

## THE SUPPLY CHAIN & MANUFACTURING SURVEY

### 2018 BENCHMARK POSITIONS

#### MANAGEMENT

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

#### PROCUREMENT

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

#### PRODUCTION

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

#### TRANSPORTATION

Transportation Manager  
 Traffic Supervisor  
 Dispatcher 2  
 Dispatcher 1  
 Truck Driver – Heavy  
 Truck Driver – Light  
 Truck Driver/Operator 2  
 Truck Driver/Operator 1  
 Hydrovac Operator (New)  
 Swamper

#### WAREHOUSING & DISTRIBUTION

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

#### EQUIPMENT & MAINTENANCE

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

#### OPERATIONS ADMIN

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

#### ASSET MANAGEMENT

Asset Management Manager  
 Asset Management Coordinator

#### HEALTH AND SAFETY

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

#### QUALITY CONTROL

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

#### TECHNICAL SERVICES

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

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### 2018 BENCHMARK POSITIONS

(continued)

#### CONTRACTS

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

#### MANUFACTURING ENGINEERING

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

#### PIPELINE SERVICES

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

#### TECHNOLOGISTS

Technologist Lead  
 Technologist 4  
 Technologist 3  
 Technologist 2  
 Technologist 1

#### ENVIRONMENTAL SCIENTISTS

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

#### SCIENCE

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

#### HOSPITALITY/LODGING

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

#### PROJECT CONTROLS

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

#### PLANT/PROCESS OPERATORS

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

#### FACILITIES OPERATIONS & MAINTENANCE

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

#### MINING OPERATIONS

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

#### FIELD INSPECTORS

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

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### 2018 BENCHMARK POSITIONS

(continued)

#### TRADES

##### Foremen

- Trades General Foreman
- Trades Foreman 2
- Trades Foreman 1

##### Millwright

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

##### Heavy Duty Mechanic

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

##### Fleet Mechanic

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

##### Electrician

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

##### Welder

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

##### Pipefitter

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

##### Power (Stationary) Engineer

- 1st Class (Lead)
- 2nd Class
- 3rd Class
- 4th Class
- 5th Class
- Power Engineering Technologist

##### Machinist

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

##### General Labourer

- Skilled Labourer
- Unskilled Labourer

##### Painter

- Lead
- Journeyman

##### Plumber

- Lead
- Journeyman

##### Instrumentation Tech

- Lead
- Journeyman

##### Carpenter

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

##### Boilermaker

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

##### Automotive Service Technician

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