 Release Manager

### 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 Systems Engineer

### 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

### 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

### TECHNOLOGISTS

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

### PIPELINE SERVICES

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

### PROJECT SUPPORT

Construction Contract Administrator  
 Specification Writer

### 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 Compliance Officer  
 Information & Technology Asset Coordinator  
 Information Systems Audit Manager  
 Information & Technology Service Perf Mgmt Manager

### 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

### OPERATIONS ADMIN

Safety Manager  
 Safety Specialist  
 Safety Advisor 1

## THE PROFESSIONAL & ADMINISTRATIVE SURVEY

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

### MANAGEMENT

Top Division Executive  
 Executive Director (New)  
 Department/Program Director  
 Department/Program/Unit Manager  
 Registrar (New)  
 Administrative Executive

### HUMAN RESOURCES

Human Resources Executive  
 Director Human Resources  
 Manager Human Resources 2  
 Manager Human Resources 1  
 Human Resources Specialist  
 Human Resources Advisor  
 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

### BUSINESS PROCESS ANALYSIS

Business Process Manager  
 Business Process Analyst 3  
 Business Process Analyst 2  
 Business Process 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 (Revised)  
 Investment Specialist (Renamed) (Revised)  
 Mortgage Advisor (New)  
 Account Manager 3  
 Account Manager 2  
 Account Manager 1  
 Underwriting Manager 2  
 Underwriting Manager 1  
 Personal Banker 2  
 Personal Banker 1  
 Financial Advisor (New)  
 Customer Service Representative 2  
 Customer Service Representative 1

### PROJECT ACCOUNTING

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

### BILLINGS

Billing Supervisor  
 Billing Specialist  
 Billing Coordinator  
 Billing Clerk

### INSURANCE SERVICES

Insurance Underwriting Manager  
 Insurance Underwriting Supervisor  
 Insurance Underwriter 2  
 Insurance Underwriter 1  
 Claims Adjuster - Bodily Injury (New)  
 Claims Adjuster - Property (New)  
 Appraiser (New)  
 Claims Manager (New)  
 Claims Advisor (New)  
 Sales Manager - Insurance (New)  
 Sales Agent 2 (New)  
 Sales Agent 1 (New)

### RISK/CREDIT

Risk Manager  
 Risk Analyst  
 Credit Manager  
 Credit Analyst 2  
 Credit 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

### 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

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

**CUSTOMER SERVICE**

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

**BUSINESS ANALYSIS**

Business Analyst 3  
Business Analyst 2  
Business Analyst 1

**CAPITAL PLANNING**

Top Planning Executive  
Capital Planning Manager  
Capital Planning Analyst

**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

**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

**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

**FACILITIES MAINTENANCE**

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

**DOCUMENT CONTROL**

Document Control Manager  
Document Control Lead  
Document Control 2  
Document Control 1  
Librarian

**FUND DEVELOPMENT**

Top Fund Development Executive  
Manager Fund Development  
Representative Fund Development (Revised)  
Grants Administrator (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  
Procurement Manager  
Buyer Lead (Supervisor)  
Buyer 3  
Buyer 2  
Buyer 1  
Import/Export Manager  
Import/Export Clerk  
Materials Manager  
Materials Coordinator (Revised Title)  
Purchasing Clerk

### CONTRACTS

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

### 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

### 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

### 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

### 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

### TRANSPORTATION

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

### ASSET MANAGEMENT

Asset Management Manager  
Asset Management Coordinator

### 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 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

### HOSPITALITY/LODGING

Lodging Manager  
Catering Operations Manager  
Executive Housekeeper (New)  
Housekeeper Supervisor (New)  
Housekeeping Attendant  
Front Desk Supervisor (New)  
Front Desk Agent  
Executive Chef (Revised Title)  
Sous Chef (Revised Title)  
Cook (Revised Title)

### FACILITIES MAINTENANCE

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



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

**TECHNICAL SERVICES**

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

**TECHNOLOGISTS**

Technologist Lead  
Technologist 4  
Technologist 3  
Technologist 2  
Technologist 1

**FIELD INSPECTORS**

Chief Inspector  
Field Inspector 3  
Field Inspector 2  
Field Inspector 1

**PIPELINE SERVICES**

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

**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

**TRADES**

*Foremen*  
Trades General Foreman (New)  
Trades Foreman 2 (New)  
Trades Foreman 1 (New)

*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

*General Labourer*  
Skilled Labourer  
Unskilled Labourer

**TRADES**

*Power (Stationary) Engineer*  
1<sup>st</sup> Class (Lead)  
2<sup>nd</sup> Class  
3<sup>rd</sup> Class  
4<sup>th</sup> Class  
5<sup>th</sup> Class  
Power Engineering Technologist

*Machinist*  
Lead  
Journeyman  
3rd/4th Year Apprentice  
1st/2nd Year Apprentice

*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 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 and Administration  
 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 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 Facilities  
 Executive 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)

**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

## 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  
 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  
 Land Surveyor 2  
 Survey Party Chief (Senior Level)  
 Prospector

### OPERATIONS

VP Operations  
 Mine Manager  
 General Manager  
 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

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  
 Technologist 3  
 Technologist 2  
 Lab Manager  
 Lab Technologist 2  
 Lab Technologist 1  
 Environment Services Executive  
 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  
 Manager Supply Chain  
 Buyer Lead (Supervisor)  
 Buyer 2  
 Inventory Manager  
 Inventory Control Analyst  
 Stock Handler 1  
 Transportation Manager  
 Contract Assistant  
 Asset Management Manager  
 Asset Management Coordinator

### QUALITY CONTROL

Quality Manager