

# JOB TITLES MATRIX

Compensation Survey 2020

Category	Title	Notes
Executive Management/Division Directors	Artistic Director	<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>
Executive Management/Division Directors	Attorney (Corp/General Counsel)	
Executive Management/Division Directors	Chief Community Impact Director	
Executive Management/Division Directors	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	Corporate Compliance Officer/QA Director	
Executive Management/Division Directors	Deputy/Assistant Executive Director	
Executive Management/Division Directors	Development Officer/Director	
Executive Management/Division Directors	Director of Programs	
Executive Management/Division Directors	Facilities/Building and Grounds Director	
Executive Management/Division Directors	Major or Planned Gifts Officer/Director	
Executive Management/Division Directors	Membership Director	
Executive Management/Division Directors	Personnel/HR Director	
Executive Management/Division Directors	Public Relations, Communications or Marketing Director	
Executive Management/Division Directors	Strategy Director/Officer	
Executive Management/Division Directors	Division Director (Other)	
Finance	Accounting Supervisor/Manager	
Finance	Accounts Clerk (Receivables, Payables, Payroll, etc.)	
Finance	Assistant Controller	
Finance	Bookkeeper (BA or Above)	
Finance	Bookkeeper (Other)	
Finance	Business Manager	
Finance	Certified Public Accountant (not CFO)	
Finance	Internal Controls Manager	
Finance	Patient Accounts Manager	
Development, Marketing, Communication, Membership & Volunteer	Development Associate	
Development, Marketing, Communication, Membership & Volunteer	Editor/Writer	
Development, Marketing, Communication, Membership & Volunteer	Events Coordinator/Director	
Development, Marketing, Communication, Membership & Volunteer	Grant Writer	
Development, Marketing, Communication, Membership & Volunteer	Graphic Artist / Artist / Desktop Publisher	
Development, Marketing, Communication, Membership & Volunteer	Membership Coordinator	
Development, Marketing, Communication, Membership & Volunteer	PR, Marketing or Communications Associate/Specialist	
Development, Marketing, Communication, Membership & Volunteer	Volunteer Services Director	

# JOB TITLES MATRIX

Compensation Survey 2020

Facilities, Property Related, Transportation, Kitchen and Security	Building and Grounds Supervisor
Facilities, Property Related, Transportation, Kitchen and Security	Bus Monitor/Aide
Facilities, Property Related, Transportation, Kitchen and Security	Chef
Facilities, Property Related, Transportation, Kitchen and Security	Cook
Facilities, Property Related, Transportation, Kitchen and Security	Construction Manager
Facilities, Property Related, Transportation, Kitchen and Security	Dishwasher/Food Service Assistant
Facilities, Property Related, Transportation, Kitchen and Security	Driver
Facilities, Property Related, Transportation, Kitchen and Security	Food Service Manager/Supervisor
Facilities, Property Related, Transportation, Kitchen and Security	Gardener
Facilities, Property Related, Transportation, Kitchen and Security	Janitorial/Maintenance Worker
Facilities, Property Related, Transportation, Kitchen and Security	Mechanic
Facilities, Property Related, Transportation, Kitchen and Security	Property Caretaker
Facilities, Property Related, Transportation, Kitchen and Security	Property Manager (Housing)
Facilities, Property Related, Transportation, Kitchen and Security	Real Estate Development Manager
Facilities, Property Related, Transportation, Kitchen and Security	Rehabilitation Specialist (Housing)
Facilities, Property Related, Transportation, Kitchen and Security	Security Guard
Facilities, Property Related, Transportation, Kitchen and Security	Transportation Director
Facilities, Property Related, Transportation, Kitchen and Security	Warehouse Supervisor
Facilities, Property Related, Transportation, Kitchen and Security	Warehouse Worker/Material Handler
General Support/Other	Administrative Assistant, Other
General Support/Other	Box Office/Sales Manager
General Support/Other	Data Entry Specialist
General Support/Other	Executive Assistant
General Support/Other	Human Resources Specialist
General Support/Other	Medical Transcriptionist
General Support/Other	Office Manager
General Support/Other	Paralegal/Legal Secretary
General Support/Other	Professional/Staff Development Director
General Support/Other	Receptionist/Desk Clerk
General Support/Other	Retail Associate/Cashier
General Support/Other	Secretary, General
General Support/Other	Secretary, Legal
General Support/Other	Store Manager
Program Services	Advocate (Court)
Program Services	Advocate (Domestic Violence)
Program Services	Advocate (General Case or Client)
Program Services	After School Program Instructor (Developmental Disabilities)

# JOB TITLES MATRIX

Compensation Survey 2020

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	Attorney (Client Practicing/Advocacy)
Program Services	Attorney (Supervisory)
Program Services	Audiologists
Program Services	Behavioral Health Specialist
Program Services	Case Manager/Counselor (AAS Degree)
Program Services	Case Manager/Counselor (BA/BS Degree)
Program Services	Case Manager/Counselor (Master's Degree)
Program Services	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	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	Dental Assistant
Program Services	Dental Hygienist / Dentist
Program Services	Direct Support Professional
Program Services	Diversity and Inclusion Coordinator/Manager

# JOB TITLES MATRIX

Compensation Survey 2020

Program Services	Eligibility Specialist
Program Services	Employment Specialist
Program Services	Exhibitions Director
Program Services	Family and Marriage Therapist
Program Services	Fitness Instructor
Program Services	Food Bank Manager
Program Services	Gallery Manager
Program Services	Gambling Specialty Designation for CASAC, CPP, and CPS
Program Services	Gift/Thrift Shop Manager
Program Services	Government Relations Director
Program Services	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	Interpreter (Deaf)
Program Services	Interpreter (Historical)
Program Services	Interpreter (Language)
Program Services	Job Developer
Program Services	Librarian
Program Services	Library Assistant
Program Services	Life Guard/Swim Instructor
Program Services	Medical Doctor (MD)
Program Services	Medical Records Clerk
Program Services	Mental Health Counselor
Program Services	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

# JOB TITLES MATRIX

Compensation Survey 2020

Program Services	Occupational Therapist Assistant
Program Services	Organizational Development/Capacity-Builder
Program Services	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	Principal (School)
Program Services	Principal, Assistant (School)
Program Services	Production Manager/Coordinator
Program Services	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	Psychiatrist
Program Services	Psychologist
Program Services	Psychologist (Clinical)
Program Services	Psychologist (Community)
Program Services	Psychologist (School)
Program Services	Recreation Worker/Aide
Program Services	Recreational Therapist
Program Services	Research Assistant
Program Services	Research Director
Program Services	Resident Manager/Director
Program Services	Respiratory Therapist
Program Services	Respiratory Therapist Technician
Program Services	School-age Site Supervisor
Program Services	Site Manager
Program Services	Social Worker (Unlicensed)
Program Services	Social Worker Licensed Clinical (LCSW)
Program Services	Social Worker, Licensed Master (LMSW)

# JOB TITLES MATRIX

Compensation Survey 2020

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	Strategist
Program Services	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	Veterinarian
Program Services	Veterinary Technician
Program Services	Vocational Rehabilitation Counselor
Program Services	Vocational Trainer/Evaluator/Job Coach
Technology	Computer Network Administrator
Technology	Computer Programmer
Technology	Database Administrator
Technology	Digital/Video Producer
Technology	IT Director
Technology	MIS/Computer Systems Director
Technology	MIS Data Processing Manager/Analyst
Technology	Network Technician
Technology	Salesforce Administrator (Certified)
Technology	Social Media Coordinator
Technology	Social Media Manager
Technology	Web Designer/Site Developer