TELUS Health

2026 Executive & Director Report Benchmark Positions

Family	Job Code	Position Title
Communications and Public Relations	3505	Corporate Communications / Public Affairs Executive
Communications and Public Relations	5029	Top Position Investor Relations
Communications and Public Relations	5021	Top Position Regulatory Affairs
Contact Centre	3900	Vice-President Contact Centre
Corporate, Business, and Strategic Planning	5058	Top Position Digital Strategy
Corporate, Business, and Strategic Planning	5020	Top Position Planning and Strategy
Corporate, Business, and Strategic Planning	5047	Vice President, Corporate Development
Credit and Collections	5032	Top Position Credit Management
Customer Service	5022	Top Position Customer Experience
Engineering	105	Engineering Executive
Engineering	108	Engineering Practice Director
Engineering	5049	Top Position Project Controls
Facilities Operations & Maintenance	4471	Director Maintenance
Facilities Operations & Maintenance	5050	Top Position Facilities
Finance & Accounting	5003	Chief Financial Officer (CFO)
Finance & Accounting	3303	Controller
Finance & Accounting	5033	Tax Executive
Finance & Accounting	5006	Top Position Finance and Administration / Corporate Resources
Finance & Accounting	5054	Top Position Internal Audit
Finance & Accounting	3204	Treasurer
Finance & Accounting	5048	Vice President Finance
Financial Services	5060	Top Position Commercial Banking
Financial Services	5059	Top Position Retail Banking
Fund Raising	3520	Top Fund Development Executive
General Executive / Management	3030	Administrative Executive
General Executive / Management	5055	Chairman, Board of Directors
General Executive / Management	5056	Chief Business Officer
General Executive / Management	5002	Chief Operating Officer (COO)
General Executive / Management	3012	Executive Director
General Executive / Management	5037	Executive Vice President
General Executive / Management	5001	President (Subsidiary)
General Executive / Management	5000	President and Chief Executive Officer (CEO)
General Executive / Management	3010	Top Division Executive
General Executive / Management	5028	Top Position Business Development
General Executive / Management	5010	Top Position Business Unit (Branch)
General Executive / Management	5009	Top Position Region (General Manager)
General Executive / Management	5007	Chief of Staff **(NEW in 2026)**
Health, Safety and Environment	3761	Director Health, Safety & Environment
Health, Safety and Environment	5035	Environment Services Executive
Human Resources	3103	Human Resources Executive 1 **(NEW in 2026)**

TELUS Health

2026 Executive & Director Report Benchmark Positions

Family	Job Code	Position Title
Human Resources	5012	Human Resources Executive 2 **(NEW in 2026)**
Information Technology	5004	Chief Information Officer (CIO)
Information Technology	5005	Chief Technology Officer (CTO)
Legal	4115	Chief Corporate Counsel
Legal	4119	Legal Executive **(NEW in 2026)**
Logistics / Supply Chain	5046	Top Position Asset Management
Logistics / Supply Chain	5045	Top Position Equipment
Logistics / Supply Chain	5024	Top Position Logistics
Logistics / Supply Chain	5025	Top Position Procurement
Logistics / Supply Chain	5026	Top Position Supply Chain Management
Marketing	5017	Top Position Marketing
Product Design and Development	5043	Top Position Product Development
Production / Operations	5038	Top Position Construction
Production / Operations	5039	Top Position Exploration
Production / Operations	5040	Top Position Oil & Gas Production
Production / Operations	3703	VP Manufacturing
Production / Operations	3704	VP Operations
Quality Assurance	1905	Quality Assurance Director
Research and Development	4642	R & D Director
Retail / Merchandising	5042	VP Retail Operations
Risk Management	5031	Top Position Risk Management
Sales	5016	Top Position Sales
Sales	5018	Top Position Sales and Marketing

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Administration	3414	Administrative Assistant 1
Administration	3413	Administrative Assistant 2
Administration	3412	Administrative Assistant 3
Administration	3410	Administrative Services Manager
Administration	3421	Corporate Records Analyst
Administration	3418	Data Entry Operator 1
Administration	3423	Data Entry Operator 2
Administration	3422	Data Entry Operator 3
Administration	3463	Digital Media Librarian
Administration	3458	Document Control 1
Administration	3456	Document Control 2
Administration	3454	Document Control Lead
Administration	3452	Document Control Manager
Administration	3411	Executive Assistant
Administration	3420	Executive Assistant to the President
Administration	3417	General Clerk 1
Administration	3416	General Clerk 2
Administration	3460	Librarian
Administration	3419	Office Manager
Administration	3415	Receptionist
Analytics	1845	Data Science & Business Intelligence Manager
Analytics	1870	Data Scientist 1
Analytics	1860	Data Scientist 2
Analytics	1850	Data Scientist 3
Communications and Public Relations	3513	Communications / Public Relations Assistant
Communications and Public Relations	3512	Communications / Public Relations Representative
Communications and Public Relations	3511	Communications / Public Relations Specialist
Communications and Public Relations	3510	Communications/Public Relations Manager
Communications and Public Relations	3516	Community Affairs Manager
Communications and Public Relations	3505	Corporate Communications / Public Affairs Executive
Communications and Public Relations	3515	Events Coordinator
Communications and Public Relations	3519	Investor Relations Advisor
Communications and Public Relations	3514	Investor Relations Manager
Communications and Public Relations	2162	Senior Social Media Coordinator
Communications and Public Relations	2165	Social Media Coordinator
Communications and Public Relations	3518	Translator
Communications and Public Relations	3517	Events Manager **(NEW in 2026)**
Communications and Public Relations	3508	Communications/Public Relations Director **(NEW in 2026)**
Corporate, Business, and Strategic Planning	4230	Business Analyst 1
Corporate, Business, and Strategic Planning	4220	Business Analyst 2

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Corporate, Business, and Strategic Planning	4210	Business Analyst 3
Corporate, Business, and Strategic Planning	4340	Business Process Analyst 1
Corporate, Business, and Strategic Planning	4330	Business Process Analyst 2
Corporate, Business, and Strategic Planning	4320	Business Process Analyst 3
Corporate, Business, and Strategic Planning	4310	Business Process Manager
Corporate, Business, and Strategic Planning	3538	Capital Planning Analyst
Corporate, Business, and Strategic Planning	3535	Capital Planning Manager
Corporate, Business, and Strategic Planning	3530	Top Planning Executive
Credit and Collections	3349	Credit Analyst 1
Credit and Collections	3348	Credit Analyst 2
Credit and Collections	3347	Credit Manager
Customer Service	3654	Customer Care Lead
Customer Service	3658	Customer Service Representative 1
Customer Service	3657	Customer Service Representative 2
Customer Service	3656	Customer Service Representative 3
Customer Service	3652	Customer Services Manager
Facilities Operations & Maintenance	3822	Building Operator 1
Facilities Operations & Maintenance	3821	Building Operator 2
Facilities Operations & Maintenance	3820	Building Operator 3
Facilities Operations & Maintenance	3817	Custodian
Facilities Operations & Maintenance	3805	Director Facilities
Facilities Operations & Maintenance	3816	Facilities Assistant
Facilities Operations & Maintenance	3815	Facilities Coordinator
Facilities Operations & Maintenance	3811	Facilities Maintenance Mechanic
Facilities Operations & Maintenance	3810	Facilities Manager
Facilities Operations & Maintenance	3826	Leasing Agent - Commercial
Facilities Operations & Maintenance	3825	Leasing Agent - Residential
Facilities Operations & Maintenance	3812	Maintenance Worker
Facilities Operations & Maintenance	3827	Property Manager
Facilities Operations & Maintenance	3814	Security Guard
Facilities Operations & Maintenance	3813	Security Manager
Facilities Operations & Maintenance	3809	Facilities Specialist **(NEW in 2026)**
Finance & Accounting	3313	Accountant 1
Finance & Accounting	3312	Accountant 2
Finance & Accounting	3315	Accountant 3
Finance & Accounting	3311	Accountant 4
Finance & Accounting	3316	Accounting Clerk 1
Finance & Accounting	3314	Accounting Clerk 2
Finance & Accounting	3319	Accounting Clerk 3
Finance & Accounting	3309	Accounting Clerk Supervisor

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Finance & Accounting	3337	Billing Clerk
Finance & Accounting	3334	Billing Coordinator
Finance & Accounting	3335	Billing Specialist
Finance & Accounting	3333	Billing Supervisor
Finance & Accounting	3307	Bookkeeper
Finance & Accounting	3303	Controller
Finance & Accounting	3305	Director Accounting / Regional Controller
Finance & Accounting	3205	Director Finance
Finance & Accounting	3304	Director Internal Audit
Finance & Accounting	3228	Director Tax
Finance & Accounting	3213	Financial Analyst 1
Finance & Accounting	3212	Financial Analyst 2
Finance & Accounting	3211	Financial Analyst 3
Finance & Accounting	3317	Internal Audit Manager
Finance & Accounting	3318	Internal Auditor 1
Finance & Accounting	3308	Internal Auditor 2
Finance & Accounting	3310	Manager Accounting
Finance & Accounting	3240	Manager Budgets and Forecasts
Finance & Accounting	3210	Manager Finance
Finance & Accounting	3323	Project Accountant 1
Finance & Accounting	3322	Project Accountant 2
Finance & Accounting	3324	Project Accountant 3
Finance & Accounting	3321	Project Accountant 4
Finance & Accounting	3320	Project Accounting Manager
Finance & Accounting	3230	Tax Manager
Finance & Accounting	3214	Tax Specialist
Finance & Accounting	3204	Treasurer
Finance & Accounting	3222	Treasury Analyst 1
Finance & Accounting	3220	Treasury Analyst 2
Finance & Accounting	5048	Vice President Finance
Financial Services	3263	Account Manager 1 (Banking)
Financial Services	3262	Account Manager 2 (Banking)
Financial Services	3261	Account Manager 3 (Banking)
Financial Services	3256	Assistant Branch Manager
Financial Services	3255	Branch Manager 1
Financial Services	3254	Branch Manager 2
Financial Services	3253	Branch Manager 3
Financial Services	3267	Commercial Loan Portfolio Manager
Financial Services	3252	Compliance Analyst
Financial Services	3251	Compliance Manager

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Financial Services	3268	Consumer/Retail Loans Manager
Financial Services	3273	Financial Advisor
Financial Services	3276	Financial Customer Service Representative 1
Financial Services	3275	Financial Customer Service Representative 2
Financial Services	3274	Financial Planner
Financial Services	3258	Investment Specialist
Financial Services	3259	Mortgage Advisor
Financial Services	3272	Personal Banker 1
Financial Services	3271	Personal Banker 2
Financial Services	3269	Regional Director
Financial Services	3266	Underwriting Manager 1
Financial Services	3265	Underwriting Manager 2
Fund Raising	3527	Donor Relations Coordinator
Fund Raising	3526	Fund Development Coordinator
Fund Raising	3522	Grant Writer
Fund Raising	3525	Manager Fund Development
Fund Raising	3528	Representative Fund Development
Fund Raising	3520	Top Fund Development Executive
Fund Raising	3529	Volunteer Coordinator
Fundraising	3521	Director Fund Development **(NEW in 2026)**
General Executive / Management	3030	Administrative Executive
General Executive / Management	3020	Department / Program / Unit Manager
General Executive / Management	3015	Department / Program Director
General Executive / Management	3012	Executive Director
General Executive / Management	3019	Registrar
General Executive / Management	3010	Top Division Executive
Human Resources	3119	Benefits Coordinator
Human Resources	3136	Compensation Analyst 1
Human Resources	3135	Compensation Analyst 2
Human Resources	3138	HRIS Analyst
Human Resources	3113	Human Resources Administrator
Human Resources	3120	Human Resources Advisor/HR Business Partner
Human Resources	3122	Human Resources Analyst/ Generalist 1
Human Resources	3112	Human Resources Analyst/ Generalist 2
Human Resources	3114	Human Resources Assistant
Human Resources	3111	Human Resources Specialist
Human Resources	3142	Labour Relations Advisor
Human Resources	3130	Manager Compensation
Human Resources	3110	Manager Human Resources 1
Human Resources	3108	Manager Human Resources 2

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Human Resources	3140	Manager Labour Relations
Human Resources	3121	Manager Organizational Development
Human Resources	3131	Manager Recruiting
Human Resources	3116	Manager Resourcing
Human Resources	3123	Manager Training & Development
Human Resources	3115	Payroll / Benefits Lead
Human Resources	3118	Payroll Coordinator
Human Resources	3133	Payroll Manager
Human Resources	3126	Payroll Technician 1
Human Resources	3125	Payroll Technician 2
Human Resources	3132	Recruiter
Human Resources	3117	Technical Recruiter
Human Resources	3128	Trainer 1
Human Resources	3127	Trainer 2
Human Resources	3124	Training Assistant
Human Resources	3145	WCB Claims Coordinator
Human Resources	3103	Human Resources Executive 1 **(NEW in 2026)**
Human Resources	5012	Human Resources Executive 2 **(NEW in 2026)**
Human Resources	3105	Human Resources Director 1 **(NEW in 2026)**
Human Resources	3104	Human Resources Director 2 **(NEW in 2026)**
Human Resources	3143	Total Rewards Director 1 **(NEW in 2026**)
Human Resources	3144	Total Rewards Director 2 **(NEW in 2026)**
Human Resources	3147	Diversity, Equity, and Inclusion Director 1 **(NEW in 2026)**
Human Resources	3146	Diversity, Equity, and Inclusion Director 2 **(NEW in 2026)**
Information Technology	1640	Applications Specialist 1
Information Technology	1630	Applications Specialist 2
Information Technology	1625	Applications Specialist 3
Information Technology	2168	Search Engine Optimization (SEO) Specialist
Insurance Services	3282	Actuarial Analyst
Insurance Services	3281	Actuarial Associate
Insurance Services	3280	Actuary
Insurance Services	3292	Appraiser
Insurance Services	3290	Claims Adjuster - Bodily Injury
Insurance Services	3291	Claims Adjuster - Property
Insurance Services	3296	Claims Administrator
Insurance Services	3295	Claims Advisor 1
Insurance Services	3302	Claims Advisor 2
Insurance Services	3300	Claims Executive
Insurance Services	3294	Claims Manager
Insurance Services	3288	Examiner - (Claims Specialist)

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Insurance Services	3279	Insurance Investigator
Insurance Services	3287	Insurance Underwriter 1
Insurance Services	3286	Insurance Underwriter 2
Insurance Services	3283	Insurance Underwriting Manager
Insurance Services	3284	Insurance Underwriting Supervisor
Insurance Services	3301	Product Development Manager - Insurance
Insurance Services	3299	Sales Agent 1/ Broker 1
Insurance Services	3298	Sales Agent 2/ Broker 2
Insurance Services	3297	Sales Manager - Insurance
Insurance Services	3289	Supervisor - Bodily Injury
Insurance Services	3293	Supervisor - Property
Insurance Services	3285	Underwriting Executive
Insurance Services	3306	Director, Claims **(NEW in 2026)**
Legal	4115	Chief Corporate Counsel
Legal	4125	Corporate Secretary
Legal	4121	Lawyer / In-House Counsel 1
Legal	4122	Lawyer / In-House Counsel 2
Legal	4120	Lawyer / In-House Counsel 3
Legal	4140	Legal Assistant 1
Legal	4135	Legal Assistant 2
Legal	4165	Policy Analyst
Legal	4160	Privacy Officer
Legal	4155	Regulatory Affairs Advisor
Legal	4151	Regulatory Affairs Manager
Legal	4119	Legal Executive **(NEW in 2026)**
Marketing	4027	Advertising/Promotional Analyst
Marketing	4005	Director of Marketing
Marketing	4025	Distribution Channels Specialist
Marketing	4010	Manager Digital Marketing
Marketing	4013	Market Analyst 1
Marketing	4012	Market Analyst 2
Marketing	4011	Market Analyst 3
Marketing	4014	Marketing Administrator
Marketing	4016	Marketing Assistant
Marketing	4015	Marketing Coordinator
Marketing	4019	Marketing Database Analyst (Data Warehousing Solutions)
Marketing	4008	Marketing Manager
Marketing	4045	Marketing Proposal Coordinator
Marketing	4022	Marketing Research Manager
Marketing	4044	Marketing Specialist

TELUS® Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Marketing	4029	Pricing Analyst
Marketing	4028	Pricing Manager
Marketing	4024	Product Brand Analyst
Marketing	4026	Product Brand Manager
Marketing	860	Proposal Manager
Marketing	4043	Proposal Specialist
Marketing	5017	Top Position Marketing
Marketing	4020	Web Marketing Analyst
Marketing	4018	Web Marketing Manager
Product Design and Development	4006	Business Development Manager
Product Design and Development	4009	Business Development Representative
Product Design and Development	4007	Director Business Development
Product Design and Development	4004	Sr. Business Development Representative
Product Design and Development	4030	Web New Business Development/Account Executive
Project Management (Generic)	5080	Project Co-ordinator
Project Management (Generic)	5081	Project Manager
Project Management (Generic)	5082	Senior Project Manager
Retail / Merchandising	3556	Cannabis Education/Product Specialist
Retail / Merchandising	3552	Cannabis Retail Assistant Manager
Retail / Merchandising	3550	Cannabis Retail Manager
Retail / Merchandising	3554	Cannabis Retail Sales Associate
Risk Management	3340	Director Risk
Risk Management	3342	Economist/ Statistician
Risk Management	3343	Risk Analyst
Risk Management	3341	Risk Manager
Sales	3618	Account Executive 1
Sales	3615	Account Executive 2
Sales	3629	Account Manager 1
Sales	3617	Account Manager 2
Sales	3647	Inside Sales 1
Sales	3646	Inside Sales 2
Sales	3619	Key Account Manager
Sales	3644	Operational Branch Manager 1
Sales	3643	Operational Branch Manager 2
Sales	3616	Regional Sales Manager
Sales	1605	Regional Technical Sales Manager
Sales	3641	Sales Manager
Sales	3650	Sales Representative 1
Sales	3649	Sales Representative 2
Sales	3648	Sales Representative 3

TELUS Health

2026 Professional & Administrative Report Benchmark Positions

Family	Job Code	Position Title
Sales	3630	Sales Support / Coordinator
Sales	3625	Sr. Sales Support / Analyst
Sales	1610	Technical Sales Manager
Sales	1620	Technical Sales Rep 1 (Sales Representative)
Sales	1615	Technical Sales Rep 2 (Sr. Sales Representative)
Sales	5016	Top Position Sales

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	100	Information/Technical Systems Executive
Information Technology	102	Information & Technology Infrastructure Executive
Engineering	105	Engineering Executive
Engineering	108	Engineering Practice Director
Information Technology	110	Senior IT Project/ Technical Director
Information Technology	115	Project/ Technical Director
Information Technology	120	Senior IT Project/ Department Manager
Information Technology	130	IT Project Manager
Information Technology	140	Team/Project Leader 2
Information Technology	145	Team/Project Leader 1
Administration	149	Project Administrator 3
Administration	150	Project Administrator 2
Administration	155	Project Administrator 1
Administration	160	Technical Area Manager
Production / Operations	165	Field Operations Manager
Information Technology	210	Technology Solutions Architect 3
Information Technology	220	Technology Solutions Architect 2
Information Technology	230	Technology Solutions Architect 1
Information Technology	232	Cloud Computing Architect
Information Technology	235	Technology Solutions Analyst 3
Information Technology	240	Technology Solutions Analyst 2
Information Technology	250	Technology Solutions Analyst 1
Information Technology	310	Systems Architect 3
Information Technology	320	Systems Architect 2
Information Technology	330	Systems Architect 1
Information Technology	335	Systems Analyst 3
Information Technology	340	Systems Analyst 2 (Programmer Analyst)
Information Technology	350	Systems Analyst 1 (Programmer)
Information Technology	351	Sharepoint Analyst
Information Technology	352	Reporting Analyst
Information Technology	353	Automated Testing Developer
Information Technology	403	Technical Support Manager
Information Technology	405	Technical Support 4
Information Technology	410	Technical Support 3
Information Technology	420	Technical Support 2
Information Technology	430	Technical Support 1
Information Technology	435	Systems Administrator 3
Information Technology	440	Systems Administrator 2
Information Technology	442	Systems Administrator 1
Information Technology	445	UNIX Systems Administrator

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	505	Software Development Manager
Information Technology	508	Software Development Consultant
Information Technology	510	Software Developer 5
Information Technology	520	Software Developer 4
Information Technology	530	Software Developer 3
Information Technology	540	Software Developer 2
Information Technology	550	Software Developer 1
Information Technology	565	Manager, Software Systems Implementation Team
Information Technology	570	Software Test Team Lead
Information Technology	575	Software Test Analyst 3
Information Technology	580	Software Test Analyst 2
Information Technology	585	Software Test Analyst 1
Information Technology	590	Software Application Support Analyst
Information Technology	591	Devops Specialist
Information Technology	593	Mobile Applications Architect
Information Technology	594	Sr. Mobile Applications Developer
Information Technology	595	Mobile Applications Developer
Information Technology	605	Software Engineering Manager
Information Technology	608	Software Engineering Consultant
Information Technology	610	Software Engineer 5
Information Technology	620	Software Engineer 4
Information Technology	630	Software Engineer 3
Information Technology	640	Software Engineer 2
Information Technology	650	Software Engineer 1
Engineering	705	Hardware Engineering Manager
Engineering	708	Hardware Engineering Consultant
Engineering	710	Hardware Engineer 5
Engineering	720	Hardware Engineer 4
Engineering	730	Hardware Engineer 3
Engineering	740	Hardware Engineer 2
Engineering	750	Hardware Engineer 1
Engineering	760	Reliability Engineer
Information Technology	805	Business Solutions Manager
Information Technology	810	Business Development Consultant 2
Information Technology	815	Business Development Consultant 1
Information Technology	820	Business Solutions Architect 2
Information Technology	830	Business Solutions Architect 1
Information Technology	840	Business Technology Analyst 3
Information Technology	845	Business Technology Analyst 2
Information Technology	847	Business Technology Analyst 1

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	848	Client Services Manager
Information Technology	850	Client Services Coordinator
Information Technology	852	Vendor Management Manager
Information Technology	854	Vendor Management Analyst
Marketing	860	Proposal Manager
Information Technology	880	Agile Scrum Master
Information Technology	883	Product Owner
Information Technology	884	Product Manager
Information Technology	885	Product Manager, Technology
Information Technology	886	Blockchain Developer
Information Technology	905	Integrated Systems (ERP) Manager
Information Technology	910	ERP Configuration/ Application 4
Information Technology	915	ERP Configuration/ Application 3
Information Technology	920	ERP Configuration/ Application 2
Information Technology	930	ERP Configuration/ Application 1
Information Technology	935	ERP Administrator
Information Technology	940	ERP Software Development and Deployment 4
Information Technology	945	ERP Software Development and Deployment 3
Information Technology	950	ERP Software Development and Deployment 2
Information Technology	960	ERP Software Development and Deployment 1
Information Technology	961	ERP Software Development and Deployment 1A
Information Technology	965	Technical Writer 3
Information Technology	970	Technical Writer 2
Information Technology	975	Technical Writer 1
Information Technology	980	Technical Trainer 2
Information Technology	985	Technical Trainer 1
Information Technology	1005	Networks Infrastructure Manager
Information Technology	1010	Network Specialist 3
Information Technology	1015	Network Specialist 2
Information Technology	1020	Network Specialist 1
Information Technology	1030	Network Analyst 2
Information Technology	1040	Network Analyst 1
Information Technology	1050	Middleware Architect
Information Technology	1055	Middleware Analyst
Information Technology	1110	Web Applications Technical Manager
Information Technology	1111	Web Systems Analyst 3
Information Technology	1112	Web Systems Analyst 2
Information Technology	1113	Web Systems Analyst 1
Information Technology	1120	Web Applications Architect 2
Information Technology	1121	Web Applications Architect 1

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	1122	Web Developer 2
Information Technology	1123	Web Applications Developer 1
Information Technology	1129	User Experience Designer (UX) 2
Information Technology	1130	User Experience Designer (UX) 1
Information Technology	1131	User Interface Designer 3 (UI)
Information Technology	1132	User Interface Designer 2 (UI)
Information Technology	1133	User Interface Designer 1 (UI)
Information Technology	1151	Web Administrator 2
Information Technology	1152	Web Administrator 1
Information Technology	1155	Internet Security and Systems Testing
Engineering	1205	Drafting / BIM Designer Manager
Engineering	1210	Drafting / BIM Designer Supervisor
Engineering	1220	Drafting / BIM Designer 3
Engineering	1230	Drafting / BIM Designer 2
Engineering	1240	Drafting / BIM Designer 1
Engineering	1245	Design Technology Specialist 2
Engineering	1250	Design Technology Specialist 1
Engineering	1251	Design Technology Detailer
Architecture and Design	1263	Architectural Manager/ Team Lead
Architecture and Design	1264	BIM Specialist
Architecture and Design	1265	Architect / Design Professional 4
Architecture and Design	1266	Architect / Design Professional 3
Architecture and Design	1267	Architect / Design Professional 2
Architecture and Design	1268	Architect / Design Professional 1
Architecture and Design	1269	Architect Technologist 4
Architecture and Design	1270	Architect Technologist 2
Architecture and Design	1271	Architect Technologist 1
Architecture and Design	1273	Interior Designer Team Lead
Architecture and Design	1274	Architect Technologist 3
Architecture and Design	1275	Interior Designer 2
Architecture and Design	1276	Interior Designer 1
Architecture and Design	1277	Interior Designer Technologist 3
Architecture and Design	1278	Interior Designer Technologist 1
Creative Arts	1279	Design Assistant
Architecture and Design	1280	Interior Designer Technologist 2
Engineering	1281	Construction Contract Administrator 2
Urban Planning	1282	Urban Designer 3
Architecture and Design	1283	Landscape Architect 3
Architecture and Design	1284	Landscape Architect 2
Engineering	1285	Specification Writer 2

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Engineering	1286	Construction Contract Administrator 3
Engineering	1287	Construction Contract Administrator 1
Engineering	1288	Specification Writer 3
Engineering	1289	Specification Writer 1
Urban Planning	1290	Urban/ Community Planner 3
Urban Planning	1291	Urban/ Community Planner 2
Urban Planning	1292	Urban Designer 2
Urban Planning	1293	Urban Designer 1
Urban Planning	1296	Urban/ Community Planner 1
Architecture and Design	1297	Landscape Architect 1
Information Technology	1305	Client Support/Help Desk Manager
Information Technology	1310	Help Desk Lead
Information Technology	1320	Help Desk Rep 2
Information Technology	1330	Help Desk Rep 1
Information Technology	1340	Client Support Lead
Information Technology	1350	Client Support Rep 3
Information Technology	1360	Client Support Rep 2
Information Technology	1370	Client Support Rep 1
Information Technology	1405	Computer Operations Manager
Information Technology	1410	Computer Operations Lead
Information Technology	1420	Computer Operator 3
Information Technology	1430	Computer Operator 2
Information Technology	1440	Computer Operator 1
Information Technology	1445	Operations Analyst 2
Information Technology	1450	Operations Analyst 1
Information Technology	1460	Junior Data Engineer
Information Technology	1461	Data Engineer
Information Technology	1462	Senior Data Engineer
Information Technology	1463	Data Engineering Manager
Information Technology	1470	Junior ML/AI Engineer
Information Technology	1471	ML/AI Engineer
Information Technology	1472	Senior ML/AI Engineer
Information Technology	1473	ML/AI Engineering Manager
Information Technology	1480	Associate AI Product Manager
Information Technology	1481	AI Product Manager
Information Technology	1482	Senior AI Product Manager
Information Technology	1483	Vice President AI Product Management
Information Technology	1490	Associate Responsible AI Analyst
Information Technology	1491	Responsible AI Specialist
Information Technology	1492	Senior Responsible AI Specialist

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	1493	Director of Responsible AI
Information Technology	1505	Database Manager
Information Technology	1510	Database Architect 2
Information Technology	1520	Database Architect 1
Information Technology	1530	Database Analyst 2
Information Technology	1540	Database Analyst 1
Information Technology	1545	Database Administrator 2
Information Technology	1550	Database Administrator 1
Information Technology	1553	Data Storage Lead
Information Technology	1554	Data Storage Architect
Information Technology	1555	Data Storage Administrator
Analytics	1560	Business Intelligence Specialist
Analytics	1561	Business Intelligence Developer 3
Analytics	1562	Business Intelligence Developer 2
Analytics	1563	Business Intelligence Developer 1
Information Technology	1573	Salesforce CRM Sr. Business Analyst
Information Technology	1575	Salesforce CRM Jr. Business Analyst
Information Technology	1576	Salesforce CRM Administrator
Information Technology	1579	Salesforce CRM App Builder
Information Technology	1584	Machine Learning Scientist
Information Technology	1585	Machine Learning Research Scientist
Information Technology	1586	Machine Learning Developer
Information Technology	1587	Robotics Scientist
Information Technology	1588	Robotics Engineer
Sales	1605	Regional Technical Sales Manager
Sales	1610	Technical Sales Manager
Sales	1615	Technical Sales Rep 2 (Sr. Sales Representative)
Sales	1620	Technical Sales Rep 1 (Sales Representative)
Information Technology	1625	Applications Specialist 3
Information Technology	1630	Applications Specialist 2
Information Technology	1640	Applications Specialist 1
Information Technology	1650	Field Services Lead
Customer Service	1655	Senior Field Services Technician
Customer Service	1660	Field Services Technician
Engineering	1705	Firmware Engineering Manager
Engineering	1708	Firmware Engineering Consultant
Engineering	1710	Firmware Engineer 5
Engineering	1720	Firmware Engineer 4
Engineering	1730	Firmware Engineer 3
Engineering	1740	Firmware Engineer 2

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Engineering	1750	Firmware Engineer 1
Engineering	1805	Technologist Lead
Engineering	1810	Technologist 4
Engineering	1820	Technologist 3
Engineering	1830	Technologist 2
Engineering	1840	Technologist 1
Analytics	1845	Data Science & Business Intelligence Manager
Analytics	1850	Data Scientist 3
Analytics	1860	Data Scientist 2
Analytics	1870	Data Scientist 1
Quality Assurance	1905	Quality Assurance Director
Quality Assurance	1910	Quality Assurance Manager
Quality Assurance	1915	Quality Assurance Analyst 4 / Supervisor
Quality Assurance	1920	Quality Assurance Analyst 3
Quality Assurance	1930	Quality Assurance Analyst 2
Quality Assurance	1940	Quality Assurance Analyst 1
Quality Assurance	1950	Release Manager
Information Technology	2003	Computer Hardware/PC Support Manager
Information Technology	2005	Computer/Hardware Lead
Information Technology	2010	Computer/Hardware Technician 3
Information Technology	2020	Computer/Hardware Technician 2
Information Technology	2030	Computer/Hardware Technician 1
Creative Arts	2100	Graphic Designer 3
Creative Arts	2102	Graphic Designer Lead
Creative Arts	2105	Graphic Designer 2
Creative Arts	2110	Graphic Designer 1
Creative Arts	2115	Art Director
Creative Arts	2120	Creative Director
Creative Arts	2122	Senior Animator
Creative Arts	2125	Animator
Creative Arts	2127	Senior Modeler (2D, or 3D)
Creative Arts	2128	Modeler (2D, or 3D)
Creative Arts	2129	Multimedia Application Developer
Information Technology	2130	Web Content Leader/Manager
Information Technology	2135	Web Content Developer 2
Information Technology	2140	Web Content Developer 1/Copywriter
Information Technology	2150	New Media Producer
Communications and Public Relations	2162	Senior Social Media Coordinator
Information Technology	2163	Web Analytics Analyst
Communications and Public Relations	2165	Social Media Coordinator

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	2168	Search Engine Optimization (SEO) Specialist
Information Technology	2203	Telecommunications Manager
Information Technology	2205	Telecommunications Supervisor
Information Technology	2210	Telecommunications Technician 3
Information Technology	2220	Telecommunications Technician 2
Information Technology	2230	Telecommunications Technician 1
Information Technology	2235	Telecom Technician / Splicer
Information Technology	2240	Telecom Systems Engineer
Risk Management	2305	Director Business Continuity/ Disaster Recovery
Risk Management	2310	Business Continuity/ Disaster Recovery 2
Risk Management	2320	Business Continuity/ Disaster Recovery 1
Risk Management	2325	Business Continuity/Disaster Recovery Project Manager
Risk Management	2327	Systems Disaster Recovery Analyst
Information Technology	2328	Information Security (Cyber Security) Manager
Information Technology	2329	Information Security (Cyber Security) Architect
Information Technology	2330	Information Security (Cyber Security) Analyst 2
Information Technology	2335	Information Security (Cyber Security) Analyst 1
Information Technology	2337	Security Analyst
Information Technology	2338	Security Operator
Engineering	2410	Engineering Senior Management/ Expert (Level F+)
Engineering	2415	Engineering Manager (Level F)
Engineering	2420	Engineer (Level E)
Engineering	2425	Engineer (Level D)
Engineering	2430	Engineer (Level C)
Engineering	2435	Engineer (Level B)
Engineering	2440	Engineer (Level A)
Engineering	2445	Project Technologist
Engineering	2505	GIS Manager
Engineering	2507	GIS Supervisor
Engineering	2510	GIS Specialist
Engineering	2513	GIS Developer 2
Engineering	2515	GIS Developer 1
Engineering	2516	Geomatics Technician 4
Engineering	2517	Geomatics Technician 3
Engineering	2518	Geomatics Technician 2
Engineering	2520	Geomatics Technician 1
Production / Operations	2610	Senior Land Survey Project Manager
Production / Operations	2620	Senior Land Surveyor
Production / Operations	2630	Land Surveyor 2
Production / Operations	2635	Land Surveyor 1

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	2640	Party Chief 3
Production / Operations	2645	Party Chief 2
Production / Operations	2648	Party Chief 1
Production / Operations	2650	Survey Assistant 2
Production / Operations	2655	Survey Assistant 1
Information Technology	2710	Business Systems Manager
Information Technology	2720	Business Systems Analyst 4
Information Technology	2730	Business Systems Analyst 3
Information Technology	2740	Business Systems Analyst 2
Information Technology	2750	Business Systems Analyst 1
Information Technology	2810	Information & Technology Asset Manager
Information Technology	2820	Information & Technology Asset Management Compliance Officer
Information Technology	2830	Information & Technology Asset Coordinator
Information Technology	2840	Information Systems Audit Manager
Information Technology	2850	Information & Technology Service Performance Management Mgr
Research and Development	2910	Geoscientist Senior Management/Expert (Level F+)
Research and Development	2920	Geoscientist Manager (Level F)
Research and Development	2930	Geoscientist (Level E)
Research and Development	2940	Geoscientist (Level D)
Research and Development	2950	Geoscientist (Level C)
Research and Development	2960	Geoscientist (Level B)
Research and Development	2970	Geoscientist (Level A)
Health, Safety and Environment	3762	Safety Manager
Health, Safety and Environment	3763	Safety Specialist
Health, Safety and Environment	3766	Safety Advisor 1
Product Design and Development	3789	Product Development Manager
Product Design and Development	4009	Business Development Representative
Marketing	4043	Proposal Specialist
Marketing	4045	Marketing Proposal Coordinator
Corporate, Business, and Strategic Planning	4310	Business Process Manager
Corporate, Business, and Strategic Planning	4320	Business Process Analyst 3
Corporate, Business, and Strategic Planning	4330	Business Process Analyst 2
Corporate, Business, and Strategic Planning	4340	Business Process Analyst 1
Quality Assurance	4421	Chief Inspector
Quality Assurance	4422	Environmental Compliance Inspector
Quality Assurance	4423	Field Inspector 3
Quality Assurance	4424	Field Inspector 2
Quality Assurance	4425	Field Inspector 1
Logistics / Supply Chain	4453	Pipeline Logistics Coordinator
Facilities Operations & Maintenance	4455	Pipeline Maintenance Technician

TELUS Health

2026 Technical Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	4457	Pipeline Field Service Technician
Production / Operations	4459	Pipeline Data Analyst
Research and Development	4644	Scientist 6
Research and Development	4645	Scientist 5
Research and Development	4646	Scientist 4
Research and Development	4647	Scientist 3
Research and Development	4648	Scientist 2
Research and Development	4649	Scientist 1
Information Technology	4800	Ecommerce Specialist
Information Technology	4801	Ecommerce Project Manager
Information Technology	4802	Director, Ecommerce
Information Technology	4803	Ecommerce Web Developer
Information Technology	4804	Ecommerce Web Development Manager
Information Technology	5005	Chief Technology Officer (CTO)

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Engineering	4413	Field Service Technician (Journeyman)
Engineering	3832	Jr. CNC Programmer
Engineering	4410	Manager Technical Services
Engineering	4634	Manufacturing Engineering Technician 1
Engineering	4633	Manufacturing Engineering Technician 2
Engineering	4629	Manufacturing/Process Engineer (Level A)
Engineering	4628	Manufacturing/Process Engineer (Level B)
Engineering	4627	Manufacturing/Process Engineer (Level C)
Engineering	4626	Manufacturing/Process Engineer (Level D)
Engineering	4625	Manufacturing/Process Engineer Specialist (Level E)
Engineering	4623	Manufacturing/Process Engineering Manager
Engineering	4726	Mining Engineer A
Engineering	4725	Mining Engineer B
Engineering	4724	Mining Engineer C
Engineering	4723	Mining Engineer D
Engineering	4722	Mining Engineer E
Engineering	4721	Mining Engineer F
Engineering	4720	Mining Engineer F+
Engineering	4442	Project Controls Manager (Senior Level)
Engineering	4444	Project Controls Specialist
Engineering	3831	Sr. CNC Programmer
Engineering	4415	Sr. Technical Field Advisor
Engineering	4419	Technical Coordinator
Engineering	4417	Technical Field Advisor
Engineering	4412	Technical Field Supervisor
Engineering	1840	Technologist 1
Engineering	1830	Technologist 2
Engineering	1820	Technologist 3
Engineering	1810	Technologist 4
Engineering	1805	Technologist Lead
Facilities Operations & Maintenance	3822	Building Operator 1
Facilities Operations & Maintenance	3821	Building Operator 2
Facilities Operations & Maintenance	3820	Building Operator 3
Facilities Operations & Maintenance	3817	Custodian
Facilities Operations & Maintenance	3805	Director Facilities
Facilities Operations & Maintenance	4471	Director Maintenance
Facilities Operations & Maintenance	3816	Facilities Assistant
Facilities Operations & Maintenance	3815	Facilities Coordinator
Facilities Operations & Maintenance	3811	Facilities Maintenance Mechanic
Facilities Operations & Maintenance	3818	Facilities Maintenance Supervisor

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Facilities Operations & Maintenance	3810	Facilities Manager
Facilities Operations & Maintenance	4482	Heavy Equipment Maintenance Planner
Facilities Operations & Maintenance	3826	Leasing Agent - Commercial
Facilities Operations & Maintenance	3825	Leasing Agent - Residential
Facilities Operations & Maintenance	4481	Maintenance Supervisor
Facilities Operations & Maintenance	3812	Maintenance Worker
Facilities Operations & Maintenance	4480	Manager Heavy Equipment Maintenance
Facilities Operations & Maintenance	4711	Mine Maintenance Manager
Facilities Operations & Maintenance	4455	Pipeline Maintenance Technician
Facilities Operations & Maintenance	3784	Production Maintenance Planner
Facilities Operations & Maintenance	3827	Property Manager
Facilities Operations & Maintenance	3814	Security Guard
Facilities Operations & Maintenance	3813	Security Manager
Facilities Operations & Maintenance	3809	Facilities Specialist **(NEW in 2026)**
Finance & Accounting	4449	Job Cost Administrator
General Executive / Management	5009	Top Position Region (General Manager)
Health, Safety and Environment	3761	Director Health, Safety & Environment
Health, Safety and Environment	4671	Environmental Manager
Health, Safety and Environment	4676	Environmental Scientist 1
Health, Safety and Environment	4675	Environmental Scientist 2
Health, Safety and Environment	4674	Environmental Scientist 3
Health, Safety and Environment	4673	Environmental Scientist 4
Health, Safety and Environment	4672	Environmental Scientist 5
Health, Safety and Environment	4768	Environmental Technician
Health, Safety and Environment	3769	Occupational Nurse
Health, Safety and Environment	3766	Safety Advisor 1
Health, Safety and Environment	3765	Safety Advisor 2
Health, Safety and Environment	3764	Safety Coordinator
Health, Safety and Environment	3762	Safety Manager
Health, Safety and Environment	3763	Safety Specialist
Health, Safety and Environment	3768	Senior Occupational Nurse
Hospitality/ Lodging	4698	Baker
Hospitality/ Lodging	4697	Breakfast Cook
Hospitality/ Lodging	4684	Catering Operations Manager
Hospitality/ Lodging	4696	Cook 1 / Prep Cook
Hospitality/ Lodging	4695	Cook 2
Hospitality/ Lodging	4694	Cook 3
Hospitality/ Lodging	4680	Director, Food & Beverage
Hospitality/ Lodging	4686	Events/Catering Coordinator
Hospitality/ Lodging	4699	Events/Catering Supervisor

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Hospitality/ Lodging	4692	Executive Chef
Hospitality/ Lodging	4683	Executive Housekeeper
Hospitality/ Lodging	4689	Front Desk Agent
Hospitality/ Lodging	4685	Front Desk Supervisor
Hospitality/ Lodging	4687	Housekeeper Supervisor
Hospitality/ Lodging	4688	Housekeeping Attendant
Hospitality/ Lodging	4682	Lodging Manager
Hospitality/ Lodging	4681	Manager, Hospitality Services
Hospitality/ Lodging	4693	Sous Chef
Information Technology	3740	EDI Support Specialist
Logistics / Supply Chain	3842	Asset Management Coordinator
Logistics / Supply Chain	3840	Asset Management Manager
Logistics / Supply Chain	3712	Buyer 1, Supply Chain
Logistics / Supply Chain	3711	Buyer 2, Supply Chain
Logistics / Supply Chain	3708	Buyer 3, Supply Chain
Logistics / Supply Chain	3709	Buyer Lead (Supervisor), Supply Chain
Logistics / Supply Chain	3750	Category Manager
Logistics / Supply Chain	3745	Client Liaison Coordinator
Logistics / Supply Chain	3760	Contract Administrator
Logistics / Supply Chain	3758	Contract Analyst
Logistics / Supply Chain	3786	Contract Assistant
Logistics / Supply Chain	3759	Contract Manager
Logistics / Supply Chain	3749	Contract Renewal Specialist
Logistics / Supply Chain	3788	Contract Senior Analyst
Logistics / Supply Chain	3787	Contract Specialist
Logistics / Supply Chain	3701	Director of Supply Chain
Logistics / Supply Chain	3706	Director of Transportation
Logistics / Supply Chain	3707	Director Procurement, Supply Chain
Logistics / Supply Chain	3791	Dispatcher 1
Logistics / Supply Chain	3790	Dispatcher 2
Logistics / Supply Chain	3797	Fleet Manager
Logistics / Supply Chain	3728	Forklift Operator
Logistics / Supply Chain	3727	Import/Export Clerk
Logistics / Supply Chain	3725	Import/Export Manager
Logistics / Supply Chain	3715	Inventory Clerk
Logistics / Supply Chain	3716	Inventory Control Analyst
Logistics / Supply Chain	3723	Inventory Manager
Logistics / Supply Chain	3748	Land Agent
Logistics / Supply Chain	3720	Logistics Analyst
Logistics / Supply Chain	3734	Manager Supply Chain

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Logistics / Supply Chain	3732	Materials Coordinator, Supply Chain
Logistics / Supply Chain	3730	Materials Manager, Supply Chain
Logistics / Supply Chain	3724	Order Picker
Logistics / Supply Chain	4453	Pipeline Logistics Coordinator
Logistics / Supply Chain	3705	Procurement Manager, Supply Chain
Logistics / Supply Chain	3710	Purchasing Clerk
Logistics / Supply Chain	3718	Shipping and Receiving Supervisor
Logistics / Supply Chain	3713	Shipping/Receiving Clerk
Logistics / Supply Chain	3719	Stock Handler 1
Logistics / Supply Chain	3726	Stock Handler 2
Logistics / Supply Chain	3735	Supply Chain Analyst
Logistics / Supply Chain	70150	Supply Chain Specialist/Category Manager
Logistics / Supply Chain	3794	Swamper
Logistics / Supply Chain	3722	Traffic Supervisor
Logistics / Supply Chain	3721	Transportation Manager
Logistics / Supply Chain	3792	Truck Driver – Heavy
Logistics / Supply Chain	3795	Truck Driver – Light
Logistics / Supply Chain	3793	Truck Driver/Operator 1
Logistics / Supply Chain	3796	Truck Driver/Operator 2
Logistics / Supply Chain	3714	Warehouse Manager
Logistics / Supply Chain	3717	Warehouse Supervisor
Product Design and Development	3789	Product Development Manager
Production / Operations	4618	Automotive Service Technician 1st/2nd Year Apprentice
Production / Operations	4617	Automotive Service Technician 3rd/4th Year Apprentice
Production / Operations	4616	Automotive Service Technician Journeyman
Production / Operations	4615	Automotive Service Technician Lead
Production / Operations	4613	Boilermaker 1st/2nd Year Apprentice
Production / Operations	4612	Boilermaker 3rd/4th Year Apprentice
Production / Operations	4611	Boilermaker Journeyman
Production / Operations	4610	Boilermaker Lead
Production / Operations	3747	Brake Press Operator
Production / Operations	3746	Brake Press Set-Up / Programmer
Production / Operations	4466	Cannabis Processor / Grower
Production / Operations	4599	Carpenter 1st/2nd Year Apprentice
Production / Operations	4598	Carpenter 3rd/4th Year Apprentice
Production / Operations	4597	Carpenter Journeyman
Production / Operations	4596	Carpenter Lead
Production / Operations	4467	Destruction Technician
Production / Operations	4715	Diamond Driller
Production / Operations	4718	Diamond Driller Helper

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	4472	Director Equipment
Production / Operations	3771	Director Operations
Production / Operations	4544	Electrician 1st/2nd Year Apprentice
Production / Operations	4542	Electrician 3rd/4th Year Apprentice
Production / Operations	4541	Electrician Journeyman
Production / Operations	4540	Electrician Lead
Production / Operations	4479	Equipment Clerk
Production / Operations	4478	Equipment Coordinator
Production / Operations	4475	Equipment Manager
Production / Operations	60300	Estimator (Working Level)
Production / Operations	4464	Extraction Technician
Production / Operations	4534	Fleet Mechanic 1st/2nd Year Apprentice
Production / Operations	4532	Fleet Mechanic 3rd/4th Year Apprentice
Production / Operations	4531	Fleet Mechanic Journeyman
Production / Operations	4530	Fleet Mechanic Lead
Production / Operations	4462	Growing Technician
Production / Operations	4524	Heavy Duty Mechanic 1st/2nd Year Apprentice
Production / Operations	4522	Heavy Duty Mechanic 3rd/4th Year Apprentice
Production / Operations	4521	Heavy Duty Mechanic Journeyman
Production / Operations	4520	Heavy Duty Mechanic Lead
Production / Operations	4476	Heavy Equipment Operator 1
Production / Operations	4477	Heavy Equipment Operator 2
Production / Operations	4488	Heavy Equipment Technician
Production / Operations	3798	Hydrovac Operator
Production / Operations	4594	Instrumentation Tech Journeyman
Production / Operations	4593	Instrumentation Tech Lead
Production / Operations	4604	Machinist 1st/2nd Year Apprentice
Production / Operations	4602	Machinist 3rd/4th Year Apprentice
Production / Operations	4601	Machinist Journeyman
Production / Operations	4600	Machinist Lead
Production / Operations	4460	Master Grower
Production / Operations	4489	Mechanic Helper
Production / Operations	4514	Millwright 1st/2nd Year Apprentice
Production / Operations	4512	Millwright 3rd/4th Year Apprentice
Production / Operations	4511	Millwright Journeyman
Production / Operations	4510	Millwright Lead
Production / Operations	4710	Mine Manager
Production / Operations	4714	Minerals Processing Operator 1
Production / Operations	4713	Minerals Processing Operator 2
Production / Operations	4712	Minerals Processing Operator 3

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	3785	Operational Excellence Coordinator
Production / Operations	3770	Operations Manager
Production / Operations	3779	Operator/Assembler 1
Production / Operations	3778	Operator/Assembler 2
Production / Operations	3777	Operator/Assembler 3
Production / Operations	3776	Operator/Assembler 4
Production / Operations	4586	Painter Journeyman
Production / Operations	4585	Painter Lead
Production / Operations	4483	Parts Technician
Production / Operations	4564	Pipefitter 1st/2nd Year Apprentice
Production / Operations	4562	Pipefitter 3rd/4th Year Apprentice
Production / Operations	4561	Pipefitter Journeyman
Production / Operations	4560	Pipefitter Lead
Production / Operations	4459	Pipeline Data Analyst
Production / Operations	4457	Pipeline Field Service Technician
Production / Operations	61400	Planner/Scheduler (Working Level)
Production / Operations	4495	Plant/Process Operations Shift Supervisor
Production / Operations	4499	Plant/Process Operator 1
Production / Operations	4498	Plant/Process Operator 2
Production / Operations	4497	Plant/Process Operator 3
Production / Operations	4496	Plant/Process Operator 4
Production / Operations	80870	Plumber - Journeyman
Production / Operations	80860	Plumber - Lead
Production / Operations	4570	Power (Stationary) Engineer 1st Class (Lead)
Production / Operations	4571	Power (Stationary) Engineer 2nd Class
Production / Operations	4572	Power (Stationary) Engineer 3rd Class
Production / Operations	4573	Power (Stationary) Engineer 4th Class
Production / Operations	4574	Power (Stationary) Engineer 5th Class)
Production / Operations	4575	Power Engineering Technologist
Production / Operations	3783	Production Planner 1
Production / Operations	3781	Production Planner 2
Production / Operations	3780	Production Planning Manager
Production / Operations	3772	Production Plant Manager (Level 3)
Production / Operations	3773	Production Superintendent (Level 2)
Production / Operations	3774	Production Supervisor (Level 1)
Production / Operations	4716	Prospector
Production / Operations	4736	Renewable Energy Consultant
Production / Operations	4474	Service Writer
Production / Operations	3775	Shift Supervisor
Production / Operations	4485	Shop Foreman

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	4580	Skilled Labourer
Production / Operations	4731	Solar Project Manager
Production / Operations	4732	Solar PV Technician
Production / Operations	4507	Trades Foreman 1
Production / Operations	4506	Trades Foreman 2
Production / Operations	4505	Trades General Foreman
Production / Operations	4717	Underground Miner
Production / Operations	4581	Unskilled Labourer
Production / Operations	3703	VP Manufacturing
Production / Operations	3704	VP Operations
Production / Operations	4554	Welder 1st/2nd Year Apprentice
Production / Operations	4552	Welder 3rd/4th Year Apprentice
Production / Operations	4551	Welder Journeyman
Production / Operations	4550	Welder Lead
Production / Operations	4735	Wind Service Technician
Production / Operations	4734	Wind Site Project Manager
Quality Assurance	4421	Chief Inspector
Quality Assurance	4422	Environmental Compliance Inspector
Quality Assurance	4425	Field Inspector 1
Quality Assurance	4424	Field Inspector 2
Quality Assurance	4423	Field Inspector 3
Quality Assurance	1940	Quality Assurance Analyst 1
Quality Assurance	1930	Quality Assurance Analyst 2
Quality Assurance	1920	Quality Assurance Analyst 3
Quality Assurance	1915	Quality Assurance Analyst 4 / Supervisor
Quality Assurance	1905	Quality Assurance Director
Quality Assurance	1910	Quality Assurance Manager
Research and Development	4658	Lab Assistant
Research and Development	4652	Lab Manager
Research and Development	4656	Lab Technologist 1
Research and Development	4655	Lab Technologist 2
Research and Development	4642	R & D Director
Research and Development	4643	R & D Manager
Research and Development	4649	Scientist 1
Research and Development	4648	Scientist 2
Research and Development	4647	Scientist 3
Research and Development	4646	Scientist 4
Research and Development	4645	Scientist 5
Research and Development	4644	Scientist 6
Retail / Merchandising	3739	Buyer 1, Retail

TELUS Health

2026 Supply Chain and Manufacturing Report Benchmark Positions

Family	Job Code	Position Title
Retail / Merchandising	3738	Buyer 2, Retail
Retail / Merchandising	3737	Buyer 3, Retail
Retail / Merchandising	3733	Buyer Lead (Supervisor), Retail
Retail / Merchandising	3744	Category Manager Retail
Retail / Merchandising	3729	Director Procurement, Retail
Retail / Merchandising	3743	Merchandise Coordinator, Retail
Retail / Merchandising	3742	Merchandise Planner, Retail
Retail / Merchandising	3741	Merchandise Planning Manager, Retail
Retail / Merchandising	3731	Procurement Manager, Retail
Risk Management	3751	Director Loss Prevention/Risk Management

TELUS Health

2026 Finance & Insurance Report Benchmark Positions

Family	Job Code	Position Title
Administration	3411	Executive Assistant
Analytics	1560	Business Intelligence Specialist
Communications and Public Relations	3511	Communications / Public Relations Specialist
Contact Centre	3905	Contact Centre Manager
Contact Centre	3963	Contact Centre Project Manager
Contact Centre	3940	Contact Centre Representative 1
Contact Centre	3930	Contact Centre Representative 2
Contact Centre	3920	Contact Centre Representative 3
Contact Centre	3910	Contact Centre Supervisor/Lead
Contact Centre	3927	Specialized Agent 1
Contact Centre	3926	Specialized Agent 2
Contact Centre	3925	Specialized Agent Supervisor/Lead
Corporate, Business, and Strategic Planning	4220	Business Analyst 2
Corporate, Business, and Strategic Planning	4330	Business Process Analyst 2
Corporate, Business, and Strategic Planning	4310	Business Process Manager
Credit and Collections	3349	Credit Analyst 1
Credit and Collections	3348	Credit Analyst 2
Credit and Collections	3347	Credit Manager
Credit and Collections	3954	Credit/Collections Lead/Supervisor
Credit and Collections	3953	Credit/Collections Manager
Credit and Collections	3958	Credit/Collections Representative 1
Credit and Collections	3956	Credit/Collections Representative 2
Credit and Collections	5032	Top Position Credit Management
Finance & Accounting	3314	Accounting Clerk 2
Finance & Accounting	5003	Chief Financial Officer (CFO)
Finance & Accounting	3303	Controller
Finance & Accounting	3304	Director Internal Audit
Finance & Accounting	3213	Financial Analyst 1
Finance & Accounting	3212	Financial Analyst 2
Finance & Accounting	3211	Financial Analyst 3
Finance & Accounting	3318	Internal Auditor 1
Finance & Accounting	3210	Manager Finance
Finance & Accounting	3204	Treasurer
Finance & Accounting	3222	Treasury Analyst 1
Finance & Accounting	3220	Treasury Analyst 2
Finance & Accounting	5048	Vice President Finance
Financial Services	3263	Account Manager 1 (Banking)
Financial Services	3262	Account Manager 2 (Banking)
Financial Services	3261	Account Manager 3 (Banking)
Financial Services	3256	Assistant Branch Manager

TELUS Health

2026 Finance & Insurance Report Benchmark Positions

Family	Job Code	Position Title
Financial Services	3255	Branch Manager 1
Financial Services	3254	Branch Manager 2
Financial Services	3253	Branch Manager 3
Financial Services	3267	Commercial Loan Portfolio Manager
Financial Services	3252	Compliance Analyst
Financial Services	3251	Compliance Manager
Financial Services	3268	Consumer/Retail Loans Manager
Financial Services	3273	Financial Advisor
Financial Services	3276	Financial Customer Service Representative 1
Financial Services	3275	Financial Customer Service Representative 2
Financial Services	3274	Financial Planner
Financial Services	3258	Investment Specialist
Financial Services	3259	Mortgage Advisor
Financial Services	3272	Personal Banker 1
Financial Services	3271	Personal Banker 2
Financial Services	3269	Regional Director
Financial Services	5060	Top Position Commercial Banking
Financial Services	5059	Top Position Retail Banking
Financial Services	3266	Underwriting Manager 1
Financial Services	3265	Underwriting Manager 2
Fund Raising	3525	Manager Fund Development
Fundraising	3521	Director Fund Development **(NEW in 2026)**
General Executive / Management	5002	Chief Operating Officer (COO)
General Executive / Management	5000	President and Chief Executive Officer (CEO)
General Executive / Management	5007	Chief of Staff **(NEW in 2026)**
Human Resources	3120	Human Resources Advisor/HR Business Partner
Human Resources	3122	Human Resources Analyst/ Generalist 1
Human Resources	3112	Human Resources Analyst/ Generalist 2
Human Resources	3108	Manager Human Resources 2
Human Resources	3123	Manager Training & Development
Human Resources	3115	Payroll / Benefits Lead
Human Resources	3133	Payroll Manager
Human Resources	3128	Trainer 1
Human Resources	3127	Trainer 2
Human Resources	3103	Human Resources Executive 1 **(NEW in 2026)**
Human Resources	5012	Human Resources Executive 2 **(NEW in 2026)**
Human Resources	3105	Human Resources Director 1 **(NEW in 2026)**
Human Resources	3104	Human Resources Director 2 **(NEW in 2026)**
Human Resources	3143	Total Rewards Director 1 **(NEW in 2026**)
Human Resources	3144	Total Rewards Director 2 **(NEW in 2026)**

TELUS Health

2026 Finance & Insurance Report Benchmark Positions

Family	Job Code	Position Title
Information Technology	805	Business Solutions Manager
Information Technology	5004	Chief Information Officer (CIO)
Information Technology	1360	Client Support Rep 2
Information Technology	1305	Client Support/Help Desk Manager
Information Technology	2005	Computer/Hardware Lead
Information Technology	1310	Help Desk Lead
Information Technology	1330	Help Desk Rep 1
Information Technology	1320	Help Desk Rep 2
Information Technology	2328	Information Security (Cyber Security) Manager
Information Technology	130	IT Project Manager
Information Technology	1040	Network Analyst 1
Information Technology	1030	Network Analyst 2
Information Technology	2337	Security Analyst
Information Technology	440	Systems Administrator 2
Information Technology	1123	Web Applications Developer 1
Information Technology	1122	Web Developer 2
Insurance Services	3282	Actuarial Analyst
Insurance Services	3281	Actuarial Associate
Insurance Services	3280	Actuary
Insurance Services	3292	Appraiser
Insurance Services	3290	Claims Adjuster - Bodily Injury
Insurance Services	3291	Claims Adjuster - Property
Insurance Services	3296	Claims Administrator
Insurance Services	3295	Claims Advisor 1
Insurance Services	3302	Claims Advisor 2
Insurance Services	3300	Claims Executive
Insurance Services	3294	Claims Manager
Insurance Services	3288	Examiner - (Claims Specialist)
Insurance Services	3279	Insurance Investigator
Insurance Services	3287	Insurance Underwriter 1
Insurance Services	3286	Insurance Underwriter 2
Insurance Services	3283	Insurance Underwriting Manager
Insurance Services	3284	Insurance Underwriting Supervisor
Insurance Services	3301	Product Development Manager - Insurance
Insurance Services	3299	Sales Agent 1/ Broker 1
Insurance Services	3298	Sales Agent 2/ Broker 2
Insurance Services	3297	Sales Manager - Insurance
Insurance Services	3289	Supervisor - Bodily Injury
Insurance Services	3293	Supervisor - Property
Insurance Services	3850	Supervisor Appraisal

TELUS Health

2026 Finance & Insurance Report Benchmark Positions

Family	Job Code	Position Title
Insurance Services	3285	Underwriting Executive
Insurance Services	3306	Director, Claims **(NEW in 2026)**
Legal	4125	Corporate Secretary
Legal	4165	Policy Analyst
Legal	4160	Privacy Officer
Marketing	4010	Manager Digital Marketing
Marketing	4015	Marketing Coordinator
Marketing	4026	Product Brand Manager
Marketing	5017	Top Position Marketing
Product Design and Development	4006	Business Development Manager
Risk Management	3340	Director Risk
Risk Management	3343	Risk Analyst
Risk Management	3341	Risk Manager
Risk Management	5031	Top Position Risk Management

TELUS Health

2026 Construction Report Benchmark Positions

Family	Job Code	Position Title
Administration	40550	Site Administrator
Cost Controls	61900	Cost Controls (Dev. Level)
Cost Controls	61620	Cost Controls (Specialist Level)
Cost Controls	61600	Cost Controls (Sr. Level)
Cost Controls	61700	Cost Controls (Working Level)
Cost Controls	61610	Quantity Surveyor
Engineering	30100	Chief Construction Engineer
Engineering	10520	Construction General Manager
Engineering	10320	Construction Project Director 1
Engineering	10300	Construction Project Director 2
Engineering	30400	Field Engineer (Developmental Level)
Engineering	30500	Field Engineer (Junior Level)
Engineering	30200	Field Engineer (Senior Level)
Engineering	30300	Field Engineer (Working Level)
Engineering	81080	Powerline Technician - Apprentice
Engineering	81070	Powerline Technician - Journeyman
Engineering	81060	Powerline Technician - Lead
Engineering	60700	Project Control Coordinator (Suprvsr Level)
Engineering	60620	Project Controls Director (Sr. Mgmt Level)
Engineering	60600	Project Controls Manager (Mgmt Level)
Engineering	30720	Project Engineer 1
Engineering	30700	Project Engineer 2
Engineering	30600	Senior Project Engineer
Engineering	10515	Sr Construction General Manager
Engineering	10100	Sr. Construction Project Director
Engineering	10510	Vice President Construction
Engineering	60610	Vice President Project Controls
Engineering	10525	Vice President, Construction Operations
Facilities Operations & Maintenance	4471	Director Maintenance
Facilities Operations & Maintenance	4482	Heavy Equipment Maintenance Planner
Facilities Operations & Maintenance	70890	Maintenance Superintendent
Facilities Operations & Maintenance	4480	Manager Heavy Equipment Maintenance
Facilities Operations & Maintenance	4455	Pipeline Maintenance Technician
Finance & Accounting	40100	Field Administration (Accounting) Manager
Finance & Accounting	4449	Job Cost Administrator
Health, Safety and Environment	3761	Director Health, Safety & Environment
Health, Safety and Environment	50100	Health, Safety And Environment Manager
Health, Safety and Environment	3766	Safety Advisor 1
Health, Safety and Environment	3765	Safety Advisor 2
Health, Safety and Environment	3764	Safety Coordinator

TELUS Health

2026 Construction Report Benchmark Positions

Family	Job Code	Position Title
Health, Safety and Environment	3763	Safety Specialist
Human Resources	40400	Field Administration Coordinator
Human Resources	40200	Field HR / Labour Relations Agent
Human Resources	40440	TimeKeeper 1
Human Resources	40430	TimeKeeper 2
Logistics / Supply Chain	3842	Asset Management Coordinator
Logistics / Supply Chain	3711	Buyer 2, Supply Chain
Logistics / Supply Chain	3708	Buyer 3, Supply Chain
Logistics / Supply Chain	3760	Contract Administrator
Logistics / Supply Chain	3787	Contract Specialist
Logistics / Supply Chain	3707	Director Procurement, Supply Chain
Logistics / Supply Chain	3748	Land Agent
Logistics / Supply Chain	70700	Logistics Coordinator
Logistics / Supply Chain	70600	Logistics Manager
Logistics / Supply Chain	70400	Materials Coordinator/Planner
Logistics / Supply Chain	4453	Pipeline Logistics Coordinator
Logistics / Supply Chain	3705	Procurement Manager, Supply Chain
Logistics / Supply Chain	70150	Supply Chain Specialist/Category Manager
Logistics / Supply Chain	5046	Top Position Asset Management
Production / Operations	10860	Assistant Project Coordinator
Production / Operations	20800	Assistant Superintendent
Production / Operations	4612	Boilermaker 3rd/4th Year Apprentice
Production / Operations	4611	Boilermaker Journeyman
Production / Operations	4610	Boilermaker Lead
Production / Operations	4599	Carpenter 1st/2nd Year Apprentice
Production / Operations	4597	Carpenter Journeyman
Production / Operations	4596	Carpenter Lead
Production / Operations	60100	Chief Estimator
Production / Operations	10950	Construction Project Manager 1
Production / Operations	10900	Construction Project Manager 2
Production / Operations	10700	Construction Project Manager 3
Production / Operations	10750	Construction Project Manager 4
Production / Operations	20700	Construction Superintendent
Production / Operations	80640	Crane Operator (Working Level)
Production / Operations	4472	Director Equipment
Production / Operations	4544	Electrician 1st/2nd Year Apprentice
Production / Operations	4541	Electrician Journeyman
Production / Operations	4540	Electrician Lead
Production / Operations	81067	Elevator Installer and Repairer
Production / Operations	4479	Equipment Clerk

2026 Construction Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	4478	Equipment Coordinator
Production / Operations	4475	Equipment Manager
Production / Operations	60400	Estimator (Developmental Level)
Production / Operations	60150	Estimator (Specialist Level)
Production / Operations	60300	Estimator (Working Level)
Production / Operations	20970	Foreman Trainer
Production / Operations	20500	General Superintendent
Production / Operations	4524	Heavy Duty Mechanic 1st/2nd Year Apprentice
Production / Operations	4521	Heavy Duty Mechanic Journeyman
Production / Operations	4520	Heavy Duty Mechanic Lead
Production / Operations	4476	Heavy Equipment Operator 1
Production / Operations	4477	Heavy Equipment Operator 2
Production / Operations	80950	HVAC Mechanic Apprentice
Production / Operations	3798	Hydrovac Operator
Production / Operations	4594	Instrumentation Tech Journeyman
Production / Operations	4593	Instrumentation Tech Lead
Production / Operations	80550	Insulator Apprentice
Production / Operations	80450	Ironworker Apprentice
Production / Operations	80940	Journeyman HVAC Mechanic
Production / Operations	80540	Journeyman Insulator
Production / Operations	80440	Journeyman Ironworker
Production / Operations	80840	Journeyman Scaffold
Production / Operations	20980	Labourer Trainer
Production / Operations	80930	Lead HVAC Mechanic
Production / Operations	80530	Lead Insulator
Production / Operations	80430	Lead Ironworker
Production / Operations	80830	Lead Scaffold
Production / Operations	81065	Mason
Production / Operations	10830	Mechanical & Electrical Coordinator
Production / Operations	10829	Mechanical & Electrical Manager
Production / Operations	4514	Millwright 1st/2nd Year Apprentice
Production / Operations	4511	Millwright Journeyman
Production / Operations	4510	Millwright Lead
Production / Operations	10840	Mod Yard Supervisor
Production / Operations	2640	Party Chief 3
Production / Operations	81095	Paver - Experienced
Production / Operations	81096	Paver - Junior
Production / Operations	4564	Pipefitter 1st/2nd Year Apprentice
Production / Operations	4561	Pipefitter Journeyman
Production / Operations	4560	Pipefitter Lead

TELUS Health

2026 Construction Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	4459	Pipeline Data Analyst
Production / Operations	4457	Pipeline Field Service Technician
Production / Operations	61500	Planner/Scheduler (Developmental Level)
Production / Operations	61200	Planner/Scheduler (Senior Level)
Production / Operations	61150	Planner/Scheduler (Specialist Level)
Production / Operations	61400	Planner/Scheduler (Working Level)
Production / Operations	80870	Plumber - Journeyman
Production / Operations	80860	Plumber - Lead
Production / Operations	80880	Plumber Apprentice
Production / Operations	4575	Power Engineering Technologist
Production / Operations	10850	Project Coordinator
Production / Operations	4736	Renewable Energy Consultant
Production / Operations	81092	Roofer - Experienced
Production / Operations	81093	Roofer - Junior
Production / Operations	80850	Scaffold Apprentice
Production / Operations	60200	Senior Estimator (Senior Level)
Production / Operations	2620	Senior Land Surveyor
Production / Operations	4580	Skilled Labourer
Production / Operations	4731	Solar Project Manager
Production / Operations	4732	Solar PV Technician
Production / Operations	10500	Sr. Construction Project Manager
Production / Operations	20600	Sr. Construction Superintendent
Production / Operations	2650	Survey Assistant 2
Production / Operations	4507	Trades Foreman 1
Production / Operations	4506	Trades Foreman 2
Production / Operations	4505	Trades General Foreman
Production / Operations	4581	Unskilled Labourer
Production / Operations	3800	Warranty Services Manager
Production / Operations	4554	Welder 1st/2nd Year Apprentice
Production / Operations	4551	Welder Journeyman
Production / Operations	4550	Welder Lead
Production / Operations	4735	Wind Service Technician
Production / Operations	4734	Wind Site Project Manager
Production / Operations	10600	Workforce Planner
Quality Assurance	1905	Quality Assurance Director
Quality Assurance	1910	Quality Assurance Manager
Quality Assurance	50750	Quality Inspector 1
Quality Assurance	50710	Quality Inspector 2
Quality Assurance	50700	Quality Inspector 3

TELUS® Health

2026 Mining Report Benchmark Positions

Family	Job Code	Position Title
Administration	3413	Administrative Assistant 2
Administration	3412	Administrative Assistant 3
Administration	3420	Executive Assistant to the President
Administration	3419	Office Manager
Administration	3415	Receptionist
Administration	40550	Site Administrator
Communications and Public Relations	3510	Communications/Public Relations Manager
Communications and Public Relations	3516	Community Affairs Manager
Communications and Public Relations	3514	Investor Relations Manager
Communications and Public Relations	3508	Communications/Public Relations Director **(NEW in 2026)**
Corporate, Business, and Strategic Planning	5047	Vice President, Corporate Development
Engineering	4743	Director Metallurgy
Engineering	105	Engineering Executive
Engineering	2515	GIS Developer 1
Engineering	4629	Manufacturing/Process Engineer (Level A)
Engineering	4628	Manufacturing/Process Engineer (Level B)
Engineering	4627	Manufacturing/Process Engineer (Level C)
Engineering	4626	Manufacturing/Process Engineer (Level D)
Engineering	4625	Manufacturing/Process Engineer Specialist (Level E)
Engineering	4623	Manufacturing/Process Engineering Manager
Engineering	4746	Metallurgist (Level B)
Engineering	4745	Metallurgist (Level C)
Engineering	4744	Metallurgist (Level D)
Engineering	4726	Mining Engineer A
Engineering	4725	Mining Engineer B
Engineering	4724	Mining Engineer C
Engineering	4723	Mining Engineer D
Engineering	4722	Mining Engineer E
Engineering	4721	Mining Engineer F
Engineering	4720	Mining Engineer F+
Engineering	4442	Project Controls Manager (Senior Level)
Engineering	1830	Technologist 2
Engineering	1820	Technologist 3
Facilities Operations & Maintenance	3805	Director Facilities
Facilities Operations & Maintenance	4471	Director Maintenance
Facilities Operations & Maintenance	3815	Facilities Coordinator
Facilities Operations & Maintenance	4482	Heavy Equipment Maintenance Planner
Facilities Operations & Maintenance	4481	Maintenance Supervisor
Facilities Operations & Maintenance	4711	Mine Maintenance Manager
Facilities Operations & Maintenance	3784	Production Maintenance Planner

TELUS Health

2026 Mining Report Benchmark Positions

Family	Job Code	Position Title
Facilities Operations & Maintenance	3813	Security Manager
Facilities Operations & Maintenance	3809	Facilities Specialist **(NEW in 2026)**
Finance & Accounting	3313	Accountant 1
Finance & Accounting	3311	Accountant 4
Finance & Accounting	3314	Accounting Clerk 2
Finance & Accounting	5003	Chief Financial Officer (CFO)
Finance & Accounting	3303	Controller
Finance & Accounting	3310	Manager Accounting
Finance & Accounting	3210	Manager Finance
Finance & Accounting	3204	Treasurer
Finance & Accounting	5048	Vice President Finance
General Executive / Management	5002	Chief Operating Officer (COO)
General Executive / Management	5000	President and Chief Executive Officer (CEO)
General Executive / Management	5028	Top Position Business Development
General Executive / Management	5009	Top Position Region (General Manager)
Health, Safety and Environment	3761	Director Health, Safety & Environment
Health, Safety and Environment	5035	Environment Services Executive
Health, Safety and Environment	4671	Environmental Manager
Health, Safety and Environment	4676	Environmental Scientist 1
Health, Safety and Environment	4675	Environmental Scientist 2
Health, Safety and Environment	4674	Environmental Scientist 3
Health, Safety and Environment	4673	Environmental Scientist 4
Health, Safety and Environment	4672	Environmental Scientist 5
Health, Safety and Environment	4768	Environmental Technician
Health, Safety and Environment	3769	Occupational Nurse
Health, Safety and Environment	3765	Safety Advisor 2
Health, Safety and Environment	3764	Safety Coordinator
Health, Safety and Environment	3762	Safety Manager
Human Resources	3113	Human Resources Administrator
Human Resources	3120	Human Resources Advisor/HR Business Partner
Human Resources	3110	Manager Human Resources 1
Human Resources	3140	Manager Labour Relations
Human Resources	3118	Payroll Coordinator
Human Resources	3103	Human Resources Executive 1 **(NEW in 2026)**
Human Resources	5012	Human Resources Executive 2 **(NEW in 2026)**
Information Technology	1550	Database Administrator 1
Information Technology	100	Information/Technical Systems Executive
Information Technology	335	Systems Analyst 3
Information Technology	420	Technical Support 2
Information Technology	405	Technical Support 4

TELUS Health

2026 Mining Report Benchmark Positions

Family	Job Code	Position Title
Legal	4121	Lawyer / In-House Counsel 1
Legal	4151	Regulatory Affairs Manager
Logistics / Supply Chain	3842	Asset Management Coordinator
Logistics / Supply Chain	3840	Asset Management Manager
Logistics / Supply Chain	3711	Buyer 2, Supply Chain
Logistics / Supply Chain	3709	Buyer Lead (Supervisor), Supply Chain
Logistics / Supply Chain	3786	Contract Assistant
Logistics / Supply Chain	3701	Director of Supply Chain
Logistics / Supply Chain	3716	Inventory Control Analyst
Logistics / Supply Chain	3723	Inventory Manager
Logistics / Supply Chain	3748	Land Agent
Logistics / Supply Chain	3734	Manager Supply Chain
Logistics / Supply Chain	3705	Procurement Manager, Supply Chain
Logistics / Supply Chain	3719	Stock Handler 1
Logistics / Supply Chain	3721	Transportation Manager
Production / Operations	4651	Chief Assayer
Production / Operations	10900	Construction Project Manager 2
Production / Operations	4715	Diamond Driller
Production / Operations	4718	Diamond Driller Helper
Production / Operations	60300	Estimator (Working Level)
Production / Operations	4521	Heavy Duty Mechanic Journeyman
Production / Operations	2630	Land Surveyor 2
Production / Operations	4710	Mine Manager
Production / Operations	4733	Mine Planning Engineer
Production / Operations	4714	Minerals Processing Operator 1
Production / Operations	4713	Minerals Processing Operator 2
Production / Operations	4712	Minerals Processing Operator 3
Production / Operations	3770	Operations Manager
Production / Operations	2645	Party Chief 2
Production / Operations	61400	Planner/Scheduler (Working Level)
Production / Operations	4498	Plant/Process Operator 2
Production / Operations	4496	Plant/Process Operator 4
Production / Operations	3772	Production Plant Manager (Level 3)
Production / Operations	3773	Production Superintendent (Level 2)
Production / Operations	3774	Production Supervisor (Level 1)
Production / Operations	4716	Prospector
Production / Operations	2629	Regional Exploration Manager
Production / Operations	5039	Top Position Exploration
Production / Operations	4507	Trades Foreman 1
Production / Operations	4506	Trades Foreman 2

TELUS Health

2026 Mining Report Benchmark Positions

Family	Job Code	Position Title
Production / Operations	4505	Trades General Foreman
Production / Operations	4717	Underground Miner
Production / Operations	3704	VP Operations
Quality Assurance	1910	Quality Assurance Manager
Research and Development	2970	Geoscientist (Level A)
Research and Development	2960	Geoscientist (Level B)
Research and Development	2950	Geoscientist (Level C)
Research and Development	2940	Geoscientist (Level D)
Research and Development	2930	Geoscientist (Level E)
Research and Development	4652	Lab Manager
Research and Development	4656	Lab Technologist 1
Research and Development	4655	Lab Technologist 2
Risk Management	3341	Risk Manager

TELUS Health

2026 Architecture and Design Report Benchmark Positions

Family	Job Code	Position Title
Architecture and Design	1268	Architect / Design Professional 1
Architecture and Design	1267	Architect / Design Professional 2
Architecture and Design	1266	Architect / Design Professional 3
Architecture and Design	1265	Architect / Design Professional 4
Architecture and Design	1271	Architect Technologist 1
Architecture and Design	1270	Architect Technologist 2
Architecture and Design	1274	Architect Technologist 3
Architecture and Design	1269	Architect Technologist 4
Architecture and Design	1263	Architectural Manager/ Team Lead
Architecture and Design	1264	BIM Specialist
Architecture and Design	1276	Interior Designer 1
Architecture and Design	1275	Interior Designer 2
Architecture and Design	1273	Interior Designer Team Lead
Architecture and Design	1278	Interior Designer Technologist 1
Architecture and Design	1280	Interior Designer Technologist 2
Architecture and Design	1277	Interior Designer Technologist 3
Architecture and Design	1297	Landscape Architect 1
Architecture and Design	1284	Landscape Architect 2
Architecture and Design	1283	Landscape Architect 3
Creative Arts	1279	Design Assistant
Creative Arts	2110	Graphic Designer 1
Creative Arts	2105	Graphic Designer 2
Creative Arts	2100	Graphic Designer 3
Creative Arts	2102	Graphic Designer Lead
Engineering	4813	Bim Coordinator
Engineering	4812	Bim Manager
Engineering	4811	Bim Modeler
Engineering	4810	Bim Technologist
Engineering	1287	Construction Contract Administrator 1
Engineering	1281	Construction Contract Administrator 2
Engineering	1286	Construction Contract Administrator 3
Engineering	1251	Design Technology Detailer
Engineering	1250	Design Technology Specialist 1
Engineering	1245	Design Technology Specialist 2
Engineering	1240	Drafting / BIM Designer 1
Engineering	1230	Drafting / BIM Designer 2
Engineering	1220	Drafting / BIM Designer 3
Engineering	1205	Drafting / BIM Designer Manager
Engineering	1210	Drafting / BIM Designer Supervisor
Engineering	1289	Specification Writer 1

TELUS Health

2026 Architecture and Design Report Benchmark Positions

Family	Job Code	Position Title
Engineering	1285	Specification Writer 2
Engineering	1288	Specification Writer 3
Urban Planning	1293	Urban Designer 1
Urban Planning	1292	Urban Designer 2
Urban Planning	1282	Urban Designer 3
Urban Planning	1296	Urban/ Community Planner 1
Urban Planning	1291	Urban/ Community Planner 2
Urban Planning	1290	Urban/ Community Planner 3

2026 Architecture and Design Plus Report Benchmark Positions

Family	Job Code	Position Title
Administration	3414	Administrative Assistant 1
Administration	3413	Administrative Assistant 2
Administration	3412	Administrative Assistant 3
Administration	3458	Document Control 1
Administration	3456	Document Control 2
Administration	3460	Librarian
Administration	3419	Office Manager
Administration	3415	Receptionist
Architecture and Design	1268	Architect / Design Professional 1
Architecture and Design	1267	Architect / Design Professional 2
Architecture and Design	1266	Architect / Design Professional 3
Architecture and Design	1265	Architect / Design Professional 4
Architecture and Design	1271	Architect Technologist 1
Architecture and Design	1270	Architect Technologist 2
Architecture and Design	1274	Architect Technologist 3
Architecture and Design	1269	Architect Technologist 4
Architecture and Design	1263	Architectural Manager/ Team Lead
Architecture and Design	1264	BIM Specialist
Architecture and Design	1276	Interior Designer 1
Architecture and Design	1275	Interior Designer 2
Architecture and Design	1273	Interior Designer Team Lead
Architecture and Design	1278	Interior Designer Technologist 1
Architecture and Design	1280	Interior Designer Technologist 2
Architecture and Design	1277	Interior Designer Technologist 3
Architecture and Design	1297	Landscape Architect 1
Architecture and Design	1284	Landscape Architect 2
Architecture and Design	1283	Landscape Architect 3
Communications and Public Relations	3510	Communications/Public Relations Manager
Communications and Public Relations	3508	Communications/Public Relations Director **(NEW in 2026)**
Creative Arts	1279	Design Assistant
Creative Arts	2110	Graphic Designer 1
Creative Arts	2105	Graphic Designer 2
Creative Arts	2100	Graphic Designer 3
Creative Arts	2102	Graphic Designer Lead
Engineering	4813	Bim Coordinator
Engineering	4812	Bim Manager
Engineering	4811	Bim Modeler
Engineering	4810	Bim Technologist
Engineering	1287	Construction Contract Administrator 1
Engineering	1281	Construction Contract Administrator 2

TELUS Health

2026 Architecture and Design Plus Report Benchmark Positions

Family	Job Code	Position Title
Engineering	1286	Construction Contract Administrator 3
Engineering	1251	Design Technology Detailer
Engineering	1250	Design Technology Specialist 1
Engineering	1245	Design Technology Specialist 2
Engineering	1240	Drafting / BIM Designer 1
Engineering	1230	Drafting / BIM Designer 2
Engineering	1220	Drafting / BIM Designer 3
Engineering	1205	Drafting / BIM Designer Manager
Engineering	1210	Drafting / BIM Designer Supervisor
Engineering	1289	Specification Writer 1
Engineering	1285	Specification Writer 2
Engineering	1288	Specification Writer 3
Facilities Operations & Maintenance	3810	Facilities Manager
Finance & Accounting	3315	Accountant 3
Finance & Accounting	3316	Accounting Clerk 1
Finance & Accounting	3314	Accounting Clerk 2
Finance & Accounting	3319	Accounting Clerk 3
Finance & Accounting	3303	Controller
Finance & Accounting	3323	Project Accountant 1
Finance & Accounting	3322	Project Accountant 2
Finance & Accounting	3324	Project Accountant 3
Finance & Accounting	3321	Project Accountant 4
Human Resources	3113	Human Resources Administrator
Human Resources	3110	Manager Human Resources 1
Human Resources	3118	Payroll Coordinator
Human Resources	3105	Human Resources Director 1 **(NEW in 2026)**
Human Resources	3104	Human Resources Director 2 **(NEW in 2026)**
Marketing	4005	Director of Marketing
Marketing	4045	Marketing Proposal Coordinator
Urban Planning	1293	Urban Designer 1
Urban Planning	1292	Urban Designer 2
Urban Planning	1282	Urban Designer 3
Urban Planning	1296	Urban/ Community Planner 1
Urban Planning	1291	Urban/ Community Planner 2
Urban Planning	1290	Urban/ Community Planner 3

TELUS Health

2026 Contact Centre Report Benchmark Positions

Family	Job Code	Position Title
Contact Centre	3990	Contact Centre Administrator
Contact Centre	3975	Contact Centre Analyst
Contact Centre	3902	Contact Centre Director
Contact Centre	3977	Contact Centre Learning Manager
Contact Centre	3905	Contact Centre Manager
Contact Centre	3963	Contact Centre Project Manager
Contact Centre	3940	Contact Centre Representative 1
Contact Centre	3930	Contact Centre Representative 2
Contact Centre	3920	Contact Centre Representative 3
Contact Centre	3985	Contact Centre Resource Manager
Contact Centre	3984	Contact Centre Scheduler/Resource Coordinator
Contact Centre	3910	Contact Centre Supervisor/Lead
Contact Centre	3988	Contact Centre Technical Support Representative 1
Contact Centre	3987	Contact Centre Technical Support Representative 2
Contact Centre	3986	Contact Centre Technical Support Representative 3
Contact Centre	3980	Contact Centre Trainer
Contact Centre	3979	Instructional Designer
Contact Centre	3936	Internal Help Desk Support
Contact Centre	3935	Internet Support Representative
Contact Centre	3962	Market Research Director
Contact Centre	3970	Outbound/Market Research Representative 1
Contact Centre	3965	Outbound/Market Research Representative 2
Contact Centre	3927	Specialized Agent 1
Contact Centre	3926	Specialized Agent 2
Contact Centre	3925	Specialized Agent Supervisor/Lead
Contact Centre	3900	Vice-President Contact Centre
Credit and Collections	3954	Credit/Collections Lead/Supervisor
Credit and Collections	3953	Credit/Collections Manager
Credit and Collections	3958	Credit/Collections Representative 1
Credit and Collections	3956	Credit/Collections Representative 2
Information Technology	1310	Help Desk Lead
Information Technology	1330	Help Desk Rep 1
Information Technology	1320	Help Desk Rep 2
Logistics / Supply Chain	3791	Dispatcher 1
Quality Assurance	3982	Quality Assurance Facilitator 1 (Contact Centre)
Quality Assurance	3981	Quality Assurance Facilitator 2 (Contact Centre)
Quality Assurance	3983	Quality Assurance Manager (Contact Centre)
Sales	3947	Inbound Contact Centre Sales Representative 1
Sales	3943	Inbound Contact Centre Sales Representative 2
Sales	3952	Outbound Contact Centre Sales Representative 1
Sales	3950	Outbound Contact Centre Sales Representative 2

TELUS Health

2026 Geomatics Report Benchmark Positions

Family	Job Code	Position Title
Administration	160	Technical Area Manager
Customer Service	1655	Senior Field Services Technician
Engineering	1240	Drafting / BIM Designer 1
Engineering	1230	Drafting / BIM Designer 2
Engineering	1220	Drafting / BIM Designer 3
Engineering	1205	Drafting / BIM Designer Manager
Engineering	1210	Drafting / BIM Designer Supervisor
Engineering	2520	Geomatics Technician 1
Engineering	2518	Geomatics Technician 2
Engineering	2517	Geomatics Technician 3
Engineering	2516	Geomatics Technician 4
Engineering	2515	GIS Developer 1
Engineering	2513	GIS Developer 2
Engineering	2505	GIS Manager
Engineering	2510	GIS Specialist
Engineering	2507	GIS Supervisor
Health, Safety and Environment	3766	Safety Advisor 1
Health, Safety and Environment	3762	Safety Manager
Health, Safety and Environment	3763	Safety Specialist
Product Design and Development	4009	Business Development Representative
Production / Operations	165	Field Operations Manager
Production / Operations	2635	Land Surveyor 1
Production / Operations	2630	Land Surveyor 2
Production / Operations	2648	Party Chief 1
Production / Operations	2645	Party Chief 2
Production / Operations	2640	Party Chief 3
Production / Operations	2610	Senior Land Survey Project Manager
Production / Operations	2620	Senior Land Surveyor
Production / Operations	2655	Survey Assistant 1
Production / Operations	2650	Survey Assistant 2

TELUS Health

2026 CannaBusiness Report Benchmark Positions

Family	Job Code	Position Title
Administration	3411	Executive Assistant
Facilities Operations & Maintenance	3805	Director Facilities
Facilities Operations & Maintenance	3812	Maintenance Worker
Facilities Operations & Maintenance	3814	Security Guard
Finance & Accounting	3315	Accountant 3
Finance & Accounting	3314	Accounting Clerk 2
Finance & Accounting	5003	Chief Financial Officer (CFO)
Finance & Accounting	3310	Manager Accounting
Finance & Accounting	3210	Manager Finance
General Executive / Management	5002	Chief Operating Officer (COO)
General Executive / Management	5000	President and Chief Executive Officer (CEO)
General Executive / Management	5007	Chief of Staff **(NEW in 2026)**
Health, Safety and Environment	4674	Environmental Scientist 3
Health, Safety and Environment	3766	Safety Advisor 1
Health, Safety and Environment	3762	Safety Manager
Human Resources	3110	Manager Human Resources 1
Information Technology	420	Technical Support 2
Information Technology	403	Technical Support Manager
Information Technology	1132	User Interface Designer 2 (UI)
Logistics / Supply Chain	3711	Buyer 2, Supply Chain
Logistics / Supply Chain	3760	Contract Administrator
Logistics / Supply Chain	3723	Inventory Manager
Logistics / Supply Chain	3705	Procurement Manager, Supply Chain
Logistics / Supply Chain	3710	Purchasing Clerk
Logistics / Supply Chain	3713	Shipping/Receiving Clerk
Logistics / Supply Chain	3719	Stock Handler 1
Logistics / Supply Chain	3714	Warehouse Manager
Logistics / Supply Chain	3717	Warehouse Supervisor
Marketing	4016	Marketing Assistant
Marketing	4008	Marketing Manager
Product Design and Development	4006	Business Development Manager
Product Design and Development	4009	Business Development Representative
Production / Operations	4466	Cannabis Processor / Grower
Production / Operations	4467	Destruction Technician
Production / Operations	3771	Director Operations
Production / Operations	4464	Extraction Technician
Production / Operations	4462	Growing Technician
Production / Operations	4460	Master Grower
Production / Operations	3772	Production Plant Manager (Level 3)
Production / Operations	3774	Production Supervisor (Level 1)

TELUS Health

2026 CannaBusiness Report Benchmark Positions

Family	Job Code	Position Title
Quality Assurance	1930	Quality Assurance Analyst 2
Quality Assurance	1910	Quality Assurance Manager
Research and Development	4655	Lab Technologist 2
Research and Development	4643	R & D Manager
Research and Development	4648	Scientist 2
Retail / Merchandising	3556	Cannabis Education/Product Specialist
Retail / Merchandising	3552	Cannabis Retail Assistant Manager
Retail / Merchandising	3550	Cannabis Retail Manager
Retail / Merchandising	3554	Cannabis Retail Sales Associate