



cutting through complexity

PEOPLE SERVICES

2015 Retail 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 4	Business Development Manager
S&M 6	Key Accounts Manager
S&M 11	Sales Representative- Key Accounts
S&M 18	Marketing Executive
S&M 19	Merchandiser
S&M 20	Group Product / Brand Manager
S&M 22	Assistant Product / Brand Manager
S&M 23	Marketing Research Executive
S&M 25	Public Relations Executive
S&M 29	Sales Analyst / Planner
S&M 33	Sales Trainer
S&M 37	Sales Effectiveness Manager
S&M 38	Marketing Intelligence Manager
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 Manage
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
Job Family: Retail Operations	
ROP 1	Retail Operations Director
ROP 2	Area Operations Manager
ROP 3	Store Manager I
ROP 4	Store Manager II
ROP 5	Assistant Store Manager
ROP 6	Store Department Supervisor
ROP 7	Cashier's Supervisor
ROP 8	Marketing Manager
ROP 9	Trade Marketing Manager
ROP 10	Product / Brand Manager
ROP 11	Advertising & Communications Supervisor
ROP 12	Store Manager III
ROP 13	Systems & Organization Supervisor
ROP 14	Systems & Organization Officer
ROP 15	Category Manager
ROP 16	Store Cashier
ROP 17	Shift Supervisor
ROP 18	Store Sales Clerk
ROP 19	Megastore Manager
ROP 20	Retail Operations Manager



ROP 21	After Sales Supervisor
ROP 22	After Sales Technician
Job Family: Retail Buying	
RBU 1	Buying Director
RBU 2	Buying Manager
RBU 3	Chief Buyer
RBU 4	Senior Buyer
RBU 5	Buyer
RBU 6	Junior Buyer
Job Family: Retail Real Estate	
RRE 1	Real Estate Manager
RRE 2	Construction & Maintenance Supervisor
RRE 3	Real Estate Supervisor
RRE 4	Equipment Supervisor
Job Family: Retail Supporting	
RSU 1	Logistics Director
RSU 2	Franchising Manager
RSU 3	Distribution Manager
RSU 4	Warehouse Manager
RSU 5	Warehouse Receptionist
RSU 6	Warehouse Clerk
RSU 7	Supply Chain Executive
M&E 5	Logistics Manager



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