2026 Workforce Economics Dashboard Study Title Guide

Use this guide to select the closest participant-facing role. Each listing shows the survey code, title, brief role description, years of experience guidance, Typical 2025 Range (**excluding Top/Bottom 25%**), reporting relationship where applicable, and legacy titles now included in that benchmark. Note: Salary figures are benchmark guidance based on mapped prior codes and are intended to support role selection, not to replace organization-specific compensation decisions.

General Executives

Code: PRPRES

President | 20+ years

Leads overall agency direction, business performance, senior leadership alignment, and major client or enterprise priorities.
Typical 2025 Range: $250,000–$420,000

Code: GEEGM1
Includes Previous Codes: PREVP1

General Manager / Executive Vice President | 20+ years

Leads office or market operations, senior teams, business performance, and local client-service delivery.
Typical 2025 Range: $240,000–$325,000
Includes Previous Titles: General Manager; Executive Vice President

Code: PRCCOO

Chief Operating Officer | 20+ years

Oversees agency operations, systems, resourcing, and business processes to improve efficiency and delivery.
Typical 2025 Range: $190,000–$375,000

Code: GEAII

Chief AI / Innovation Officer | 20+ years

Leads agency innovation, AI adoption, emerging technology, new service models, tools, governance, and transformation initiatives.
Typical 2025 Range: $225,000–$325,000

Public Relations & Account Management

Code: PRGCL1

Chief Client Officer | 20+ years

Leads enterprise client strategy, senior client relationships, client growth, and service quality across major accounts.
Typical 2025 Range: $245,000–$355,000
Reports to: CEO, President, or agency executive leadership
Includes Previous Titles: Global Client Lead

Code: PREAS1
Includes Previous Codes: PRCSVP; AMSDAS

Executive Director, Client Management, SVP | 15+ years

Leads senior client-management strategy, major client portfolios, account leadership teams, and service delivery standards.
Typical 2025 Range: $180,000–$240,000
Reports to: Chief Client Officer, President, or agency executive leadership
Includes Previous Titles: Director of Account Services; Director of Client Services/SVP

Code: PRVIPR
Includes Previous Codes: PRAGSM; AMSGAD

Director, Client Management | 10+ years

Leads client-management workstreams and account teams, manages senior client relationships, and oversees delivery across accounts.
Typical 2025 Range: $130,000–$165,000
Reports to: Executive Director/SVP, Chief Client Officer, or senior agency leader
Includes Previous Titles: Account Group Supervisor/Group Manager; Vice President; Group Account Director

Code: PRDAD1
Includes Previous Codes: AMSAD; AMSMSPR

Associate Director, Client Management | 8+ years

Manages client relationships, account planning, team coordination, and campaign/program delivery across assigned accounts.
Typical 2025 Range: $105,000–$130,000
Reports to: Director, Client Management or senior client leader
Includes Previous Titles: Account Director; Management Supervisor

Code: PRSAS1
Includes Previous Codes: AMSASPR

Account Supervisor | 5+ years

Supervises account execution, manages workstreams, coordinates junior staff, and supports client communications and delivery.
Typical 2025 Range: $85,000–$100,000
Reports to: Associate Director, Client Management or Director, Client Management

Code: PRPAE1
Includes Previous Codes: AMSSAE

Senior Account Executive | 3+ years

Handles complex account execution, supports strategy, manages deliverables, and mentors junior account staff.
Typical 2025 Range: $75,000–$80,000
Reports to: Account Supervisor or account lead

Code: PRPAE2
Includes Previous Codes: AMSAE

Account Executive | 2+ years

Supports account execution, client communications, coordination, reporting, and day-to-day program delivery.
Typical 2025 Range: $65,000–$70,000
Reports to: Senior Account Executive, Account Supervisor, or account lead

Code: PRJAE2

Assistant Account Executive | 0–2 years

Supports account teams with media lists, research, reporting, coordination, and execution of client activities.
Typical 2025 Range: $50,000–$60,000
Reports to: Account Executive, Senior Account Executive, or account lead

Code: PRACCO

Account Coordinator | 0–1 years

Provides entry-level account support, coordination, tracking, research, and administrative execution for client teams.
Typical 2025 Range: $50,000–$55,000
Reports to: Assistant Account Executive, Account Executive, or account lead

Earned Media

Code: EMRDIR

Director, Earned Media | 7+ years

Leads media relations, earned coverage, pitching, and reporter relationships, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $120,000–$180,000
Reports to: Chief/Executive Director or senior department leader

Code: EMRSEM

Senior Specialist, Earned Media | 3–5 years

Handles complex media relations, earned coverage, pitching, and reporter relationships, supports strategy, mentors junior staff, and owns higher-level deliverables.
Typical 2025 Range: $85,000–$100,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Senior Earned Media Specialist

Code: EMREMS

Specialist, Earned Media | 2+ years

Executes media relations, earned coverage, pitching, and reporter relationships, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $70,000–$75,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Earned Media Specialist

Social Media & Influencer Management

Code: DEMTPS

Executive Director, Influencer/Talent Management, SVP | 15+ years

Leads senior influencer and talent partnership programs, major client or functional priorities, team direction, and high-level strategy.
Typical 2025 Range: $220,000–$240,000
Reports to: Chief Officer, President, or executive leadership
Includes Previous Titles: Director of Entertainment Marketing & Talent Partnerships/SVP

Code: IMMDIM

Director, Influencer Management | 7+ years

Leads influencer and talent partnership programs, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $130,000–$155,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director, Influencer Marketing

Code: IMSIM

Supervisor, Influencer Management | 5+ years

Manages day-to-day influencer and talent partnership programs, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $90,000–$100,000
Reports to: Director or senior department leader
Includes Previous Titles: Supervisor, Influencer Marketing

Code: IMMSIM

Senior Specialist, Influencer Management | 3–5 years

Handles complex influencer and talent partnership programs, supports strategy, mentors junior staff, and owns higher-level deliverables.
Typical 2025 Range: $75,000–$80,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Senior Influencer Marketing Specialist

Code: IMMIMS

Specialist, Influencer Management | 2+ years

Executes influencer and talent partnership programs, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $65,000–$70,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Influencer Marketing Specialist

Code: ISMDIR

Director, Social Media | 7+ years

Leads social strategy, social content, community management, and platform execution, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $140,000–$165,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director of Social Media Communications

Code: ISMASD

Supervisor, Social Media | 5+ years

Manages day-to-day social strategy, social content, community management, and platform execution, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $105,000–$130,000
Reports to: Director or senior department leader
Includes Previous Titles: Associate Director, Social Media Communications

Code: ISMSTP

Senior Specialist, Social Media | 3–5 years

Handles complex social strategy, social content, community management, and platform execution, supports strategy, mentors junior staff, and owns higher-level deliverables.
Typical 2025 Range: $75,000–$90,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Social Media Strategist/Planner

Code: ISMANA
Includes Previous Codes: ISMCMG

Specialist, Social Media/Community Management | 2+ years

Executes social strategy, social content, community management, and platform execution, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $60,000–$75,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Community Manager; Social Media Analyst

Digital

Code: IAEAS1

Chief Digital Officer | 20+ years

Sets digital vision and leads digital strategy, platforms, innovation, and integrated digital capabilities.
Typical 2025 Range: $235,000–$300,000
Reports to: CEO, President, or agency executive leadership

Code: DPCMEDDP

Executive Director, Digital Strategy & Technical Production, SVP | 15+ years

Leads high-level strategy, major client or functional priorities, team direction and oversees senior web, mobile, platform, and technical digital production.
Typical 2025 Range: $165,000–$205,000
Reports to: Chief Officer, President, or executive leadership
Includes Previous Titles: Executive Director Digital Production

Code: IADAD1

Director, Digital Strategy | 10+ years

Leads digital campaign, platform, UX, SEO/web, and digital experience strategy, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $140,000–$175,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director of Digital

Code: IASAS1
Includes Previous Codes: ASPDSM

Supervisor, Digital Strategy | 7+ years

Manages day-to-day digital campaign, platform, UX, SEO/web, and digital experience strategy, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $100,000–$130,000
Reports to: Director or senior department leader
Includes Previous Titles: Digital Supervisor; Digital Strategy Manager

Code: ASPDS
Includes Previous Codes: IADSAE

Senior Specialist, Digital Strategy | 5+ years

Handles complex digital campaign, platform, UX, SEO/web, and digital experience strategy, supports strategy, mentors junior staff, and owns higher-level deliverables.
Typical 2025 Range: $80,000–$95,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Digital Senior Account Executive; Digital Strategist

Code: IAPAE2

Specialist, Digital Strategy | 2–3 years

Executes digital campaign, platform, UX, SEO/web, and digital experience strategy, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $65,000–$70,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Digital Specialist

Code: IAPDP1
Includes Previous Codes: DPCMDPM; CSSRWD; CSWBDEV

Director, Technical Digital Production | 10+ years

Leads technical digital production for rich media, websites, platforms, mobile, and interactive builds.
Typical 2025 Range: $100,000–$140,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Digital Production Director; Digital Production Manager; Senior Web Developer; Web Developer

Code: DPCMDP
Includes Previous Codes: IAPADP; DPCMMP; IACCT1; IAPDEV

Specialist, Technical Digital Production | 3+ years

Builds or supports web, mobile, platform, and technical digital production deliverables.
Typical 2025 Range: $65,000–$95,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Digital Producer; Assistant Digital Producer; Mobile Producer; Creative Technologist; Developer (Front-end or Back-end)

Paid Media

Code: MSDMDR
Includes Previous Codes: IADMA1; MSSRDIR

Director, Paid Media | 10+ years

Leads media planning, buying, search, and paid activation, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $135,000–$185,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Digital Media Director; Group Digital Media Director; Search Director

Code: IASMS1
Includes Previous Codes: IAMMD1; IASEM1

Supervisor, Paid Media | 5–7 years

Manages day-to-day media planning, buying, search, and paid activation, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $90,000–$125,000
Reports to: Director or senior department leader
Includes Previous Titles: Associate Media Director; Media Supervisor; Online/Digital Media Strategist

Code: IAPMP2
Includes Previous Codes: MSMDBY; IASSS1; IASMMA

Specialist, Media Planning/Buying/Search | 2+ years

Supports media planning, buying, search, trafficking, optimization, and paid-media execution.
Typical 2025 Range: $65,000–$80,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Digital Media Buyer; Digital Media Planner; Search Supervisor; Search Marketing Analyst

Research, Strategy & Analytics

Code: RSERD1

Executive Director, Research, SVP | 15+ years

Leads senior research design, analysis, insights, and measurement, major client or functional priorities, team direction, and high-level strategy.
Typical 2025 Range: $190,000–$275,000
Reports to: Chief Officer, President, or executive leadership
Includes Previous Titles: Executive Research Director

Code: RSDRD1
Includes Previous Codes: MSMRDIR

Director, Research | 10+ years

Leads research design, analysis, insights, and measurement, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $155,000–$215,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Media Research Director; Group Research Director

Code: RSSRS1
Includes Previous Codes: RSMRD1

Supervisor, Research | 5–7 years

Manages day-to-day research design, analysis, insights, and measurement, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $95,000–$125,000
Reports to: Director or senior department leader
Includes Previous Titles: Research Supervisor; Associate Research Director

Code: RSPRS2

Senior Specialist, Research | 3–5 years

Handles complex research design, analysis, insights, and measurement, supports strategy, mentors junior staff, and owns higher-level deliverables.
Typical 2025 Range: $70,000–$75,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Research Specialist

Code: APEAP1

Chief Strategy Officer | 20+ years

Supports communications strategy, planning, briefs, and strategic counsel through defined responsibilities, deliverables, coordination, and quality execution.
Typical 2025 Range: $290,000–$320,000
Reports to: CEO, President, or agency executive leadership

Code: ASPEVP

Executive Director, Strategy, SVP | 15+ years

Leads senior communications strategy, planning, briefs, and strategic counsel, major client or functional priorities, team direction, and high-level strategy.
Typical 2025 Range: $190,000–$275,000
Reports to: Chief Officer, President, or executive leadership
Includes Previous Titles: Executive Director of Strategy or Account Planning/EVP

Code: APDAD1

Director, Strategy | 10+ years

Leads communications strategy, planning, briefs, and strategic counsel, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $160,000–$205,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director of Strategy/Account Planning

Code: APSAP1
Includes Previous Codes: ASPAPM

Supervisor, Strategy | 7+ years

Manages day-to-day communications strategy, planning, briefs, and strategic counsel, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $100,000–$120,000
Reports to: Director or senior department leader
Includes Previous Titles: Strategy/Account Planning Manager; Strategy/Account Planning Supervisor

Code: APPAP1

Senior Specialist, Strategy | 5+ years

Handles complex communications strategy, planning, briefs, and strategic counsel, supports strategy, mentors junior staff, and owns higher-level deliverables.
Typical 2025 Range: $75,000–$85,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Strategist/Account Planner

Code: IAMDAS
Includes Previous Codes: ANAWMA

Specialist, Analytics | 2–3 years

Executes analytics, measurement, reporting, and data interpretation, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $75,000–$90,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Digital Analytics Strategist/Associate; Web Metrics Analyst

Code: RSJRS2
Includes Previous Codes: APJAP2; MSMRANA

Assistant Specialist, Research & Strategy | 0–2 years

Supports research, insights, and strategy/account planning work through coordination, analysis, deliverables, and project support.
Typical 2025 Range: $55,000–$65,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Assistant Research Specialist; Assistant Strategist/Account Planner; Media Research Analyst

Code: IAMDMA

Director, Analytics | 10+ years

Leads analytics, measurement, reporting, and data interpretation, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $120,000–$180,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director of Marketing Analytics

Code: IAMDAM

Supervisor, Analytics | 5–7 years

Manages day-to-day analytics, measurement, reporting, and data interpretation, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $95,000–$120,000
Reports to: Director or senior department leader
Includes Previous Titles: Digital Analytics Manager

Creative & Content

Code: PRCCCO

Chief Creative Officer | 20+ years

Sets creative vision, leads creative standards, guides major work, and develops senior creative talent.
Typical 2025 Range: $235,000–$375,000
Reports to: CEO, President, or agency executive leadership

Code: GAECO1

Executive Creative Director | 15+ years

Leads creative direction across major accounts, shapes concepts, guides teams, and ensures creative excellence.
Typical 2025 Range: $185,000–$275,000
Reports to: Chief Officer, President, or executive leadership
Includes Previous Titles: Chief Creative Director

Code: GADCD1

Creative Director | 10+ years

Directs creative work, develops concepts, manages creative teams, and ensures work meets strategic and brand standards.
Typical 2025 Range: $155,000–$220,000
Reports to: Chief/Executive Director or senior department leader

Code: GAMAC1
Includes Previous Codes: GASCS1

Associate Creative Director | 7–10 years

Guides day-to-day creative development, reviews work, mentors creative staff, and supports senior creative leadership.
Typical 2025 Range: $115,000–$155,000
Reports to: Director or senior department leader
Includes Previous Titles: Creative Supervisor

Code: CSSRCW

Senior Copywriter | 7+ years

Creates senior-level copy and campaign messaging, shapes concepts, and guides writing quality across deliverables.
Typical 2025 Range: $95,000–$120,000
Reports to: Supervisor, manager, or director in the function

Code: GAPCW1
Includes Previous Codes: ISMCPW

Copywriter | 5+ years

Writes campaign, content, social, and brand copy that supports creative and communications strategies.
Typical 2025 Range: $70,000–$85,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Social Media Copywriter

Code: CSSRAD

Senior Art Director | 7+ years

Leads visual concepting and art direction, develops design approaches, and guides visual execution.
Typical 2025 Range: $105,000–$125,000
Reports to: Supervisor, manager, or director in the function

Code: CSSRD
Includes Previous Codes: GAPAD1; CSSWGD; CSSRIDD

Art Director/Senior Designer | 5+ years

Creates senior-level visual design and art-direction work across campaigns, digital assets, and content.
Typical 2025 Range: $80,000–$105,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Art Director; Senior Designer; Senior Web Graphic Designer; Senior Digital Designer

Code: CSDESR
Includes Previous Codes: ISMDES; CSWGD; IAPIL2

Designer | 2+ years

Designs visual assets, layouts, graphics, and adaptations for campaigns, content, social, and digital needs.
Typical 2025 Range: $65,000–$85,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Social Media Designer; Web Graphic Designer; Digital Designer

Code: IAPDCM

Director, Content | 7+ years

Leads content operations, editorial direction, content systems, and planning across agency or client programs.
Typical 2025 Range: $140,000–$205,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director of Content Management

Code: DPCMCM
Includes Previous Codes: PRESEM; PRESED

Supervisor, Content | 5+ years

Manages content and editorial work, reviews quality, coordinates deliverables, and ensures consistency and accuracy.
Typical 2025 Range: $90,000–$130,000
Reports to: Director or senior department leader
Includes Previous Titles: Content Manager; Editorial Manager; Editor

Code: IAPCSW

Specialist, Content | 2+ years

Creates, updates, organizes, and supports content deliverables across channels and client programs.
Typical 2025 Range: $70,000–$85,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Content Specialist

Code: SSDRPP
Includes Previous Codes: SSDRVP

Director, Video Production | 10+ years

Leads creative production across video, photography, motion, post-production, and production workflows.
Typical 2025 Range: $100,000–$155,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director of Video/Photography; Director/Post-Production

Code: DPCMSRDP
Includes Previous Codes: SSSMGR

Supervisor, Video Production | 5–7 years

Manages day-to-day creative production, schedules, producers, vendors, and production execution.
Typical 2025 Range: $90,000–$110,000
Reports to: Director or senior department leader
Includes Previous Titles: Senior Digital Producer; Studio Manager

Code: ISMPRO
Includes Previous Codes: CSRMMD; SSSSPEC

Specialist, Video Production | 2–3 years

Produces or supports video, motion, studio, social, and production assets through execution and delivery.
Typical 2025 Range: $65,000–$90,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Social Studio Producer; Rich Media/Motion Developer; Studio Specialist

Code: GAJCW2
Includes Previous Codes: GAJAD2

Junior Creative | 0–2 years

Supports early-stage copy or art-direction work, assists concept development, and learns creative craft standards.
Typical 2025 Range: $60,000–$65,000
Reports to: Creative Director, Associate Creative Director, Senior Copywriter, or Senior Art Director
Includes Previous Titles: Assistant Art Director; Assistant Copywriter

Project Management

Code: PSPMD1
Includes Previous Codes: GACRM1

Director, Project Management | 10+ years

Leads project delivery, resourcing, timelines, and scope management, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $125,000–$160,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Creative Resource Manager; Director of Project Management

Code: PSPMM1
Includes Previous Codes: PSPMIM

Supervisor, Project Management | 5–7 years

Manages day-to-day project delivery, resourcing, timelines, and scope management, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $95,000–$115,000
Reports to: Director or senior department leader
Includes Previous Titles: Senior Project Manager; Integrated Project Manager

Code: PSPMM2
Includes Previous Codes: PMRMGR

Specialist, Project Management | 2–3 years

Executes project delivery, resourcing, timelines, and scope management, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $70,000–$90,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Project Manager; Traffic Manager

New Business & Agency Marketing

Code: BDEBD1
Includes Previous Codes: PRCCO

Chief Growth / New Business Officer | 20+ years

Leads senior new business, agency marketing, prospecting, and pitch support, major client or functional priorities, team direction, and high-level strategy.
Typical 2025 Range: $225,000–$335,000
Reports to: Chief Officer, President, or executive leadership
Includes Previous Titles: Chief Communications Officer; Exec. Director Global New Business Development

Code: BDDBD1

Director, New Business & Agency Marketing | 10+ years

Leads new business, agency marketing, prospecting, and pitch support, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $145,000–$240,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director New Business Development

Code: BDSBD1
Includes Previous Codes: BDCDMD; BDPBD2

Supervisor, New Business & Agency Marketing | 5–7 years

Manages day-to-day new business, agency marketing, prospecting, and pitch support, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $85,000–$130,000
Reports to: Director or senior department leader
Includes Previous Titles: Communications Director/Marketing Director; New Business Supervisor; New Business Specialist

HR & Talent Acquisition

Code: HREHR1

Chief Human Resources / People Officer | 20+ years

Leads people strategy, HR programs, culture, talent practices, and employee experience across the agency.
Typical 2025 Range: $200,000–$305,000
Reports to: CEO, President, or agency executive leadership
Includes Previous Titles: Chief HR Officer/Chief People Officer

Code: HRDHR1

Director, Human Resources | 10–15 years

Leads HR operations, people programs, and employee support, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $150,000–$210,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: HR Director

Code: HRSTAS
Includes Previous Codes: HRMHR1; HRSHR1

Supervisor, Human Resources & Talent Acquisition | 5–7 years

Manages day-to-day human resources & talent acquisition, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $95,000–$130,000
Reports to: Director or senior department leader
Includes Previous Titles: HR Manager; HR Supervisor; Senior Talent Acquisition Specialist

Code: HRTASP
Includes Previous Codes: HRPHR2

Specialist, Human Resources & Talent Acquisition | 2–5 years

Executes human resources & talent acquisition, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $70,000–$85,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: HR Generalist/Specialist; Talent Acquisition Specialist

Code: HRJHR2

Assistant Specialist, Human Resources | 0–2 years

Executes HR operations, people programs, and employee support, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $60,000–$70,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Assistant HR Specialist

Finance & Accounting

Code: FAEFO1

Chief Financial Officer | 20+ years

Leads financial strategy, planning, reporting, controls, profitability analysis, and fiscal stewardship.
Typical 2025 Range: $230,000–$345,000
Reports to: CEO, President, or agency executive leadership

Code: FADFD1

Director, Finance | 15+ years

Leads financial planning, reporting, and business controls, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $175,000–$235,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Finance Director

Code: FASFS1
Includes Previous Codes: FAMFM1

Supervisor, Finance | 5–7 years

Manages day-to-day financial planning, reporting, and business controls, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $95,000–$135,000
Reports to: Director or senior department leader
Includes Previous Titles: Finance Manager; Finance Supervisor

Code: FADAD1

Director, Accounting | 10–15 years

Leads accounting, controllership, and financial operations, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $150,000–$200,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Accounting Director/Controller

Code: FAMAM1

Supervisor, Accounting | 5–7 years

Manages day-to-day accounting, controllership, and financial operations, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $90,000–$115,000
Reports to: Director or senior department leader
Includes Previous Titles: Accounting Manager

Code: FAPFA2
Includes Previous Codes: FAPAC2

Specialist, Finance & Accounting | 2–5 years

Executes finance & accounting, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $70,000–$85,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Financial Analyst; Accountant

IT

Code: ISECI1
Includes Previous Codes: PRCCTO

Chief Information/Technology Officer | 20+ years

Leads IT strategy, technology systems, security, infrastructure, and enterprise technology support.
Typical 2025 Range: $180,000–$300,000
Reports to: CEO, President, or agency executive leadership
Includes Previous Titles: Chief Information Officer; Chief Technology Officer

Code: ISDIS1

Director, IT | 10–15 years

Leads technology systems, support, infrastructure, and data operations, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $135,000–$180,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: IS Director

Code: ISMSO1
Includes Previous Codes: ISPLA3

Supervisor, IT | 5–7 years

Manages day-to-day technology systems, support, infrastructure, and data operations, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $95,000–$135,000
Reports to: Director or senior department leader
Includes Previous Titles: Systems Operations Manager; Network Administrator

Code: ISPTC2
Includes Previous Codes: ANADBA

Specialist, IT | 2–5 years

Executes technology systems, support, infrastructure, and data operations, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $70,000–$80,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Database Analyst; IS Technician

Administrative & Office Services

Code: ASPBA1

Chief of Staff | 10–15 years

Coordinates executive priorities, leadership operations, cross-functional follow-through, and high-level internal initiatives.
Typical 2025 Range: $180,000–$270,000
Reports to: President, CEO, or senior executive

Code: ASAEA5

Executive Assistant | 5–8 years

Provides senior administrative support, calendar and meeting management, coordination, and executive communication support.
Typical 2025 Range: $90,000–$105,000
Reports to: Senior executive or executive office leader

Code: ASAAC5
Includes Previous Codes: ASJCO2; ASACL5; ASARA5

Administrative Assistant | 0–3 years

Supports administrative operations, scheduling, reception, coordination, and day-to-day office support needs.
Typical 2025 Range: $55,000–$70,000
Reports to: Office manager, operations lead, or department manager
Includes Previous Titles: Coordinator; Administrative Clerk; Receptionist

Code: OSDAS1

Director, Office Services | 7–10 years

Leads office operations, facilities, and workplace services, sets direction, manages senior workstreams, and oversees team delivery.
Typical 2025 Range: $110,000–$150,000
Reports to: Chief/Executive Director or senior department leader
Includes Previous Titles: Director Administrative Services

Code: OSSOS1
Includes Previous Codes: OSMOS1

Supervisor, Office Services | 3–5 years

Manages day-to-day office operations, facilities, and workplace services, guides staff, reviews work, and coordinates delivery.
Typical 2025 Range: $70,000–$95,000
Reports to: Director or senior department leader
Includes Previous Titles: Office Services Manager; Office Services Supervisor

Code: OSPSS2
Includes Previous Codes: OSAOC5

Specialist, Office Services | 1–3 years

Executes office operations, facilities, and workplace services, prepares deliverables, tracks details, and supports team outcomes.
Typical 2025 Range: $60,000–$75,000
Reports to: Supervisor, manager, or director in the function
Includes Previous Titles: Office Services Specialist; Office Services Clerk