

Fair Pay for Northern California Nonprofits: The 2024 Compensation & Benefits Survey

New jobs for 2024 are shown in red type.

Executive Positions

005 Executive Director/Chief Executive Officer
006 Co-Executive Director
 010 Associate Director/Chief Operating Officer
 015 Chief Programs Officer
 020 Chief Communications Officer
 025 Chief Development Officer
 030 Chief Human Resources Officer
 035 Chief Information Officer
 040 Chief Strategy Officer
 105 Chief Financial Officer

Administrative Positions

055 Director, Administration/Operations
 057 Operations Manager
 060 Regional Manager/Center Manager
 065 Office Manager
 070 Executive Assistant
 075 Administrative Assistant, Senior Level
 080 Administrative Assistant, Intermediate Level
 085 Administrative Assistant, Junior Level
 090 Receptionist
 093 Business Development Manager
 094 Contracts Administrator
 095 Quality Assurance Manager
 096 Quality Assurance Specialist
 098 Diversity, Equity & Inclusion Director
099 Compliance Specialist

Accounting/Finance Positions

106 Director of Finance & Administration
 110 Controller
 115 Accounting Manager
 120 Accounting Supervisor
 124 Senior Accountant
 125 Staff Accountant
 126 Payroll Specialist
 130 Accounting Clerk
 135 Cashier

Animal Care/Control Positions

780 Veterinarian
 781 Director of Animal Services
 782 Veterinary Clinic Manager
 784 Humane Officer
 785 Senior Registered Veterinary Technician
 786 Registered Veterinary Technician
 788 Veterinary Technician
 789 Animal Care Manager
 790 Animal Care Worker
 791 Animal Adoption Counselor
 792 Animal Adoption Manager
 793 Animal Intake Manager
 795 Animal Shelter Manager
 797 Animal Behaviorist
 799 Humane Educator

Cultural, Artistic, Performing Arts Positions

154 Artistic Director
 155 Curator
 156 Resident Director
 157 Resident Designer
 160 Production Manager/Coordinator
 162 Stage Manager
 163 Costume Shop Manager
 165 Box Office/Sales Manager
 166 Technical Staff
 167 Production Assistant
 168 Box Office Assistant
 180 Actor
 181 Instrumental Musician
 185 Visitor Services Manager
 186 Visitor Services Specialist
 190 Director of Exhibits
 192 Exhibit Developer
 194 Exhibit Designer
 195 Exhibit Graphic Designer
 196 Exhibit Fabricator
 197 Archivist
 198 Exhibit Guide/Docent

Development Positions

205 Director, Development
 210 Development Manager
 211 Development Manager, Annual Giving
 212 Development Manager, Major Gifts
 213 Development Manager, Capital Campaign
 214 Development Manager, Planned Giving
 215 Grant Proposal Writer, All Types of Funding
 216 Grant Proposal Writer, Government Funding
 217 Development Officer
218 Donor Database Manager
 220 Special Event Coordinator
 222 Direct Mail Coordinator
 225 Development Associate
226 Events Aide

Education & Recreation Positions

250 School Principal
 253 Director, Education
 254 Admissions Director
 255 Curriculum Specialist
 256 Educator or Teacher, Adult Education
 257 Academic Counselor
 258 Site Supervisor
 259 Teacher, K - 12
 262 Teacher, Pre-School
 265 Teaching Assistant, K-12
 268 Teaching Assistant, Pre-School
 269 Special Education Teacher
 270 Tutor
 271 Child Care Assistant
 272 Community Educator
 273 Recreation Program Manager

Education & Recreation Positions (continued)

274 Life Guard/Swim Instructor
 275 After School Instructor
 276 Instructional Aide
 277 Recreation or Activity Leader, Children or Youth
 278 Recreation or Activity Leader, Adults
 280 Fitness Instructor
 282 Camp Director
 284 Assistant Camp Director
 285 Teaching Artist
286 Childcare Provider Coach
287 Playgroup Facilitator

Employment/Work Training Positions

305 Job Developer
 310 Vocational Counselor
 315 Job Coach
 318 Vocational Instructor

Environmental/Conservation Positions

320 Director of Conservation
 325 Land Stewardship Manager
 330 Land Acquisition Manager
 333 Stewardship Project Manager
 335 Restoration Specialist
 340 Tree Technician
342 Field Crew Supervisor
 343 Field Crew Member
 345 Weatherization/Energy Program Assessor/Inspector
 348 Weatherization/Energy Program Crew Leader
 350 Weatherization/Energy Program Crew Member
 352 Naturalist/Environmental Educator

Food Service Positions

355 Food Service Manager or Supervisor
 360 Registered Dietician
 361 Nutritionist
 363 Nutrition Assistant
 365 Cook
 370 Food Service Assistant/Worker

Foundation/Philanthropy Positions

960 Program Officer
 965 Program Associate
 970 Grants Manager/Administrator

Gift/Thrift Shop, Warehouse & Food Bank Positions

453 Director of Retail Operations
 455 Gift/Thrift Shop Manager
 460 Gift/Thrift Shop Retail Sales Clerk
 461 Warehouse Operations Director
 462 Warehouse Manager
 463 Logistics Manager
 465 Warehouse Worker
 480 Food Bank Manager
 485 Food Bank Assistant/Clerk

Government Affairs & Research Positions

380 Director or Manager, Government Affairs
 381 Advocacy Manager
 382 Data Manager
 383 Lobbyist
 384 Policy Analyst
 385 Staff Scientist
 386 Senior Scientist
 387 Research Analyst: Social Sciences
 388 Research Analyst: Technology
 389 Scientific Data Analyst
 390 Research Assistant
 391 Science Analyst
 393 Librarian
 396 Library Assistant
 397 Regulatory Director
 398 Planner

Housing/Community Development Positions

410 Director of Real Estate Development
 411 Project Developer
 412 Construction Manager
 413 Construction Site Supervisor
 420 Director of Resident/Community Services
 421 Program Manager, Resident/Community Services
 422 Resident Services Coordinator
 423 Director of Property Management
 424 Property Supervisor
 425 Site Administrator
 426 Shelter Manager
 427 Shelter Supervisor
 428 Occupancy Specialist
 429 Desk Clerk
 430 Program Manager: Housing
 431 Program Manager: Economic Development
 432 Asset Manager (Compliance & Monitoring)
 433 Asset Manager (Financial Analyst)
 434 Shelter Coordinator
 435 Assistant Site Administrator
 438 Loan Officer

Human Resources Positions

505 Director, Human Resources
 510 Human Resources Manager
 512 Human Resources Generalist
 513 HRIS Manager
 514 Benefits Manager
 515 Human Resources Representative or Specialist
 516 Recruiter
 517 Training & Development Manager
 520 Human Resources Assistant

Information Technology Positions

555 Director, Information Technology/Services
 560 Information Technology Manager
 562 Systems Administrator
 563 Software Engineer
 565 Database Administrator
 570 Network Technician
 575 Personal Computer Technician
 576 Tech Support Specialist
 580 Data Entry Operator
 585 Web Site Developer

Legal Services/Community Organizing Positions

598 Director of Legal Services
 600 Managing Attorney
 601 **Senior Staff Attorney**
 602 Staff Attorney
 605 Attorney, Legal Aid/Advocacy
 610 Attorney, Corporate
 615 Paralegal
 620 Legal Secretary/Assistant
 624 Senior Community Organizer
 625 Community Organizer
 630 Campaign Director
 632 Campaign Manager
 635 Campaign Coordinator
 638 Campaign Assistant

Media/Journalism Positions

642 Editor in Chief
 645 Digital Editor
 650 Media Producer
 652 **Digital Content Developer**

Medical & Clinic Services Positions

702 Director, Medical Services
 704 Clinic Director
 706 Physician, Family/General Practice
 707 Physician, Internal Medicine
 708 Physician, Obstetrics & Gynecology
 709 Physician, Pediatrics
 710 Physician, Other Specialty
 712 Director of Nursing
 714 Registered Nurse
 716 Nurse Practitioner
 718 Physician Assistant
 720 Licensed Vocational/Practical Nurse
 721 Licensed Psychiatric Technician
 722 Medical Assistant, Certified
 723 Medical Assistant, Non-Certified
 724 Health Educator
 726 Dental Director
 728 Dentist
 729 Registered Dental Hygienist
 730 Registered Dental Assistant
 731 Dental Assistant
 732 Laboratory Technician/Technologist
 733 Laboratory Assistant

Medical & Clinic Services Positions (continued)

734 Phlebotomist
 736 Radiology Technician
 738 Community Health Worker
 740 Case Manager, Medical
 742 Patient Financial Services Manager
 744 Patient Accounts Representative
 745 Health Information Coordinator
 748 Medical Records Clerk
 750 Billing Clerk
 752 Receptionist (Medical)
 761 Physical Therapist
 762 Occupational Therapist
 763 Speech Pathologist
 764 Physical Rehabilitation Assistant
 765 Certified Massage Therapist

Operations Positions

655 Facilities Manager
 660 Maintenance Supervisor
 665 Maintenance Technician or Specialist
 670 Gardener
 675 Janitor or Custodian
 676 **Housekeeper**
 679 Transit Driver
 680 Driver
 683 Security Manager
 685 Security Guard or Officer
 688 Purchasing Manager
 690 Purchasing Coordinator or Specialist
 691 Inventory Coordinator
 692 Workplace Safety Coordinator
 693 **Facilities Specialist**

Program Mgmt Positions, Other than Social Services/Behavioral Health

805 Program Director/Administrator, Other
 810 Program Manager/Administrator, Other
 815 Program Coordinator, Other
 820 Program Assistant, Other

Social Services & Behavioral Health Positions

853 Program Director/Administrator, Social Services/Behavioral Health
 856 Program Manager/Administrator, Social Services/Behavioral Health
 859 Program Coordinator, Social Services/Behavioral Health
 862 Program Assistant, Social Services/Behavioral Health
 865 Psychiatrist
 867 Clinical Supervisor
 868 Licensed Clinical Social Worker
 871 Psychiatric Social Worker
 874 Psychologist
 875 Chaplain/Clergy
 876 Behavior Analyst
 877 Therapeutic Counselor, MFCC/MFT
 878 Clinician (Pre-license MFTI/ACSW)
 879 Case Manager/Social Worker, Master Level
 880 Case Manager/Social Worker
 882 Counselor, Master Level
 883 Counselor

Social Services & Behavioral Health Positions (continued)

884 Substance Abuse Counselor
885 Family Advocate
886 Eligibility Specialist
887 Intake Coordinator
888 Resource & Referral Counselor
889 Senior or Adult Program Assistant
890 Children or Youth Program Assistant
891 Personal Attendant/Home Health Care Worker
892 Direct Care Counselor
893 Rehabilitation Specialist
894 Behavior Therapist
895 Peer Support Group Facilitator
896 Certified Peer Specialist
897 Supervisor of Peer Services
898 Patients' Rights Advocate

Volunteer, Membership & Marketing Positions

905 Volunteer Director
906 Volunteer Coordinator
910 Communications Director
911 Communications Manager
915 Public Relations Manager
916 Content Marketing Manager
917 Marketing Coordinator
918 Social Media Coordinator
919 Communications Coordinator
920 Graphic Artist
921 Writer/Editor
925 Membership Director or Manager
930 Membership Assistant
931 Customer Service Representative
932 Customer Service Supervisor
935 Community Outreach Coordinator