

## Fair Pay for Northern California Nonprofits: The 2019 Compensation Benefits Survey

New jobs for 2019 are shown in red type.

Jobs with modified job titles and/or job descriptions for 2019 are shown in blue type.

Code	Job Title	Code	Job Title	Code	Job Title
<b>Executive Positions</b>		<b>Cultural, Artistic, Performing Arts Positions</b>		<b>Education &amp; Recreation Positions (continued)</b>	
005	Executive Director/Chief Executive Officer	154	Artistic Director	277	Recreation or Activity Leader, Children or Youth
010	Associate Director/Chief Operating Officer	155	Curator	278	Recreation or Activity Leader, Adults
015	Chief Programs Officer	156	Resident Director	280	Fitness Instructor
020	Chief Communications Officer	157	Resident Designer		
025	Chief Development Officer	160	Production Manager/Coordinator	<b>Employment/Work Training Positions</b>	
030	Chief Human Resources Officer	162	Stage Manager	305	Job Developer
035	Chief Information Officer	163	Costume Shop Manager	310	Vocational Counselor
040	Chief Strategy Officer	165	Box Office/Sales Manager	315	Job Coach
105	Chief Financial Officer	166	Technical Staff		
		167	Production Assistant	<b>Environmental/Conservation Positions</b>	
<b>Administrative Positions</b>		168	Box Office Assistant	320	Director of Conservation
055	Director, Administration/Operations	180	Actor	325	Land Stewardship Manager
060	Regional Manager/Center Manager	181	Instrumental Musician	330	Land Acquisition Manager
065	Office Manager	185	Visitor Services Manager	335	Restoration Specialist
070	Executive Assistant	186	Visitor Services Specialist	340	Tree Technician
075	Administrative Assistant, Senior Level	190	Director of Exhibits	343	Field Crew Member
080	Administrative Assistant, Intermediate Level	192	Exhibit Developer	345	Energy Program Assessor/Inspector
085	Administrative Assistant, Junior Level	194	Exhibit Designer	348	Energy Program Crew Leader
090	Receptionist	196	Exhibit Fabricator		
093	Business Development Manager	198	Exhibit Guide/Docent	<b>Food Service Positions</b>	
094	Contracts Administrator			355	Food Service Manager or Supervisor
095	Quality Assurance Manager	<b>Development Positions</b>		360	Registered Dietician
096	Quality Assurance Specialist	205	Director, Development	361	Nutritionist
		210	Development Manager	363	Nutrition Assistant
<b>Accounting/Finance Positions</b>		211	Development Manager, Annual Giving	365	Cook
110	Controller	212	Development Manager, Major Gifts	370	Food Service Assistant/Worker
115	Accounting Manager	213	Development Manager, Capital Campaign		
120	Accounting Supervisor	214	Development Manager, Planned Giving	<b>Foundation/Philanthropy Positions</b>	
124	Senior Accountant	215	Grant Proposal Writer, All Types of Funding	960	Program Officer
125	Staff Accountant	216	Grant Proposal Writer, Government Funding	965	Program Associate
126	Payroll Specialist	217	Development Officer	970	Grants Manager/Administrator
130	Accounting Clerk	220	Special Event Coordinator		
135	Cashier	222	Direct Mail Coordinator	<b>Gift/Thrift Shop, Warehouse &amp; Food Bank Positions</b>	
		225	Development Associate	453	Director of Retail Operations
<b>Animal Care/Control Positions</b>		<b>Education &amp; Recreation Positions</b>		455	Gift/Thrift Shop Manager
780	Veterinarian	250	School Principal	460	Gift/Thrift Shop Retail Sales Clerk
781	Director of Animal Services	253	Director, Education	461	Warehouse Operations Director
782	Veterinary Clinic Manager	254	Admissions Director	462	Warehouse Manager
784	Humane Officer	255	Curriculum Specialist	465	Warehouse Worker
785	Senior Registered Veterinary Technician	256	Educator or Teacher, Adult Education	480	Food Bank Manager
786	Registered Veterinary Technician	258	Site Supervisor	485	Food Bank Assistant/Clerk
788	Veterinary Technician	259	Teacher, K – 12		
789	Animal Care Manager	262	Teacher, Pre-School	<b>Government Affairs, Advocacy &amp; Research Positions</b>	
790	Animal Care Worker	265	Teaching Assistant, K-12	380	Director or Manager, Government Affairs
791	Animal Adoption Counselor	268	Teaching Assistant, Pre-School	382	Data Manager
792	Animal Adoption Manager	269	Special Education Teacher	383	Lobbyist
795	Animal Shelter Manager	270	Tutor	384	Policy Analyst
797	Animal Behaviorist	271	Child Care Assistant	385	Staff Scientist
799	Humane Educator	272	Community Educator	387	Research Analyst: Social Sciences
		273	Recreation Program Manager	388	Research Analyst: Technology/Life Sciences
		274	Life Guard/Swim Instructor	390	Research Assistant
		275	After School Instructor	393	Librarian
				396	Library Assistant

