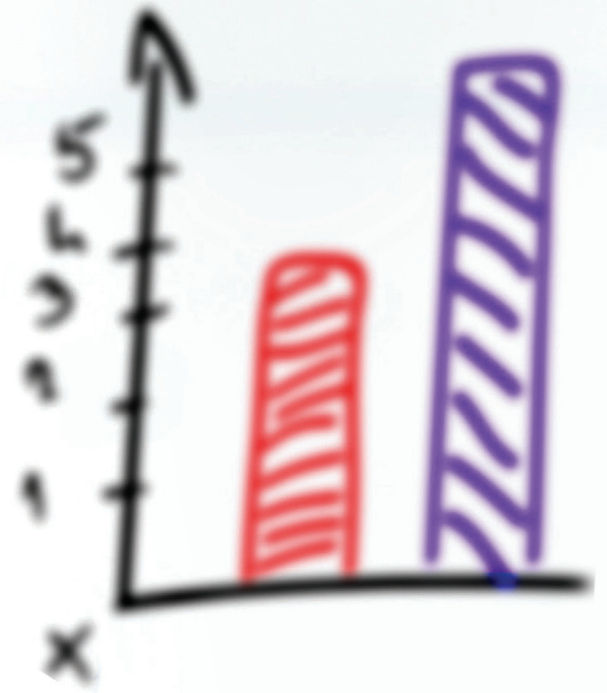




2016 General Compensation & Benefits Survey

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Job Family: General Management	
GM 1	General Manager/Managing Director
GM 2	Deputy General Manager
GM 3	Divisional/Business Unit Director
Job Family: Finance	
FIN 1	Finance & Administration Director
FIN 2	Finance Manager
FIN 3	Treasurer
FIN 4	Financial Controller
FIN 5	Accounting Manager
FIN 6	Accounting Supervisor
FIN 7	Budgeting & Reporting Supervisor
FIN 8	Credit & Collection Supervisor
FIN 9	Collector
FIN 10	Senior Accountant
FIN 11	Tax Specialist
FIN 12	Financial Analyst
FIN 13	Accountant
FIN 14	Accounting Clerk
FIN 15	Cashier
FIN 16	Cost Accountant
FIN 17	Credit & Collection Officer
FIN 18	Budgeting & Reporting Manager
Job Family: Information Technology	
IT 1	IT Manager
IT 2	IT Supervisor
IT 3	Data Base Administrator

IT 5	Systems Analyst
IT 6	Software Engineer
IT 8	Help Desk Support
IT 9	Computer Operator
IT 10	Web Master
IT 11	System & Network Administrator
IT 12	ERP Consultant
IT 13	Data Warehouse Analyst-Architect
IT 14	CRM Specialist
IT 15	IT Director
IT 16	IT Infrastructure Manager
IT 17	Business Systems Manager
IT 18	Information Systems Security Manager
IT 19	Business Intelligence (B.I.) Specialist
Job Family: Sales & Marketing	
S&M 1	Commercial Director
S&M 2	Sales Manager
S&M 3	Marketing Manager
S&M 4	Business Development Manager
S&M 5	Exports Manager
S&M 6	Key Accounts Manager
S&M 7	Regional Sales Manager
S&M 8	Area Sales Manager
S&M 9	Customer Service Manager
S&M 10	Sales Administration Supervisor
S&M 11	Sales Representative – Key Accounts
S&M 12	Sales Representative



S&M 13	Sales Engineer
S&M 14	Sales Support Manager
S&M 15	Sales Support Clerk
S&M 16	Customer Services Representative
S&M 17	Trade Marketing Manager
S&M 18	Marketing Executive
S&M 19	Merchandiser
S&M 20	Group Product / Brand Manager
S&M 21	Product / Brand Manager
S&M 22	Assistant Product / Brand Manager
S&M 23	Marketing Research Executive
S&M 24	Advertising Executive
S&M 25	Public Relations Executive
S&M 26	Sales Director
S&M 27	Marketing Director
S&M 28	National Key Accounts Manager
S&M 29	Sales Analyst-Planner
S&M 30	Category Manager
S&M 31	Call Center Supervisor
S&M 32	Call Center Representative
S&M 33	Sales Trainer
S&M 34	Ex Van Salesman
S&M 35	After Sales Supervisor
S&M 36	After Sales Technician
S&M 37	Sales Effectiveness Manager
S&M 38	Marketing Intelligence Manager
S&M 39	Customer Insights Analyst



S&M 40	Digital Marketing Supervisor
S&M 41	Social Media Expert
Job Family: Manufacturing & Engineering	
M&E 1	Technical Services Director
M&E 2	Plant Manager
M&E 3	Production Manager
M&E 4	Logistics Director
M&E 5	Logistics Manager
M&E 6	Distribution Manager
M&E 7	Purchasing Manager
M&E 8	Buyer
M&E 9	Warehouse Manager
M&E 10	Quality Control Manager
M&E 11	Production Engineer
M&E 12	Shift Supervisor
M&E 13	Maintenance Engineer
M&E 14	Industrial Engineer
M&E 15	CAD / CAM Specialist
M&E 16	Maintenance Manager
M&E 17	Engineering Services Manager
M&E 18	Safety & Environmental Engineer
M&E 19	Quality Control Technician
M&E 20	Materials Planning Executive
M&E 21	Project Engineer
M&E 22	Technician
M&E 23	Machine Operator
M&E 24	Warehouse Clerk

M&E 25	Production Planning Manager
M&E 26	Senior Buyer
M&E 27	Quality Assurance Manager
M&E 28	Supply Chain Executive
M&E 29	Demand Planner
Job Family: Human Resources	
HR 1	Human Resources Director
HR 2	Human Resources Manager
HR 3	Assistant HR/Personnel Manager
HR 4	Industrial Relations Supervisor
HR 5	Compensation & Benefits Supervisor
HR 6	HR Planning & Recruitment Supervisor
HR 7	Training Supervisor
HR 8	Personnel Administrator
HR 9	Payroll Clerk
HR 10	Payroll Supervisor
HR 11	Human Resources Business Partner
HR 12	HR Generalist
Job Family: Administration	
ADM 1	Administration Manager
ADM 2	Office Manager
ADM 3	GM Executive Secretary / Personal Assistant
ADM 4	Executive Secretary
ADM 5	Secretary
ADM 7	Telephonist / Receptionist
ADM 8	General Duties Clerk
ADM 9	Messenger



ADM 10	Personal Driver
Job Family: Miscellaneous	
MSC 1	Corporate Lawyer
MSC 2	Internal Audit Manager
MSC 3	Internal Auditor
MSC 4	Project Manager
MSC 5	Branch Manager
MSC 6	Management Trainee
MSC 7	Investor Relations Supervisor
MSC 8	Investor Relations Officer
MSC 9	Knowledge Management Expert
MSC 10	Corporate Affairs Manager
MSC 11	Quality Assurance Supervisor (ISO Supervisor)
MSC 12	Legal Affairs Manager
Job Family: Research & Development	
R&D 1	Research & Development Manager
R&D 2	Laboratory Manager
R&D 3	Laboratory Specialist

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