

# JOB TITLES MATRIX

Compensation Survey 2020

Title	Category	Notes
Accounting Supervisor/Manager	Finance	<i>*If choose the Exec. Mngmt/DD option, create a 2nd option to state whether they are also considered to be a President, Sr. VP, VP, or for Fiscal Officer – a CPA</i>
Accounts Clerk (Receivables, Payables, Payroll, etc.)	Finance	
Administrative Assistant, Other	General Support/Other	
Advocate (Court)	Program Services	
Advocate (Domestic Violence)	Program Services	
Advocate (General Case or Client)	Program Services	
After School Program Instructor (Developmental Disabilities)	Program Services	
Aide (Case)	Program Services	
Aide (Child Care or Teacher)	Program Services	
Aide (Personal Attendant, Home Care)	Program Services	
Animal Care Worker	Program Services	
Animal Shelter Manager	Program Services	
Aquatics Instructor	Program Services	
Architect	Program Services	
Archivist	Program Services	
Artistic Director	Executive Management/Division Directors	
Assistant Controller	Finance	
Attorney (Client Practicing/Advocacy)	Program Services	
Attorney (Corp/General Counsel)	Executive Management/Division Directors	
Attorney (Supervisory)	Program Services	
Audiologists	Program Services	
Behavioral Health Specialist	Program Services	
Bookkeeper (BA or Above)	Finance	
Bookkeeper (Other)	Finance	
Box Office/Sales Manager	General Support/Other	
Building and Grounds Supervisor	Facilities, Property Related, Transportation, Kitchen and Security	
Bus Monitor/Aide	Facilities, Property Related, Transportation, Kitchen and Security	
Business Manager	Finance	
Case Manager/Counselor (AAS Degree)	Program Services	
Case Manager/Counselor (BA/BS Degree)	Program Services	
Case Manager/Counselor (Master's Degree)	Program Services	
Certified Public Accountant (not CFO)	Finance	
Chef	Facilities, Property Related, Transportation, Kitchen and Security	
Chief Community Impact Director	Executive Management/Division Directors	

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Chief Executive Officer/Executive Director	Executive Management/Division Directors
Chief Fiscal Officer/Director of Finance/Controller	Executive Management/Division Directors
Chief Operations Officer/Deputy or Associate ED	Executive Management/Division Directors
Child & Family Services Worker/Family Development Worker	Program Services
Child Development/Care, Director	Program Services
Clinical Lab Technicians (Technologists)	Program Services
Clinical Services Director (MD)	Program Services
Clinical Services Director (Other)	Program Services
Coach (Instructional)	Program Services
Community Health Worker	Program Services
Community Organizer	Program Services
Community Residence Worker	Program Services
Computer Network Administrator	Technology
Computer Programmer	Technology
Construction Manager	Facilities, Property Related, Transportation, Kitchen and Security
Cook	Facilities, Property Related, Transportation, Kitchen and Security
Corporate Compliance Officer/QA Director	Executive Management/Division Directors
Creative Arts Therapist	Program Services
Credentialed Counselor Trainee, Alcoholism and Substance Abuse Counselor (CASAC)	Program Services
Credentialed Counselor, Alcoholism and Substance Abuse (CASAC)	Program Services
Credentialed Prevention Professional (CPP)	Program Services
Credentialed Prevention Specialist (CPS)	Program Services
Credentialed Problem Gambling Counselor (CPGC)	Program Services
Curator	Program Services
Curator, Assistant	Program Services
Customer Service Representative	Program Services
Data Entry Specialist	General Support/Other
Database Administrator	Technology
Dental Assistant	Program Services
Dental Hygienist / Dentist	Program Services
Deputy/Assistant Executive Director	Executive Management/Division Directors
Development Associate	Development, Marketing, Communication, Membership & Volunteer
Development Officer/Director	Executive Management/Division Directors
Digital/Video Producer	Technology
Direct Support Professional	Program Services
Director of Programs	Executive Management/Division Directors
Dishwasher/Food Service Assistant	Facilities, Property Related, Transportation, Kitchen and Security

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Diversity and Inclusion Coordinator/Manager	Program Services
Division Director (Other)	Executive Management/Division Directors
Driver	Facilities, Property Related, Transportation, Kitchen and Security
Editor/Writer	Development, Marketing, Communication, Membership & Volunteer
Eligibility Specialist	Program Services
Employment Specialist	Program Services
Events Coordinator/Director	Development, Marketing, Communication, Membership & Volunteer
Executive Assistant	General Support/Other
Exhibitions Director	Program Services
Facilities/Building and Grounds Director	Executive Management/Division Directors
Family and Marriage Therapist	Program Services
Fitness Instructor	Program Services
Food Bank Manager	Program Services
Food Service Manager/Supervisor	Facilities, Property Related, Transportation, Kitchen and Security
Gallery Manager	Program Services
Gambling Specialty Designation for CASAC, CPP, and CPS	Program Services
Gardener	Facilities, Property Related, Transportation, Kitchen and Security
Gift/Thrift Shop Manager	Program Services
Government Relations Director	Program Services
Grant Writer	Development, Marketing, Communication, Membership & Volunteer
Graphic Artist / Artist / Desktop Publisher	Development, Marketing, Communication, Membership & Volunteer
Group Home Assistant Supervisor/Manager	Program Services
Group Home Supervisor/Manager	Program Services
Health Services, Director	Program Services
Health/Wellness Educator	Program Services
Home Visitor	Program Services
Horticulturist	Program Services
Human Resources Specialist	General Support/Other
Internal Controls Manager	Finance
Interpreter (Deaf)	Program Services
Interpreter (Historical)	Program Services
Interpreter (Language)	Program Services
IT Director	Technology
Janitorial/Maintenance Worker	Facilities, Property Related, Transportation, Kitchen and Security
Job Developer	Program Services
Librarian	Program Services
Library Assistant	Program Services

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Life Guard/Swim Instructor	Program Services
Major or Planned Gifts Officer/Director	Executive Management/Division Directors
Mechanic	Facilities, Property Related, Transportation, Kitchen and Security
Medical Doctor (MD)	Program Services
Medical Records Clerk	Program Services
Medical Transcriptionist	General Support/Other
Membership Coordinator	Development, Marketing, Communication, Membership & Volunteer
Membership Director	Executive Management/Division Directors
Mental Health Counselor	Program Services
MIS Data Processing Manager/Analyst	Technology
MIS/Computer Systems Director	Technology
Network Technician	Technology
Nurse (LPNI)	Program Services
Nurse (RN) Case Manager	Program Services
Nurse (RN) Clinical Nurse Specialist	Program Services
Nurse (RN) Registered	Program Services
Nurse (RN) Supervising Community Health Nurse	Program Services
Nurse Assistant, Certified	Program Services
Nurse Practitioner	Program Services
Nursing Director	Program Services
Nursing Director Assistant	Program Services
Nutritionist/Dietician	Program Services
Occupational Therapist	Program Services
Occupational Therapist Assistant	Program Services
Office Manager	General Support/Other
Organizational Development/Capacity-Builder	Program Services
Paralegal/Legal Secretary	General Support/Other
Patient Accounts Manager	Finance
Personnel/HR Director	Executive Management/Division Directors
Pharmacist	Program Services
Pharmacy Supervisor	Program Services
Physical Therapist	Program Services
Physical Therapy Aide	Program Services
Physician	Program Services
Physician Assistant/Specialist Assistant	Program Services
Policy Advocate or Analyst/Lobbyist	Program Services
PR, Marketing or Communications Associate/Specialist	Development, Marketing, Communication, Membership & Volunteer

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Principal (School)	Program Services
Principal, Assistant (School)	Program Services
Production Manager/Coordinator	Program Services
Professional/Staff Development Director	General Support/Other
Program Assistant	Program Services
Program Associate (grant-making)	Program Services
Program Coordinator	Program Services
Program Director/Unit Director (Assistant)	Program Services
Program Director/Unit Director (Supervisory)	Program Services
Program Officer (grant-making)	Program Services
Program Officer, Senior (grant-making)	Program Services
Program Specialist, Museum	Program Services
Property Caretaker	Facilities, Property Related, Transportation, Kitchen and Security
Property Manager (Housing)	Facilities, Property Related, Transportation, Kitchen and Security
Psychiatrist	Program Services
Psychologist	Program Services
Psychologist (Clinical)	Program Services
Psychologist (Community)	Program Services
Psychologist (School)	Program Services
Public Relations, Communications or Marketing Director	Executive Management/Division Directors
Real Estate Development Manager	Facilities, Property Related, Transportation, Kitchen and Security
Receptionist/Desk Clerk	General Support/Other
Recreation Worker/Aide	Program Services
Recreational Therapist	Program Services
Rehabilitation Specialist (Housing)	Facilities, Property Related, Transportation, Kitchen and Security
Research Assistant	Program Services
Research Director	Program Services
Resident Manager/Director	Program Services
Respiratory Therapist	Program Services
Respiratory Therapist Technician	Program Services
Retail Associate/Cashier	General Support/Other
Salesforce Administrator (Certified)	Technology
School-age Site Supervisor	Program Services
Secretary, General	General Support/Other
Secretary, Legal	General Support/Other
Security Guard	Facilities, Property Related, Transportation, Kitchen and Security
Site Manager	Program Services

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Social Media Coordinator	Technology
Social Media Manager	Technology
Social Worker (Unlicensed)	Program Services
Social Worker Licensed Clinical (LCSW)	Program Services
Social Worker, Licensed Master (LMSW)	Program Services
Special Education Director	Program Services
Speech-Language Pathologists	Program Services
Stage Manager	Program Services
Stage Production Assistant	Program Services
Stage Technician	Program Services
Store Manager	General Support/Other
Strategist	Program Services
Strategy Director/Officer	Executive Management/Division Directors
Teacher (Lead, Credentialed, Child Care Only)	Program Services
Teacher (Licensed)	Program Services
Teacher Assistant	Program Services
Teacher, Infant Toddler Group	Program Services
Teacher, Preschool Group	Program Services
Teacher, School	Program Services
Teaching Artist	Program Services
Trainer	Program Services
Training & Staff Development Coordinator	Program Services
Training Director	Program Services
Transportation Director	Facilities, Property Related, Transportation, Kitchen and Security
Veterinarian	Program Services
Veterinary Technician	Program Services
Vocational Rehabilitation Counselor	Program Services
Vocational Trainer/Evaluator/Job Coach	Program Services
Volunteer Services Director	Development, Marketing, Communication, Membership & Volunteer
Warehouse Supervisor	Facilities, Property Related, Transportation, Kitchen and Security
Warehouse Worker/Material Handler	Facilities, Property Related, Transportation, Kitchen and Security
Web Designer/Site Developer	Technology