

2020 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 Officer (CTO)
 Senior Project/Technical Director
 Project/Technical Director
 Senior Project/Department Manager
 Project Manager
 Team/Project Leader 2
 Team/Project Leader 1
 Project Administrator 3
 Project Administrator 2
 Project Administrator 1
 Technical Area Manager
 Field Operations Manager

TECHNOLOGY SOLUTIONS

Technology Solutions Architect 3
 Technology Solutions Architect 2
 Technology Solutions Architect 1
 Cloud Computing Architect
 Technology Solutions Analyst 2
 Technology Solutions Analyst 1

SYSTEMS DEVELOPMENT

Systems Architect 3
 Systems Architect 2
 Systems Architect 1
 Systems Analyst 3
 Systems Analyst 2 (Programmer Analyst)
 Systems Analyst 1 (Programmer)
 SharePoint Analyst
 Reporting Analyst
 Automated Testing Developer

TECHNICAL SUPPORT

Technical Support Manager
 Technical Support 4
 Technical Support 3
 Technical Support 2
 Technical Support 1
 Systems Administrator 3
 Systems Administrator 2
 Systems Administrator 1
 UNIX Systems Administrator
 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
 Manager, Software Systems Implementation Team
 Software Test Team Lead
 Software Test Analyst 3
 Software Test Analyst 2
 Software Test Analyst 1
 Software Application Support Analyst
 DevOps Specialist

MOBILE APPLICATIONS

Mobile Applications Architect
 Sr. Mobile Applications Developer
 Mobile Applications Developer

SOFTWARE ENGINEERS

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

HARDWARE ENGINEERS

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

DRAFTING DESIGNERS

Drafting / BIM Designer Manager
 Drafting / BIM Designer Supervisor
 Drafting / BIM Designer 3
 Drafting / BIM Designer 2
 Drafting / BIM Designer 1
 Design Technology Specialist 2
 Design Technology Specialist 1

BUSINESS SOLUTIONS

Business Solutions Manager
 Business Development Consultant 2
 Business Development Consultant 1
 Business Solutions Architect 2
 Business Solutions Architect 1
 Business Analyst 3
 Business Analyst 2
 Business Analyst 1
 Client Services Manager
 Client Services Coordinator
 Vendor Management Manager
 Vendor Management Analyst
 Proposal Manager
 Proposal Specialist
 Marketing Proposal Coordinator
 Agile Scrum Master
 Product Development Manager
 Product Owner

BUSINESS PROCESS ANALYSIS

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

INTEGRATED SYSTEMS (ERP)

Integrated Systems (ERP) Manager
 ERP Configuration/Application 4
 ERP Configuration/Application 3
 ERP Configuration/Application 2
 ERP Configuration/Application 1
 ERP Administrator
 ERP Software Development and Deployment 4
 ERP Software Development and Deployment 3
 ERP Software Development and Deployment 2
 ERP Software Development and Deployment 1
 ERP Software Development and Deployment 1A
 Technical Writer 3
 Technical Writer 2
 Technical Writer 1
 Technical Trainer 2
 Technical Trainer 1

ARTIFICIAL INTELLIGENCE (NEW)

Machine Learning Developer
 Robotics Scientist
 Robotics Engineer

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
 User Experience Designer 2 (UX)
 User Experience Designer 1 (UX)
 User Interface Designer 3 (UI)
 User Interface Designer 2 (UI)
 User Interface Designer 1 (UI)
 Web Administrator 2
 Web Administrator 1

ARCHITECTS

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

INTERIOR DESIGN

Interior Designer Team Lead
 Interior Designer 2
 Interior Designer 1
 Interior Designer Technologist 3
 Interior Designer Technologist 2
 Interior Designer Technologist 1
 Design Assistant

PROJECT SUPPORT

Construction Contract Administrator 3
 Construction Contract Administrator 2
 Construction Contract Administrator 1
 Specification Writer 3
 Specification Writer 2
 Specification Writer 1

PLANNER / DESIGNER

Urban / Community Planner 3
 Urban / Community Planner 2
 Urban / Community Planner 1
 Urban Designer 3
 Urban Designer 2
 Urban Designer 1
 Landscape Architect 3
 Landscape Architect 2
 Landscape Architect 1

CLIENT SUPPORT (Help Desk)

Client Support/Help Desk Manager
 Help Desk Lead
 Help Desk Rep 2
 Help Desk Rep 1
 Client Support Lead
 Client Support Rep 3
 Client Support Rep 2
 Client Support Rep 1

COMPUTER OPERATIONS

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

DATA SCIENCE & BUSINESS INTELLIGENCE

Data Science & Business Intelligence Manager
 Data Scientist 3
 Data Scientist 2
 Data Scientist 1
 Business Intelligence Specialist
 Business Intelligence Developer 3
 Business Intelligence Developer 2
 Business Intelligence Developer 1

DATABASE MANAGEMENT

Database Manager
 Database Architect 2
 Database Architect
 Database Analyst 2
 Database Analyst 1
 Database Administrator 2
 Database Administrator 1
 Data Storage Lead
 Data Storage Architect
 Data Storage Administrator
 Salesforce CRM Sr. Business Analyst
 Salesforce CRM Jr. Business Analyst
 Salesforce CRM Administrator
 Salesforce CRM App Builder

TECHNICAL SALES & SUPPORT (Pre-Post Sales)

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

FIRMWARE (Embedded Software) ENGINEERS

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

GEOSCIENTISTS

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

THE TECHNICAL SURVEY (continued)

TECHNOLOGISTS

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

QUALITY ASSURANCE

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

COMPUTER/HARDWARE SUPPORT

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

MULTI-MEDIA (New Media)

Art Director
 Creative Director
 Senior Animator
 Animator
 Senior Modeler (2D, or 3D)
 Modeler (2D, or 3D)
 Multimedia Application Developer
 Web Content Leader/Manager
 Web Content Developer 2
 Web Content Developer 1/Copywriter
 New Media Producer
 Search Engine Optimization (SEO) Specialist
 Social Media Coordinator 1
 Senior Social Media Coordinator
 Web Analytics Analyst

SCIENTISTS

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

TELECOMMUNICATIONS

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

CONTINUITY MGMT/DISASTER RECOVERY

Director BusContinuity/Disaster Recovery
 Bus Continuity/Disaster Recovery Project Manager
 Bus Continuity/Disaster Recovery 2
 Bus Continuity/Disaster Recovery 1
 Systems Disaster Recovery Analyst

INFORMATION SECURITY

Information Security (Cyber Security) Manager
 Information Security (Cyber Security) Architect
 Information Security (Cyber Security) Analyst 2
 Information Security (Cyber Security) Analyst 1
 Security Analyst
 Security Operator
 Network Security and Systems Testing

ENGINEERING - GENERAL

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

LAND SURVEYORS

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

BUSINESS SYSTEMS ANALYSIS

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

IT ASSET MANAGEMENT

Information & Technology Asset Manager
 Information & Technology Asset Mgmt Compl Officer
 Information & Technology Asset Coordinator
 Information Systems Audit Manager
 Information & Tech Service Perf Mgmt Manager

GEOMATICS

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

PIPELINE SERVICES

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

OPERATIONS ADMIN

Safety Manager
 Safety Specialist
 Safety Advisor 1

INSPECTORS

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

GRAPHIC DESIGN

Graphic Designer Lead
 Graphic Designer 3
 Graphic Designer 2
 Graphic Designer 1

THE PROFESSIONAL & ADMINISTRATIVE SURVEY

▶ [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 Manager
Payroll/Benefits Lead
Benefits Coordinator
Payroll Coordinator
Payroll Technician 2
Payroll Technician 1
Manager Compensation
Compensation Analyst 2
Compensation Analyst 1
Manager Recruiting
Technical Recruiter
Recruiter
Manager Resourcing
Manager Training & Development
Manager Organizational Development
Trainer 2
Trainer 1
Training Assistant
HRIS Analyst
Manager Labour Relations
Labour Relations Advisor
WCB Claims Coordinator

TECHNICAL SALES & SUPPORT (Pre-Post Sales)

Regional Technical Sales Manager
Technical Sales Manager
Technical Sales Rep 2 (Sr. Sales Representative)
Technical Sales Rep 1 (Sales Representative)
Applications Specialist 3
Applications Specialist 2
Applications Specialist 1

FINANCE

Finance Executive
Treasurer
Director Finance
Director Tax
Manager Budgets and Forecasts
Manager Finance (Revised)
Financial Analyst 3
Financial Analyst 2
Financial Analyst 1
Tax Manager
Tax Specialist
Treasury Analyst 2
Treasury Analyst 1

FINANCIAL SERVICES

Branch Manager 3
Branch Manager 2
Branch Manager 1
Assistant Branch Manager
Investment Specialist
Compliance Manager
Compliance Analyst
Mortgage Advisor
Account Manager 3
Account Manager 2
Account Manager 1
Underwriting Manager 2
Underwriting Manager 1
Personal Banker 2
Personal Banker 1
Financial Planner
Financial Advisor
Customer Service Representative 2
Customer Service Representative 1

COMMUNICATIONS/PUBLIC RELATIONS

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

INSURANCE SERVICES

Actuary
Actuarial Associate
Actuarial Analyst
Underwriting Executive
Insurance Underwriting Manager
Insurance Underwriting Supervisor
Insurance Underwriter 2
Insurance Underwriter 1
Product Development Manager
Claims Executive
Examiner - (Claims Specialist)
Supervisor- Bodily Injury
Claims Adjuster - Bodily Injury
Supervisor - Property
Claims Adjuster - Property
Appraiser
Claims Manager
Claims Advisor 2
Claims Advisor 1
Claims Administrator
Sales Manager - Insurance
Sales Agent 2/Broker 2
Sales Agent 1/Broker 1

RISK/CREDIT

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

DOCUMENT CONTROL

Document Control Manager
Document Control Lead
Document Control 2
Document Control 1
Librarian
Digital Media Librarian

FUND DEVELOPMENT

Top Fund Development Executive
Manager Fund Development
Representative Fund Development
Donor Relations Coordinator
Fund Development Coordinator
Volunteer Coordinator

THE PROFESSIONAL & ADMINISTRATIVE SURVEY (continued)

ACCOUNTING SERVICES

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

BILLINGS

Billing Supervisor
 Billing Specialist
 Billing Coordinator
 Billing Clerk

BUSINESS ANALYSIS

Business Analyst 3
 Business Analyst 2
 Business Analyst 1

CANNABIS RETAIL

Cannabis Retail Manager
 Cannabis Retail Assistant Manager
 Cannabis Retail Sales Associate
 Cannabis Education/Product Specialist

LEGAL

Chief Corporate Counsel
 Lawyer/In-House Counsel 3
 Lawyer/In-House Counsel 2
 Lawyer/In-House Counsel 1
 Corporate Secretary
 Legal Assistant 2
 Legal Assistant 1
 Regulatory Affairs Manager
 Regulatory Affairs Advisor
 Privacy Officer
 Policy Analyst

CUSTOMER SERVICE

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

ADMINISTRATIVE SERVICES

Administrative Services Manager
 Office Manager
 Executive Assistant to the President
 Executive Assistant
 Administrative Assistant 3
 Administrative Assistant 2
 Administrative Assistant 1
 Receptionist
 General Clerk 2
 General Clerk 1
 Data Entry Operator 3
 Data Entry Operator 2
 Data Entry Operator 1

MARKETING

Marketing Executive
 Director of Marketing
 Director Business Development
 Business Development Manager
 Sr. Business Development Representative
 Business Development Representative
 Marketing Manager
 Marketing Research Manager
 Marketing Analyst 3
 Marketing Analyst 2
 Marketing Analyst 1
 Marketing Coordinator
 Marketing Administrator
 Marketing Assistant
 Product Brand Manager
 Product Brand Analyst
 Advertising/Promotional Analyst
 Pricing Analyst
 Pricing Manager (New)
 Proposal Manager
 Proposal Specialist
 Marketing Proposal Coordinator

DIGITAL MARKETING

Manager Digital Marketing
 Web Marketing Manager
 Marketing Database Analyst
 Web Marketing Analyst
 Distribution Channels Specialist
 Web New Business Development/Account Execu
 Search Engine Optimization (SEO) Specialist

BUSINESS PROCESS ANALYSIS

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

CAPITAL PLANNING

Top Planning Executive
 Capital Planning Manager
 Capital Planning Analyst

SALES

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

PROJECT ACCOUNTING

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

FACILITIES OPERATIONS & MAINTENANCE

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

DATA ANALYTICS

Data Science & Business Intelligence Manager
 Data Scientist 3
 Data Scientist 2
 Data Scientist 1

THE SUPPLY CHAIN & MANUFACTURING SURVEY

► [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

CONTRACTS

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

ENVIRONMENTAL SCIENTISTS

Environmental Manager
 Environmental Scientist 5
 Environmental Scientist 4
 Environmental Scientist 3
 Environmental Scientist 2
 Environmental Scientist 1
 Environmental 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
 Hydrovac Operator
 Swamper

PIPELINE SERVICES

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

PLANT/PROCESS OPERATORS

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

RENEWABLE ENERGY (NEW)

Solar Project Manager
 Solar PV Technician
 Wind Site Project Manager
 Wind Service Technician
 Renewable Energy Consultant

OPERATIONS ADMIN

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

HEALTH AND SAFETY

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

QUALITY CONTROL

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

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

THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)

PRODUCTION

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

MANUFACTURING ENGINEERING

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

HOSPITALITY/LODGING

Director, Food & Beverage
 Manager, Hospitality Services
 Lodging Manager
 Catering Operations Manager
 Events/Catering Supervisor
 Events/Catering Coordinator
 Executive Housekeeper
 Housekeeper Supervisor
 Housekeeping Attendant
 Front Desk Supervisor
 Front Desk Agent
 Executive Chef
 Sous Chef
 Cook 3
 Cook 2
 Cook 1 / Prep Cook
 Breakfast Cook
 Baker

FACILITIES OPERATIONS & MAINTENANCE

Director Facilities
 Facilities Manager
 Facilities Coordinator
 Facilities Maintenance Supervisor
 Facilities Assistant
 Facilities Maintenance Mechanic
 Maintenance Worker
 Custodian
 Security Manager
 Security Guard
 Building Operator 3
 Building Operator 2
 Building Operator 1
 Leasing Agent - Residential
 Leasing Agent - Commercial
 Property Manager

MINING OPERATIONS

Mine Manager
 Mine Maintenance Manager
 Minerals Processing Operator 3
 Minerals Processing Operator 2
 Minerals Processing Operator 1
 Diamond Driller
 Prospector
 Underground Miner
 Diamond Driller Helper
 Mining Engineer F+
 Mining Engineer F
 Mining Engineer E
 Mining Engineer D
 Mining Engineer C
 Mining Engineer B
 Mining Engineer A

TECHNOLOGISTS

Technologist Lead
 Technologist 4
 Technologist 3
 Technologist 2
 Technologist 1

ASSET MANAGEMENT

Asset Management Manager
 Asset Management Coordinator

FIELD INSPECTORS

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

CANNABIS PRODUCTION

Master Grower
 Growing Technician
 Extraction Technician
 Cannabis Processor / Grower
 Destruction Technician

PROJECT CONTROLS

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

EQUIPMENT AND MAINTENANCE

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

TECHNICAL SERVICES

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

THE SUPPLY CHAIN & MANUFACTURING SURVEY (continued)

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

TRADES

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

TRADES

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

SPECIALIZED AGENTS

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

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

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

SALES (INBOUND/OUTBOUND)

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

QUALITY ASSURANCE

Quality Assurance Manager
 Quality Assurance Facilitator 2
 Quality Assurance Facilitator 1

CREDIT/COLLECTIONS

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

TECHNICAL SUPPORT

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

THE EXECUTIVE & DIRECTOR SURVEY

[▶ 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 Executive
 Top Position Region (General Manager)
 Top Position Business Unit (Branch)
 Top Position Legal Services
 Top Position Human Resources and Administration
 Top Position Human Resources
 Top Position Research and Development
 Top Position Manufacturing
 Top Position Sales
 Top Position Marketing

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

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

FIELD OFFICE / ADMINISTRATION

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

SAFETY

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

QUALITY CONTROL

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

PROJECT CONTROLS

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

ESTIMATORS

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

EQUIPMENT

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

PROCUREMENT

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

RENEWABLE ENERGY (NEW)

Solar Project Manager
Solar PV Technician
Wind Site Project Manager
Wind Scervice Technician
Renewable Energy Consultant

PROJECT SCHEDULERS

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

LOGISTICS

Logistics Manager
Logistics Coordinator

ASSET MANAGEMENT

Director of Asset Management
Asset Management Coordinator

TRADES

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

THE MINING SURVEY

▶ [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