

**2015 Nonprofit Organizations**  
**Positions Included in the Salary Report**

*\* Report includes newly updated job descriptions for easy position matching*

<b>Job Family</b>	<b>Position Title</b>
<b>Administrative/General Office</b>	Administration Director
	Administrative Assistant, Intermediate Level
	Administrative Assistant, Junior Level
	Administrative Assistant, Senior Level
	Data Entry Operator
	Data Entry Supervisor
	Executive Assistant
	File Clerk
	Mail Clerk
	Meetings and Events Manager/Planner
	Office Manager
Receptionist	
<b>Advocacy/Government Affairs</b>	Government Relations Director/Manager
	Grassroots Advocacy/Campaign Manager
	Lobbyist
	Policy Advisor
	Policy Analyst
<b>Animal Care</b>	Animal Adoption Counselor
	Animal Care Worker
	Animal Shelter Manager
	Veterinarian
	Veterinary Clinic Manager
Veterinary Technician	
<b>Athletics/Recreation</b>	Aquatics Director
	Recreation/Activity Leader
<b>Call Center</b>	Inbound Call Center Associate
	Inbound Call Center Manager
	Inbound Call Center Supervisor
	Outbound Call Center Associate
<b>Communications/Marketing</b>	Communications/Marketing/Public Relations Assistant
	Communications/Public Relations Director
	Communications/Public Relations Manager
	Editor
	Editorial Services Manager
	Marketing Coordinator
	Marketing Director
	Photographer
	Scientific Journal Communications Manager
	Videographer/Video Producer
Writer	
<b>Conservation/Environmental Programs</b>	Conservation Coordinator
	Conservation/Environmental Program Manager
	Energy Auditor
	Environmental Program Director

**2015 Nonprofit Organizations**  
**Positions Included in the Salary Report**

*\* Report includes newly updated job descriptions for easy position matching*

<b>Job Family</b>	<b>Position Title</b>
	Environmental/Sustainability Educator
	Land Protection Specialist/Coordinator
	Land/Easement Steward Specialist/Coordinator
<b>Culture/Performing Arts</b>	Artistic Director
	Box Office/Sales Manager
	Conductor
	Costume Shop Manager
	Curator
	Exhibits Manager
	Exhibits Technician
	Museum Registrar
	Production Assistant
	Production Manager/Coordinator
	Technical Staff
<b>Education</b>	Admissions Director
	Admissions Representative
	Adult Education Teacher
	Dean
	Department Chair
	Instructor
	Librarian
	Registrar
	School Principal/Headmaster
	Teacher, K – 12
	Teacher, Pre
	Teaching Assistant, K School/Kindergarten
	Teaching Assistant, Pre School/Kindergarten
<b>Executive</b>	Chancellor/President
	Chief Administrative Officer
	Chief Advocacy Officer
	Chief Development Officer
	Chief Executive Officer/President/Executive Director
	Chief Financial Officer
	Chief Human Resources Officer
	Chief Information Officer
	Chief Marketing Officer
	Chief Medical Officer
	Chief of Staff
	Chief Operating Officer/Associate Executive Director
	Chief Program Officer
	Chief Scientific Officer
	Executive Vice President
<b>Facilities/Maintenance</b>	Building Manager
	Driver

**2015 Nonprofit Organizations**  
**Positions Included in the Salary Report**

*\* Report includes newly updated job descriptions for easy position matching*

<b>Job Family</b>	<b>Position Title</b>
	Facilities Manager
	Groundskeeper
	Janitor or Custodian
	Maintenance Supervisor
	Maintenance Technician/Specialist
	Security Guard/Officer
	Security Manager
<b>Finance</b>	Accounting Clerk
	Accounting Manager
	Accounts Payable Manager/Supervisor
	Accounts Receivable Manager/Supervisor
	Assistant Controller/Assistant Director of Accounting
	Bookkeeper
	Budget Analyst
	Budget Director
	Director of Accounting/Controller
	Director of Finance
	Finance Administrator
	Financial Analyst
	Internal Auditor
	Regional Area Controller
	Senior Accountant
	Staff Accountant
<b>Food Services</b>	Cafeteria Manager
	Catering Manager
	Cook
	Food Bank Manager
	Food Service Assistant/Worker
	Food Service Manager or Supervisor
<b>Grant Making</b>	Foundation Program Assistant
	Foundation Program Associate
	Foundation Program Officer
<b>Graphics/Printing</b>	Creative Services Director/Manager
	Graphic Artist
<b>Housing</b>	Construction Manager
	Desk Clerk
	Director of Property Management
	Director of Resident Services
	Resident Services Coordinator
	Shelter Supervisor
<b>Human Resources</b>	Compensation and Benefits Specialist
	Employee Benefits Administrator
	Employee Training Manager/Specialist
	Human Resources Assistant

**2015 Nonprofit Organizations**  
**Positions Included in the Salary Report**

*\* Report includes newly updated job descriptions for easy position matching*

<b>Job Family</b>	<b>Position Title</b>
	Human Resources Director/Manager
	Human Resources Generalist
	Payroll Clerk
	Payroll Manager
	Recruiter
	Recruiting Manager
<b>Income Development/Fundraising</b>	Annual Giving Director/Officer
	Capital Campaign Manager
	Corporate & Foundation Relations Director
	Development Associate (Generalist)
	Development Director
	Donor Information and Gift Processing Manager
	Grant Proposal Writer
	Grants Administrator
	Grants Manager
	Major Gifts Director/Officer
	Membership Assistant
	Membership Director/Manager
	Online Giving Manager
	Planned Giving Director/Officer
	Prospect Researcher
	Regional Area Income Development Vice President/Director
	Sales Clerk
	Shop Manager
	Special Events Manager/Specialist
<b>Information Technology</b>	Applications Developer
	Business Systems Analyst
	Database Administrator
	Database Analyst
	Database Architect
	Desktop Support Manager
	Desktop Support Specialist
	Enterprise Architect
	Information Technology Manager
	IT Systems Security Position
	LAN Administrator
	Network Engineer
	Network Manager
	Software Engineer
	Systems Analyst
	Systems Engineer
	Technical Project Manager
	Technical Support Analyst
	Technical Support Manager

**2015 Nonprofit Organizations**  
**Positions Included in the Salary Report**

*\* Report includes newly updated job descriptions for easy position matching*

<b>Job Family</b>	<b>Position Title</b>
	Web Administrator
	Web Developer
	Webmaster
<b>Legal</b>	Attorney/Lawyer
	General Counsel/Lawyer
	Legal Assistant
	Paralegal
	Senior Attorney/Lawyer
<b>Medical Services</b>	Clinic Director
	Community Health Worker
	Dental Assistant
	Dental Director
	Director of Nursing
	Laboratory Technician/Technologist
	Medical Assistant
	Medical Case Manager
	Medical Receptionist
	Medical Records Clerk
	Medical Services Director
	Nurse Practitioner
	Occupational Therapist
	Patient Accounts Representative
	Patient Financial Services Manager
	Personal Attendant/Home Health Care Worker
	Physical Therapist
	Physician
	Physician's Assistant
	Registered Nurse
	Speech Pathologist
<b>Program Administration</b>	Partnership and Collaboration Manager
	Program Analyst
	Program Assistant
	Program Coordinator
	Program Director/Manager
	Project Manager (Non Technical)
	Regional Area Program Coordinator
	Regional Area Program Director or Manager
<b>Program Delivery</b>	Case Manager, Entry Level
	Case Manager, Mid Level
	Case Manager, Senior Level
	Chaplain/Clergy
	Child Care Assistant/Babysitter
	Counselor, Entry Level
	Counselor, Mid Level

**2015 Nonprofit Organizations**  
***Positions Included in the Salary Report***

***\* Report includes newly updated job descriptions for easy position matching***

<b>Job Family</b>	<b>Position Title</b>
	Counselor, Senior Level
	Direct Care Counselor
	Driver
	Eligibility Specialist
	Job Coach
	Job Placement Coordinator
	Licensed Psychologist
	Psychiatric Social Worker
	Psychiatrist
	Senior/Adult Program Assistant
	Social Worker, Entry Level
	Social Worker, Mid Level
	Social Worker, Senior Level
	Vocational or Placement Counselor
<b>Purchasing</b>	Purchasing Coordinator/Specialist
	Purchasing Manager
<b>Regional General Management</b>	Area Director/Manager
	Regional Vice President
<b>Science</b>	Research Analyst
	Research Assistant
	Research Director
	Research Manager
<b>Volunteerism</b>	Community Organizer
	Volunteer Coordinator
	Volunteer Director
<b>Warehousing</b>	Distribution Supervisor
	Inventory Control Clerk
	Inventory Control Manager
	Order Picker
	Shipping/Receiving Clerk
	Warehouse Manager