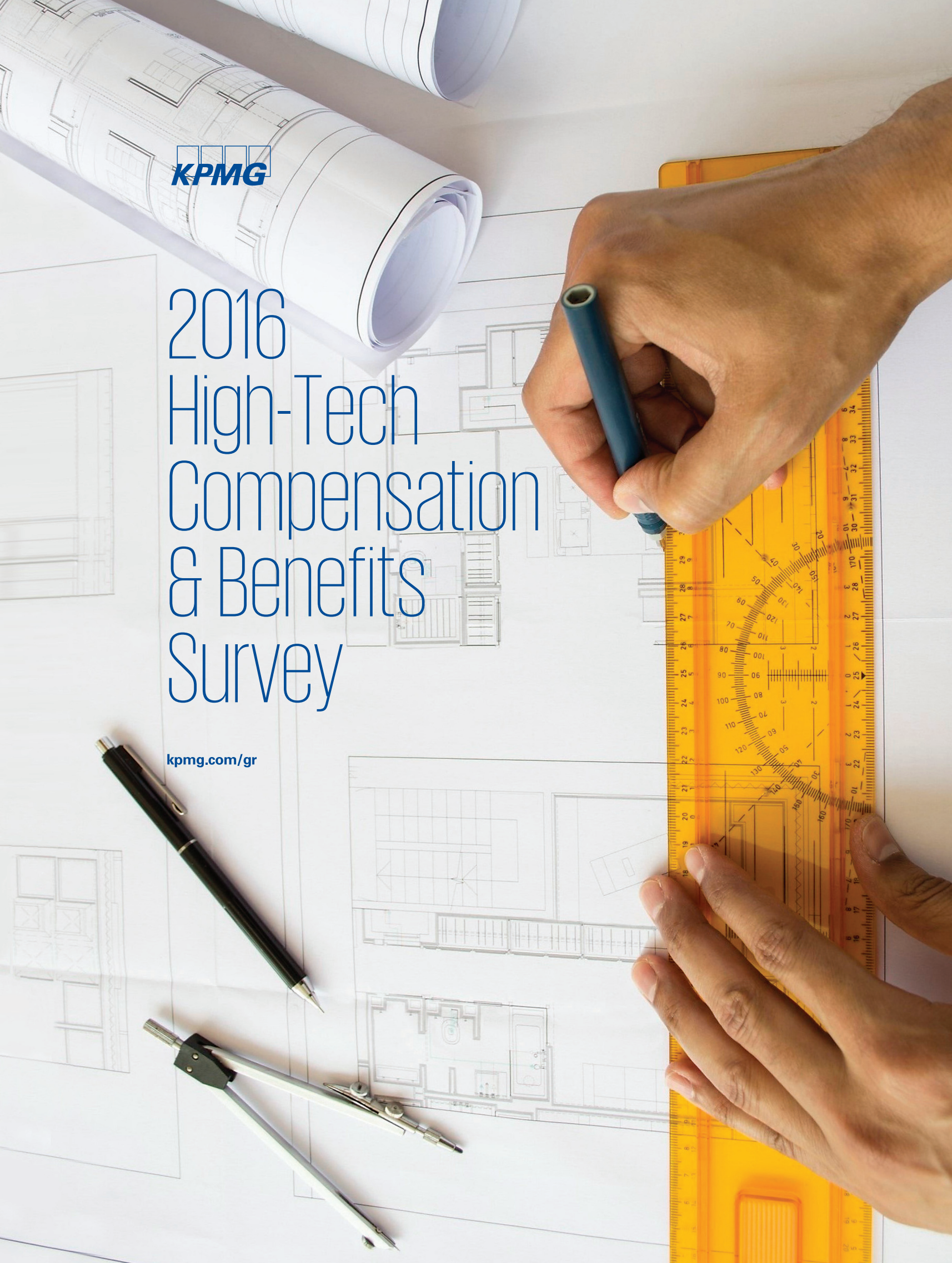




2016 High-Tech Compensation & Benefits Survey

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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 5	Systems Analyst
IT 9	Computer Operator



IT 10	Web Master
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 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 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 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 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 Specialist
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 Assurance Technician
M&E 20	Material 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
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 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: High Tech (Sector)	
Job Family: High Tech Management (HMGT) p	
HMGT 1	Technical Director



Job Family: High Tech MISC / Testing (HTES)	
HTES 1	Quality Assurance Specialist
HTES 2	Test Engineer
Job Family: High Tech Information Systems Security (HIFS)	
HIFS 1	Information Systems Security Manager
HIFS 2	Information Systems Security Specialist
Job Family: High Tech Analysis / Business Support (HANA)	
HANA 1	Project Manager
HANA 2	Business Analyst
HANA 3	Solution Architect
Job Family: High Tech Development (HDEV)	
HDEV 1	Software Architect / Analyst
HDEV 2	Senior Software Developer
HDEV 3	Software Developer
HDEV 4	WEB Developer
Job Family: High Tech Design & Engineering (HDES)	
HDES 1	Hardware Design Engineer
HDES 2	Network Engineer
HDES 3	System Engineer
Job Family: High Tech Technical Support & Help Desk (HSUP)	
HSUP 1	Technical Support Manager
HSUP 2	Technical Support Engineer
HSUP 3	Field Engineer
HSUP 4	Help Desk Support Representative
Job Family: High Tech Administration (HADM)	
HADM 1	Database Administrator
HADM 2	Network Administrator
HADM 3	System Administrator
Job Family: High Tech Consultancy (HCON)	
HCON 1	Senior Applications Consultant
HCON 2	Applications Consultant
Job Family: High Tech Sales (HSLS)	
HSLS 1	Account Manager
HSLS 2	Pre-Sales Support Engineer
HSLS 3	Channel Manager
HSLS 4	Indirect Sales Manager
HSLS 5	Sales Director
HSLS 6	Senior Account Manager
HSLS 7	Direct Sales Manager
HSLS 8	Pre- Sales Manager



Job Family: High Tech Telecommunications / Network Planning & Design (HTND)	
HTND 1	Network Engineering Director
HTND 2	Network Engineering Manager
HTND 3	IP / VoIP Network Engineer
Job Family: High Tech Telecommunications / Network Operations (HTNO)	
HTNO 1	Operations Director
HTNO 2	Value Added Services Manager
HTNO 3	Network Deployment Manager
HTNO 4	Site Acquisition Manager
HTNO 5	Field Maintenance Manager
HTNO 6	Transmission Manager
HTNO 7	Construction Manager

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