The following is a list of job types or families you will be asked to choose from.

It is important that you look through the job title listings below within each job type/family and check all job types that apply to your organization. You will not be able to come back to this question in the survey to make additions.

**JOB TYPE/FAMILY (CHOOSE ALL THAT APPLY)**

- Executive Management
- Finance
- Office Administration
- Education/Instructional Support
- Engineering / Scientific / Technical
- Facilities Maintenance
- Human Resources
- Legal
- Information Technology
- Marketing / Communications
- Materials Management
- Sales / Service
- Banking
- Healthcare
- Insurance
- Manufacturing
- Distribution / Warehouse
- Real Estate / Construction
- Utilities
- Hospitality / Food Service
- Not-For-Profit
- Other

**JOB TITLES WITHIN EACH JOB TYPE/FAMILY**

For each of the job type/family choices you selected from above, please check all job titles that apply within your organization.

**EXECUTIVE MANAGEMENT**

- Administrator / Head Public Official
- Chief Executive Officer
- Chief Financial Officer
- Chief Information Officer
- Chief Lending Officer
- Chief Operating Officer
- Hospital Administrator
- President
- Top Corporate Audit Officer
- Top Corporate Legal Executive
- Top Engineering Executive
- Top Human Resources Executive
- Top Manufacturing Executive
- Top Marketing Executive
- Top Sales Executive
- Treasurer
- Vice President
- Vice President of Business Development (or equivalent)
- Vice President of Operations (or equivalent)
### Finance
- Accountant
- Accountant – Senior
- Accounting Clerk
- Accounting Clerk – Senior
- Accounting Clerk – Specialist
- Accounting Director
- Accounting Manager – General
- Accounting Supervisor
- Accounts Payable Coordinator
- Accounts Payable/Receiveable Clerk
- Accounts Payable/Receiveable Manager
- Accounts Payable/Receiveable Supervisor
- Asset Recovery Specialist
- Assistant Controller
- Auditing Director
- Auditing Manager
- Auditor
- Auditor - Lead
- Auditor - Senior
- Budget Analyst
- Budget Manager
- Cashier
- Controller
- Cost Accountant
- Cost Accounting Manager
- Credit and Collection Manager
- Department Head
- Deputy Director
- Finance Director
- Financial Analyst
- Financial Analyst - Senior
- Financial Planning Manager
- Payroll Clerk
- Payroll Clerk - Senior
- Payroll Coordinator
- Payroll Manager
- Payroll Supervisor
- Tax Accountant
- Tax Manager
- Technician

### Office Administration
- Administrative Assistant
- Clerk
- Clerk – County/City
- Clerk - Senior
- Clerk Typist
- Executive Assistant
- Executive Secretary
- Mail Clerk
- Mail Service Supervisor
- Office Manager
- Office Manager - Senior
- Office Specialist
- Receptionist
- Secretary
- Telephone Operator
ENGINEERING / SCIENTIFIC / TECHNICAL

- Applications Engineer
- Appraiser 1
- Appraiser 11
- Appraiser 111
- Building Code Inspector
- CAD Designer
- CAD Designer - Senior
- CAD Draftsperson
- CAD Supervisor
- Chemical Engineer
- Chemical Engineer - Lead
- Chemist
- Civil Engineer
- Civil Engineer - Senior
- Design Engineer
- Design Engineer - Senior
- Design Manager
- Electrical Engineer
- Electrical Engineer - Lead
- Electrical Engineer - Senior
- Electrical Engineering Manager
- Electrician
- Electronic Technician
- Electronic Technician - Senior
- Engineering Assistant
- Engineering Director
- Engineering Manager
- Engineering Technician
- Engineering Technician - Senior
- Environmental Engineer
- Environmental Specialist
- Industrial Engineer
- Industrial Engineer - Senior
- Industrial Engineering Manager
- Laboratory Technician
- Laboratory Technician - Senior
- Manufacturing Engineer
- Manufacturing Engineer - Senior
- Mechanical Engineer
- Mechanical Engineer - Lead
- Mechanical Engineer - Senior
- Mechanical Engineering Manager
- Process Engineer
- Product Development Engineer
- Project Engineer
- Project Manager
- Quality Control Engineer
- Quality Inspector
- Research and Development Engineer
- Research and Development Manager
- Research Associate
- Sewer and Water Technician
- Systems Engineer

FACILITIES MAINTENANCE

- Automotive Service Technician
- Capital Projects Director
- Carpenter
- Custodian
- Department Head
- Diesel Mechanic
- Facilities Planner
- Groundskeeper
- HVAC Mechanic
- Maintenance Electrician
- Maintenance Electrician - Senior
- Maintenance Helper
- Maintenance Installer/Repairer
- Maintenance Manager
- Maintenance Mechanic
- Maintenance Mechanic - Senior
- Maintenance Mechanic Supervisor
- Maintenance Supervisor
- Maintenance Supervisor - Senior
- Painter - Maintenance
- Plant Engineering Manager
- Plumber
EDUCATION / INSTRUCTIONAL SUPPORT

- Principal
- School Bus Driver
- Teacher
- Teacher Instructional Aid

HUMAN RESOURCES

- Benefits Clerk
- Benefits Coordinator
- Benefits Manager
- Compensation Analyst
- Compensation and Benefits Manager
- Compensation Manager
- Department Head / Director
- Employee Relations Manager
- Employment Manager
- Fringe Benefits Specialist
- HRIS Technical Specialist
- Human Resources Assistant
- Human Resources Generalist
- Human Resources Manager
- Human Resources Director
- Recruiter
- Safety Administrator
- Safety Supervisor
- Safety Director
- Security Guard
- Security Supervisor
- Security Director
- Staffing Coordinator
- Technician
- Trainer
- Training Manager

LEGAL

- Attorney - Staff
- Attorney - Staff - Senior
- Compliance/Regulatory Officer (Legal)
- Legal Secretary
- Librarian - Legal
- Paralegal
- Paralegal - Senior
- Prosecuting Attorney
### INFORMATION TECHNOLOGY

- Applications Programmer
- Applications Programmer - Lead
- Applications Programmer - Senior
- Client/Server Operations Specialist
- Computer Operations Manager
- Computer Operations Specialist
- Computer Operations Specialist - Senior
- Computer Operations Supervisor
- Computer Repair Technician
- Data Architect
- Data Entry Clerk
- Data Entry Clerk - Senior
- Database Administrator
- Database Administrator Supervisor
- Database Analyst
- Department Head
- Deputy Director
- Desktop/Computer Support Coordinator
- Desktop/Computer Support Specialist
- Documentation Specialist
- Emergency Telecommunicator/ Dispatcher
- Help Desk Coordinator
- Help Desk Supervisor
- Information Security Administrator
- IT / IS Director
- Information Systems Manager
- Network Administrator
- Network Manager
- Network Services Director
- Programmer/Analyst
- Programmer/Analyst - Lead
- Programmer/Analyst - Senior
- Project Leader
- Software Engineer
- Software Quality Assurance Tester
- Software Technician
- Systems Administrator
- Systems Analyst
- Systems Analyst - Lead
- Systems Analyst - Senior
- Systems and Programming Manager
- Technician
- Technology Director
- Technology Technician
- Telecommunications Analyst
- Telecommunications Manager
- Telecommunications Supervisor
- Telecommunications Technician
- Transportation Director
- WEB Administrator
- WEB Developer

### MARKETING / COMMUNICATIONS

- Advertising and Public Relations Manager
- Advertising Specialist
- Advertising Manager
- Art Director
- Audio-Visual Technician
- Communications Manager
- Communications Specialist
- Copy Editor
- Copy Writer
- Creative Services Director
- Desktop Publisher
- Graphic Designer/Artist
- Marketing Coordinator
- Marketing Specialist
- Marketing Manager
- Marketing Director
- Media Producer
- Photographer
- Press Operator - Duplicating
- Press Operator - Offset
- Print Shop Supervisor
- Product Manager
- Proofreader
- Public Relations Manager
- Public Relations Specialist
- Technical Writer
**MATERIALS MANAGEMENT**

- Buyer
- Buyer - Senior
- Dispatcher
- Driver - Light/Non-Manufacturing
- Fleet Coordinator
- Fleet Manager
- Inventory and Production Control Manager
- Inventory Clerk
- Materials Management Director
- Purchasing Clerk
- Purchasing Manager
- Scheduling Manager
- Traffic Manager

**SALES / SERVICE**

- Cashier
- Customer Service Director
- Customer Service Manager
- Customer Service Representative
- Customer Service Representative - Senior
- Customer Service Representative - Technical
- Customer Service Supervisor
- Field Service Engineer
- Field Service Technician
- Inside Sales Manager
- Order Entry Clerk
- Sales Assistant
- Sales Engineer
- Sales Manager - District (Supervisory/Managerial)
- Sales Manager - National (Supervisory/Managerial)
- Sales Manager - Regional (Supervisory/Managerial)
- Sales Representative - Inside
- Sales Representative - Inside - Senior
- Sales Representative - International
- Sales Representative - Outside
- Sales Representative - Outside - Senior
- Stock Clerk
- Store Clerk
- Store Manager
- Warranty Coordinator

**BANKING**

- Branch Manager
- Collector
- Credit Analyst
- Loan Officer
- Loan Processor - Senior
- Operations Manager – Banking
<table>
<thead>
<tr>
<th>Role</th>
<th>Certification</th>
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<tbody>
<tr>
<td>Admitting Representative</td>
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<tr>
<td>Behavioral Health Therapist</td>
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<tr>
<td>Cardiac Catheterization Technician</td>
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<tr>
<td>Case Manager (RN)</td>
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<td>Chaplain - Certified</td>
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<td>Clinical Psychologist</td>
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<td>CSS/SPD Technician</td>
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<td>CT Technologist</td>
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<td>Dietitian - Registered</td>
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<td>Electrocardiography Technician</td>
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<td>Emergency Medical Technician</td>
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<td>Food Service Manager</td>
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<td>Histotechnician</td>
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<td>Home Health Aide</td>
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<td>Housekeeping Supervisor (First Line)</td>
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<tr>
<td>Infection Control Specialist (RN)</td>
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<td>Laboratory Technician - Medical</td>
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<td>Mammography Technologist</td>
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<td>Medical Assistant</td>
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<td>Medical Billing Specialist</td>
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<td>Medical Records Clerk</td>
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<td>Medical Records Coder</td>
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<td>Medical Social Worker - BSW</td>
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<td>Medical Social Worker - MSW</td>
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<td>Medical Technologist</td>
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<td>Medical Transcriptionist</td>
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<td>MRI Technologist</td>
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<td>Nuclear Medicine Technologist</td>
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<tr>
<td>Nurse Aide - Certified (CNA)</td>
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<td>Nurse Anesthetist</td>
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<td>Nurse - LPN</td>
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<td>Nurse Practitioner</td>
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<td>Nurse - RN - General Duty</td>
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<td>Nurse Manager/Head Nurse</td>
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<td>Nursing Instructor</td>
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<td>Nursing Services Director</td>
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<td>Occupational Therapist</td>
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<td>Paramedic</td>
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<td>Patient Accounts Representative</td>
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<td>Patient Care Technician</td>
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<td>Pharmacist - Staff</td>
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<td>Phlebotomist</td>
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<td>Physical Therapist - Licensed</td>
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<td>Physical Therapy Assistant - Certified</td>
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<td>Physician Assistant</td>
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<td>Radiology Technologist - ARRT</td>
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<td>Radiation Therapist</td>
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<td>Radiology Director</td>
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<td>Recreation Therapist</td>
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<tr>
<td>Respiratory Technician - Cert./Cert. Eligible</td>
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<tr>
<td>Respiratory Therapist - Reg./Reg. Eligible</td>
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<tr>
<td>Sonographer - Cardiac/ECHO Technician</td>
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<td>Sonographer/Ultrasound Technologist</td>
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<td>Special Procedures Technologist</td>
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<td>Speech Therapist</td>
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<tr>
<td>Surgical Technician - Cert./Cert. Eligible</td>
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<td>Surgical Technician - Non-Certified</td>
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<td>Transporter</td>
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<td>Unit Secretary</td>
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<td>Utilization Review Coordinator</td>
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<td>INSURANCE</td>
<td>MANUFACTURING</td>
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<td>☐ Actuarial Assistant</td>
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<td>☐ Claims Adjuster</td>
<td>☐ Milling Machine Operator - Senior</td>
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<td>☐ Mill Wright</td>
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<td>☐ Claims Supervisor</td>
<td>☐ Painter - Industrial</td>
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<tr>
<td>☐ Commercial Lines P and C Underwriter</td>
<td>☐ Plant Superintendent</td>
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<td>☐ Commercial Lines P and C Underwriter - Senior</td>
<td>☐ Plant Manager</td>
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<td>☐ Personal Lines P and C Underwriter</td>
<td>☐ Polisher</td>
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<td>☐ Personal Lines P and C Underwriter - Senior</td>
<td>☐ Preventative Maintenance Technician</td>
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<tr>
<td>☐ Risk Manager</td>
<td>☐ Production Scheduler</td>
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<td>☐ Claims Adjuster - Senior</td>
<td>☐ Production Scheduler - Senior</td>
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<tr>
<td>☐ Claims Supervisor</td>
<td>☐ Production Supervisor</td>
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<tr>
<td>☐ Commercial Lines P and C Underwriter</td>
<td>☐ Production Supervisor - Senior</td>
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<tr>
<td>☐ Personal Lines P and C Underwriter</td>
<td>☐ Production Worker - General</td>
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<td>☐ Production Worker - Lead</td>
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<tr>
<td>☐ Risk Manager</td>
<td>☐ Punch Press Operator</td>
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<td>☐ Claims Adjuster - Senior</td>
<td>☐ Quality Control Supervisor</td>
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<td>☐ Claims Supervisor</td>
<td>☐ Quality Control Manager</td>
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<td>☐ Commercial Lines P and C Underwriter</td>
<td>☐ Quality Technician</td>
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<td>☐ Personal Lines P and C Underwriter</td>
<td>☐ Tool and Die Maker</td>
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<tr>
<td>☐ Personal Lines P and C Underwriter - Senior</td>
<td>☐ Welder</td>
</tr>
<tr>
<td>☐ Risk Manager</td>
<td>☐ Welder - Senior</td>
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</tbody>
</table>
**DISTRIBUTION / WAREHOUSE**

- CDL Driver
- Customs Entry Clerk
- Distribution Manager
- Driver - Over The Road/Heavy
- Driver - Route Delivery
- Driver - Within 100 Miles
- Forklift Operator
- Material Handler
- Material Handler - Senior
- Order Puller
- Packer
- Receiver
- Shipper
- Shipping and Receiving Clerk
- Shipping Supervisor
- Supplier Quality Engineer
- Transportation Supervisor
- Warehouse Supervisor
- Warehouse Manager
- Warehouse Worker

**REAL ESTATE / CONSTRUCTION**

- Equipment Operator – Heavy

**UTILITIES**

- Boiler Mechanic
- Custodian
- Custodian/Maintenance Director
- Customer Service Representative - Utilities
- Dispatcher - Utilities
- Facility/Meter Technician (Installer/Repairer)
- Lineman - Journeyman
- Meter Reader
- Power Plant Maintenance Mechanic
- Power Plant Operator
- Water Treatment Plant Operator

**HOSPITALITY / FOOD SERVICE**

- Bar Staff
- Bellman
- Chef
- Cook
- Cook's Assistant
- Food Service Helper
- Front Desk Clerk
- Head Cook
- Hostess
- Housekeeping
- Reservation Staff
- Sales
- Wait Staff
NOT-FOR-PROFIT

- Administrator for Nonprofit Organizations
- Campaign Manager
- Case Manager
- Child Care Worker
- Community Health Director
- Community Outreach Specialist
- Community Relations Director
- Corporate Giving Director
- Counselor
- Development Director
- Financial Aid Counselor
- Financial Aid Director
- Fundraising Coordinator
- Gift Shop Manager

- Grant Administrator
- Grants and Contracts Coordinator
- Grant Writer
- Housing Program Manager
- Human Services Worker
- Librarian
- Library Clerk
- Program Coordinator
- Program Director
- Social Work Manager
- Social Worker
- Support Services Director
- Volunteer Coordinator
- Volunteer Services Director

OTHER