

Survey Position Grids

SENIOR MANAGEMENT 99	Family		PRODUCT DEVELOPMENT								
	Level		STUDIO MANAGEMENT 100	LINE OF BUSINESS MANAGEMENT 101	Production Management 200	Product Development - Creative 210	Producing 220	Publishing Producing 221	Live Ops Producing 222	Monetization 224	
22 Chief Executive Officer - Independent Software Publisher 24 Chief Executive Officer - Subsidiary / Division of Parent Company 26 Chief Executive Officer - Independent Software Developer 28 Chief Operating Officer 29 Chief Technology Officer 30 Chief Commercial Officer 32 Chief Product Officer 38 Top Legal Executive (General Counsel) 40 Top Finance Executive (Chief Financial Officer) 44 Chief Marketing Officer 46 Chief Human Resources 8011 World Regional Head 8212 Country Head 8312 Country Head, Sales and Marketing	Brief Job Family Descriptions		Directs the development and production of all or a major group of software products to achieve targeted financial and content quality results. Typically has P&L responsibility for studio or product line.	Directs the operations of multiple business units that are not studios. Typically has P&L responsibility for business unit.	Manages and coordinates production activities and allocates resources to achieve product development goals.	Establishes and maintains the creative vision for the company's or studio's portfolio of products throughout the development process.	Directs the design of software products, owns the technical and creative vision, and is accountable for on-time, on-budget production of assigned software games.	Directs all phases of game development by third parties from concept through release. Manages external game developers to ensure on-time, on-budget publication of assigned software games.	Refines game content and implements features in real time after online release of product to increase engagement and product revenue.	Develops monetization and pricing strategies and implements strategies into games and promotional opportunities.	
	Top Executive	10	10009 Head of Studios								
	Senior Vice President	11		10111 SVP, Strategic Bus Unit	20011 SVP, Prdn Mgmt						
	Vice President	12	10012 General Mgr, Studio 10012.5 COO, Studio (#2 Position)	10112 General Mgr, Strategic Bus Unit	20012 VP, Prdn Mgmt	21012 VP, Creative Direction	22012 VP, Exec Producer			22412 VP, Monetization	
	Senior Director	13			20013 Sr Dir, Prdn Mgmt	21013 Sr Dir, Creative	22013 Sr Exec Producer	22113 Sr Exec Publishing Producer		22413 Sr Dir, Monetization	
	Director	14			20014 Dir, Prdn Mgmt	21014 Dir, Creative	22014 Exec Producer	22114 Exec Publishing Producer	22214 Exec Live Ops Producer	22414 Dir, Monetization	
	Senior Manager	15			20015 Sr Prdn Mgr (Mgmt)		22015 Sr Producer (Mgmt)	22115 Sr Publishing Producer (Mgmt)	22215 Sr Live Ops Producer (Mgmt)	22415 Sr Mgr, Monetization	
	Manager	16					22016 Producer (Mgmt)	22116 Publishing Producer (Mgmt)	22216 Live Ops Producer (Mgmt)	22416 Mgr, Monetization	
	Supervisor	17									
	Lead	18				21018 Lead Creative					
	Principal IC	21									
	Sr Adv IC	22					22022 Sr Adv Producer				
	Advanced IC	23			20023 Adv Prdn Mgr		22023 Adv Producer		22223 Adv Live Ops Producer		
	Senior IC	24			20024 Sr Prdn Mgr		22024 Sr Producer	22124 Sr Publishing Producer	22224 Sr Live Ops Producer	22424 Sr Monetization Analyst	
	Journey IC	25			20025 Prdn Mgr		22025 Producer	22125 Publishing Producer	22225 Live Ops Producer	22425 Monetization Analyst	
	Associate IC	26			20026 Assoc Prdn Mgr		22026 Assoc Producer	22126 Assoc Publishing Producer	22226 Assoc Live Ops Producer	22426 Assoc Monetization Analyst	
	Coordinator	27			20027 Prdn Coord		22027 Asst Producer	22127 Asst Publishing Producer			
	Assistant	28			20028 Prdn Asst (Any Area of Prod Dev)						
	Lead Support	31									
	Senior Support	32									
Journey Support	33										
Entry Support	34										



Survey Position Grids

Family Level		PRODUCT DEVELOPMENT (CONT'D)									
		Product Management	Technical Product Management	Game Directing	Systems Design	Game Design	Technical Game Design	Level Layout Design	Incentive Game Design	Content Design	Combat Design
		225	226	227	229	230	232	234	235	236	237
Brief Job Family Descriptions		Defines and develops games, ancillary products or features. Manages development of cross-functional products deployed across organization.	Defines and builds the technical infrastructure capabilities that enable internal development teams and external developers to develop and scale games. Accountable for development of tools and systems to expand product and game capabilities.	Defines and delivers the creative vision for a game by directing player experience and interactive gameplay elements. May supervise design team.	Designs the mechanics that result in desirable gameplay dynamics. Translates high-level game concepts into complex models of scoring, difficulty and economy.	Designs games at the interface, content and engineering levels.	Designs and implements technical aspects of gameplay features, such as interactive content or solutions that require programming.	Designs and creates game levels, translating game concepts into specific playable levels.	Designs and oversees implementation of economic aspects of gameplay that drive game monetization.	Designs and creates the game's story, characters and plot. Ensures that content is suitable for the game's world / environment.	Designs and creates combat interactions from initial concept, to prototype, asset integration, tuning and polish.
Top Executive	10										
Senior Vice President	11										
Vice President	12		22612 VP, Technical Prod Mgmt	22712 VP, Game Directing		23012 VP, Game Design					
Senior Director	13	22513 Sr Dir, Prod Mgmt	22613 Sr Dir, Technical Prod Mgmt	22713 Sr Game Dir		23013 Sr Dir, Game Design					
Director	14	22514 Dir, Prod Mgmt	22614 Dir, Technical Prod Mgmt	22714 Game Dir		23014 Dir, Game Design		23414 Dir, Level Layout Design			
Senior Manager	15	22515 Sr Mgr, Prod Mgmt	22615 Sr Mgr, Technical Prod Mgmt (New)	22715 Assoc Game Dir (New)		23015 Sr Mgr, Game Design					
Manager	16					23016 Mgr, Game Design					
Supervisor	17										
Lead	18				22918 Lead Systems Designer	23018 Lead Game Designer	23218 Lead Technical Game Designer	23418 Lead Level Layout Designer		23618 Lead Content Designer	23718 Lead Combat Designer
Principal IC	21					23021 Principal Game Designer			23521 Principal Incentive Game Designer	23621 Principal Content Designer	23721 Principal Combat Designer
Sr Adv IC	22	22522 Sr Adv Prod Mgr	22622 Sr Adv Technical Prod Mgr	22922 Sr Adv Systems Designer		23022 Sr Adv Game Designer	23222 Sr Adv Technical Game Designer	23422 Sr Adv Level Layout Designer	23522 Sr Adv Incentive Game Designer	23622 Sr Adv Content Designer	23722 Sr Adv Combat Designer
Advanced IC	23	22523 Adv Prod Mgr	22623 Adv Technical Prod Mgr	22923 Adv Systems Designer		23023 Adv Game Designer	23223 Adv Technical Game Designer	23423 Adv Level Layout Designer	23523 Adv Incentive Game Designer	23623 Adv Content Designer	23723 Adv Combat Designer
Senior IC	24	22524 Sr Prod Mgr	22624 Sr Technical Prod Mgr	22924 Sr Systems Designer		23024 Sr Game Designer	23224 Sr Technical Game Designer	23424 Sr Level Layout Designer	23524 Sr Incentive Game Designer	23624 Sr Content Designer	23724 Sr Combat Designer
Journey IC	25	22525 Prod Mgr	22625 Technical Prod Mgr	22925 Systems Designer		23025 Game Designer	23225 Technical Game Designer	23425 Level Layout Designer	23525 Incentive Game Designer	23625 Content Designer	23725 Combat Designer
Associate IC	26					23026 Assoc Game Designer	23226 Assoc Technical Game Designer	23426 Assoc Level Layout Designer		23626 Assoc Content Designer	23726 Assoc Combat Designer
Coordinator	27										
Assistant	28	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)									
Lead Support	31										
Senior Support	32										
Journey Support	33										
Entry Support	34					23034 Scripter					

Survey Position Grids

Family / Level		PRODUCT DEVELOPMENT (CONT'D)										
		Mission / Quest Design 238	Mathematics 240	Writing / Story 241	Narrative Design 245	Dialogue 246	Sound / Audio 252	Technical Sound / Audio Design 253	Composing 255	Software Engineering 260	AI / Machine Learning Engineering 265	Gameplay Engineering 275
Brief Job Family Descriptions		Designs and creates content for focused missions / quests, typically within an overarching story.	Develops the mathematical properties of game design primarily for casino games. Ensures that mathematical and statistical principles within games engage player interest, pay out accurately and comply with applicable gaming regulations.	Develops creative concepts and creates treatments, stories, scripts and dialogue for games. Match writing and/or story functions to this survey job family. Develops narrative options, alternatives and solutions for game elements.	Creates the story experiences within the game. Ensures that compelling thematic visual and story elements are incorporated into game development. Incorporates written and navigational design to provide story context to game design.	Casts, records and edits dialogue for games. May localize dialogue into product for international distribution.	Directs the creation and implementation of sound and audio elements for software games.	Creates, implements, maintains and debugs complex audio playback systems for software games.	Creates original musical arrangements for assigned components of software games.	Designs, develops and tests software code for products and games under development.	Designs, develops and implements artificial intelligence systems, algorithms and tools that help build and play software games.	Designs, develops and tests software in support of cross-functional game teams to implement gameplay features.
Top Executive	10											
Senior Vice President	11											
Vice President	12								26012 VP, SW Engineering			
Senior Director	13				24513 Sr Dir, Narrative Design		25213 Sr Dir, Sound / Audio			26013 Sr Dir, SW Engineering		
Director	14		24014 Dir, Mathematics	24114 Dir, Writing / Story	24514 Dir, Narrative Design		25214 Dir, Sound / Audio			26014 Dir, SW Engineering	26514 Dir, AI / Machine Learning Engrng	27514 Dir, Gamplay Engrng
Senior Manager	15				24515 Sr Mgr, Narrative Design		25215 Sr Mgr, Sound / Audio			26015 Sr Mgr, SW Engineering	26515 Sr Mgr, AI / Machine Learning Engrng	27515 Sr Mgr, Gamplay Engrng
Manager	16			24116 Mgr, Writing / Story	24516 Mgr, Narrative Design		25216 Mgr, Sound / Audio		25516 Mgr, Composing	26016 Mgr, SW Engineering	26516 Mgr, AI / Machine Learning Engrng	27516 Mgr, Gamplay Engrng
Supervisor	17						25217 Supv, Sound / Audio					
Lead	18	23818 Lead Mission / Quest Designer		24118 Lead Writer			25218 Lead Sound / Audio Designer			26018 Lead SW Engineer	26518 Lead AI / Machine Learning Engrng	27518 Lead Gamplay Engrng
Principal IC	21	23821 Principal Mission / Quest Designer					25221 Principal Sound / Audio Designer	25321 Principal Tech Sound / Audio Designer		26021 Principal SW Engineer	26521 Principal AI / Machine Learning Engrng	27521 Principal Gamplay Engrng
Sr Adv IC	22	23822 Sr Adv Mission / Quest Designer					25222 Sr Adv Sound / Audio Designer	25322 Sr Adv Tech Sound / Audio Designer	25522 Sr Adv Composer	26022 Sr Adv SW Engineer	26522 Sr Adv AI / Machine Learning Engrng	27522 Sr Adv Gamplay Engrng
Advanced IC	23	23823 Adv Mission / Quest Designer	24023 Adv Mathematician	24123 Adv Writer	24523 Adv Narrative Designer	24623 Adv Dialogue Editor	25223 Adv Sound / Audio Designer	25323 Adv Tech Sound / Audio Designer	25523 Adv Composer	26023 Adv SW Engineer	26523 Adv AI / Machine Learning Engrng	27523 Adv Gamplay Engrng
Senior IC	24	23824 Sr Mission / Quest Designer	24024 Sr Mathematician	24124 Sr Writer	24524 Sr Narrative Designer	24624 Sr Dialogue Editor	25224 Sr Sound / Audio Designer	25324 Sr Tech Sound / Audio Designer	25524 Sr Composer	26024 Sr SW Engineer	26524 Sr AI / Machine Learning Engrng	27524 Sr Gamplay Engrng
Journey IC	25	23825 Mission / Quest Designer	24025 Mathematician	24125 Writer	24525 Narrative Designer	24625 Dialogue Editor	25225 Sound / Audio Designer	25325 Tech Sound / Audio Designer	25525 Composer	26025 SW Engineer	26525 AI / Machine Learning Engrng	27525 Gamplay Engrng
Associate IC	26	23826 Assoc Mission / Quest Designer		24126 Assoc Writer	24526 Assoc Narrative Designer		25226 Assoc Sound / Audio Designer	25326 Assoc Tech Sound / Audio Designer		26026 Assoc SW Engineer	26526 Assoc AI / Machine Learning Engrng	27526 Assoc Gamplay Engrng
Coordinator	27											
Assistant	28	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)										
Lead Support	31											
Senior Support	32											
Journey Support	33											
Entry Support	34											



Survey Position Grids

Family / Level		PRODUCT DEVELOPMENT (CONT'D)									
		Art 310	3D Art 312	Technical Art 315	Concept Art 320	Character Art (New Family) 321	Effects Art 322	Lighting 323	User Experience Design 325	User Interface / User Experience Art 326	User Interface Engineering 328
Brief Job Family Descriptions		Implements established artistic direction into game-ready art. May include character design, 2D art, 2D animation, 3D art, environmental design, illustration and general art.	Implements established artistic direction into 3D art assets. May include 3D characters, animations, models (modeling and texturing) and graphics.	Ensures that art and animation are enhanced by the use of advanced technical processes, systems and software.	Develops concepts for game treatments, including look, feel, color and mood. Illustrates concepts traditionally and digitally.	Implements established artistic direction into game-ready character art, including look, personality, movement and expression.	Creates digital effects for natural and supernatural phenomena and integrates effects into sequences and scenes.	Designs and implements lighting and shadows of objects, scenes or effects.	Develops user interfaces for games that contribute to compelling user experience and player engagement, including layout, site maps and navigation design.	Translates user interface design into art prototypes art assets for assigned game elements.	Designs, develops and tests software for user interfaces that complement the gameplay visuals and experience.
Top Executive	10										
Senior Vice President	11										
Vice President	12	31012 VP, Art Dept									
Senior Director	13	31013 Sr Dir, Art Dept	31213 Sr Dir, 3D Art Dept	31513 Sr Dir, Technical Art					32513 Sr Dir, UX Design		
Director	14	31014 Dir, Art Dept	31214 Dir, 3D Art Dept	31514 Dir, Technical Art	32014 Dir, Concept Art	32114 Dir, Character Art (New)	32214 Dir, Effects Art		32514 Dir, UX Design		
Senior Manager	15	31015 Sr Mgr, Art Dept	31215 Sr Mgr, 3D Art Dept	31515 Sr Mgr, Technical Art					32515 Sr Mgr, UX Design		
Manager	16	31016 Mgr, Art Dept / Art Dir	31216 Mgr, 3D Art Dept / 3D Art Dir	31516 Mgr, Technical Art	32016 Mgr, Concept Art	32116 Mgr, Character Art (New)	32216 Mgr, Effects Art		32516 Mgr, UX Design		
Supervisor	17	31017 Supv, Art Dept	31217 Supv, 3D Art Dept								
Lead	18	31018 Lead Artist	31218 Lead 3D Artist	31518 Lead Technical Artist	32018 Lead Concept Artist	32118 Lead Character Artist (New)	32218 Lead Effects Artist	32318 Lead Lighting Artist		32618 Lead UI / UX Artist	
Principal IC	21	31021 Principal Artist	31221 Principal 3D Artist	31521 Principal Technical Artist	32021 Principal Concept Artist	32121 Principal Character Artist (New)	32221 Principal Effects Artist		32521 Principal UX Designer	32621 Principal UI / UX Artist	
Sr Adv IC	22	31022 Sr Adv Artist	31222 Sr Adv 3D Artist	31522 Sr Adv Technical Artist	32022 Sr Adv Concept Artist	32122 Sr Adv Character Artist (New)	32222 Sr Adv Effects Artist		32522 Sr Adv UX Designer	32622 Sr Adv UI / UX Artist	
Advanced IC	23	31023 Adv Artist	31223 Adv 3D Artist	31523 Adv Technical Artist	32023 Adv Concept Artist	32123 Adv Character Artist (New)	32223 Adv Effects Artist		32523 Adv UX Designer	32623 Adv UI / UX Artist	
Senior IC	24	31024 Sr Artist	31224 Sr 3D Artist	31524 Sr Technical Artist	32024 Sr Concept Artist	32124 Sr Character Artist (New)	32224 Sr Effects Artist	32324 Sr Lighting Artist	32524 Sr UX Designer	32624 Sr UI / UX Artist	32824 Sr UI Engineer
Journey IC	25	31025 Artist	31225 3D Artist	31525 Technical Artist	32025 Concept Artist	32125 Character Artist (New)	32225 Effects Artist	32325 Lighting Artist	32525 UX Designer	32625 UI / UX Artist	32825 UI Engineer
Associate IC	26	31026 Assoc Artist	31226 Assoc 3D Artist	31526 Assoc Technical Artist	32026 Assoc Concept Artist	32126 Assoc Character Artist (New)	32226 Assoc Effects Artist	32326 Assoc Lighting Artist	32526 Assoc UX Designer	32626 Assoc UI / UX Artist	32826 Assoc UI Engineer
Coordinator	27										
Assistant	28	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)									
Lead Support	31										
Senior Support	32										
Journey Support	33										
Entry Support	34										



Survey Position Grids

Family Level		PRODUCT DEVELOPMENT (CONT'D)								
		Animation 330	Technical Animation / Rigging 335	Art Outsourcing Management 337	Artist Management 338	Design Management 340	Engineering Management 342	Video Editing 400	Localization 405	Trust and Safety 407
		Brief Job Family Descriptions								
Top Executive	10									
Senior Vice President	11									
Vice President	12									
Senior Director	13									
Director	14	33014 Dir, Animation Dept			33814 Dir, Artist Mgmt	34014 Dir, Design Mgmt	34214 Dir, Engineering Mgmt		40514 Dir, Localization	40714 Dir, Trust and Safety
Senior Manager	15	33015 Sr Mgr, Animation / Animation Dir		33715 Sr Mgr, Art Outsourcing Mgmt	33815 Sr Mgr, Artist Mgmt	34015 Sr Mgr, Design Mgmt	34215 Sr Mgr, Engineering Mgmt			
Manager	16	33016 Mgr, Animation / Animation Dir	33516 Mgr, Technical Animation / Rigging	33716 Mgr, Art Outsourcing Mgmt	33816 Mgr, Artist Mgmt	34016 Mgr, Design Mgmt	34216 Mgr, Engineering Mgmt	40016 Mgr, Video Editing	40516 Mgr, Localization	40716 Mgr, Trust and Safety
Supervisor	17									
Lead	18	33018 Lead Animator	33518 Lead Technical Animator / Rigger					40018 Lead Video Editor		
Principal IC	21	33021 Principal Animator								
Sr Adv IC	22	33022 Sr Adv Animator								
Advanced IC	23	33023 Adv Animator	33523 Adv Technical Animator / Rigger	33723 Adv Art Outsourcing Mgr						
Senior IC	24	33024 Sr Animator	33524 Sr Technical Animator / Rigger	33724 Sr Art Outsourcing Mgr				40024 Sr Video Editor	40524 Sr Localization Producer	
Journey IC	25	33025 Animator	33525 Technical Animator / Rigger	33725 Art Outsourcing Mgr				40025 Video Editor	40525 Localization Producer	
Associate IC	26	33026 Assoc Animator	33526 Assoc Technical Animator / Rigger	33726 Assoc Art Outsourcing Mgr				40026 Assoc Video Editor	40526 Localization Specialist	
Coordinator	27							40027 Video Editing Coord	40527 Localization Coord	
Assistant	28	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)								
Lead Support	31									
Senior Support	32									
Journey Support	33									
Entry Support	34									



Survey Position Grids

Family Level		TECHNOLOGY SUPPORT											
		Technology and Infrastructure 410	Server Engineering 412	Platform Engineering 413	Database Engineering 415	DevOps Engineering 416	Engine Software Engineering 420	Tools Software Engineering 430	Audio Engineering 431	Graphics / Rendering Engineer 432	Security Engineering 435	Release Engineering 440	Release Management 442
Brief Job Family Descriptions		Develops and implements technology, infrastructure, architecture and applications that support product development, production and online gaming operations.	Designs, enhances and calibrates the organization's server environment underlying games. Calibrates and scales server systems to ensure that systems meet performance requirements.	Designs and develops software to manage and scale the organization's transactional infrastructure.	Designs and develops, tests and ensures the integrity of database structures. Plans for capacity and scalability.	Develops production systems that support online gaming. Engages with software developers and infrastructure engineers to integrate software development and delivery from inception to full operation.	Designs, develops and upgrades proprietary engine software on which the organization's games are run.	Designs, develops and maintains software tools to automate and enhance production processes. Evaluates commercial tools and technologies.	Creates and maintains the audio systems that enable creative freedom for the sound / audio team.	Designs, writes, debugs and refines rendering systems, features, tools and infrastructure. Ensures that rendering features meet game's artistic vision.	Designs, builds, operates and automates security solutions and processes to protect the integrity of the organization's digital network, systems, applications and data.	Configures, compiles, assembles and delivers source code for product release.	Develops release manifests and roadmaps; implements releases and release versions.
Top Executive	10												
Senior Vice President	11												
Vice President	12	41012 VP, Technology & Infrastructure		41312 VP, Platform Engineering			42012 VP, Engine SW Engineering				43512 VP, Security Engineering		
Senior Director	13	41013 Sr Dir, Technology & Infrastructure		41313 Sr Dir, Platform Engineering							43513 Sr Dir, Security Engineering		
Director	14	41014 Dir, Technology & Infrastructure	41214 Dir, Server Engineering	41314 Dir, Platform Engineering	41514 Dir, DB Engineering	41614 Dir, DevOps Engineering	42014 Dir, Engine SW Engineering	43014 Dir, Tools SW Engineering	43214 Dir, Graphics / Rendering Engineering	43514 Dir, Security Engineering			
Senior Manager	15	41015 Sr Mgr, Technology & Infrastructure	41215 Sr Mgr, Server Engineering	41315 Sr Mgr, Platform Engineering	41515 Sr Mgr, DB Engineering	41615 Sr Mgr, DevOps Engineering	42015 Sr Mgr, Engine SW Engineering	43015 Sr Mgr, Tools SW Engineering	43215 Sr Mgr, Graphics / Rendering Engineering	43515 Sr Mgr, Security Engineering			
Manager	16	41016 Mgr, Technology & Infrastructure	41216 Mgr, Server Engineering	41316 Mgr, Platform Engineering	41516 Mgr, DB Engineering	41616 Mgr, DevOps Engineering	42016 Mgr, Engine SW Engineering	43016 Mgr, Tools SW Engineering	43216 Mgr, Graphics / Rendering Engineering	43516 Mgr, Security Engineering	44016 Mgr, Release Engineering		
Supervisor	17		41217 Supv, Server Engineering										
Lead	18			41318 Lead Platform Engineer		41618 Lead DevOps Engineer	42018 Lead Engine SW Engineer	43018 Lead Tools SW Engineer	43118 Lead Audio Engineer	43218 Lead Graphics / Rendering Engineer		44018 Lead Release Engineer	44218 Lead Release Manager
Principal IC	21			41321 Principal Platform Engineer		41621 Principal DevOps Engineer	42021 Principal Engine SW Engineer				43521 Principal Security Engineer		
Sr Adv IC	22						42022 Sr Adv Engine SW Engineer				43522 Sr Adv Security Engineer		
Advanced IC	23	41023 Adv System Admin	41223 Adv Server Engineer	41323 Adv Platform Engineer	41523 Adv DB Engineer	41623 Adv DevOps Engineer	42023 Adv Engine SW Engineer	43023 Adv Tools SW Engineer	43123 Adv Audio Engineer	43223 Adv Graphics / Rendering Engineer	43523 Adv Security Engineer		44223 Adv Release Mgr
Senior IC	24	41024 Sr System Admin	41224 Sr Server Engineer	41324 Sr Platform Engineer	41524 Sr DB Engineer	41624 Sr DevOps Engineer	42024 Sr Engine SW Engineer	43024 Sr Tools SW Engineer	43124 Sr Audio Engineer	43224 Sr Graphics / Rendering Engineer	43524 Sr Security Engineer	44024 Sr Release Engineer	44224 Sr Release Mgr
Journey IC	25	41025 System Admin	41225 Server Engineer	41325 Platform Engineer	41525 DB Engineer	41625 DevOps Engineer	42025 Engine SW Engineer	43025 Tools SW Engineer	43125 Audio Engineer	43225 Graphics / Rendering Engineer	43525 Security Engineer	44025 Release Engineer	44225 Release Mgr
Associate IC	26	41026 Assoc System Admin		41326 Assoc Platform Engineer	41526 Assoc DB Engineer		42026 Assoc Engine SW Engineer	43026 Assoc Tools SW Engineer	43126 Assoc Audio Engineer	43226 Assoc Graphics / Rendering Engineer	43526 Assoc Security Engineer	44026 Assoc Release Engineer	44226 Assoc Release Mgr
Coordinator	27												44227 Release Coord
Assistant	28												
Lead Support	31												
Senior Support	32												
Journey Support	33	41033 Prdn Support Technician											
Entry Support	34												

Survey Position Grids

Family Level		TECHNOLOGY SUPPORT (CONT'D)							CUSTOMER SUPPORT SERVICES 500	IN-GAME SUPPORT 505
		Technical Writing 445	Digital Assets Management 447	Quality Assurance 450	Quality Assurance Engineering 452	Quality Assurance Analysis 455	Quality Assurance Testing 460	Mastering Lab 490		
Brief Job Family Descriptions		Writes, edits and maintains technical documentation of software products.	Manages the distribution, collection and archiving of digital assets. Manages cataloguing and retrieval systems.	Ensures that software is reviewed, fixed and released bug free.	Accountable for automating test processes and testing software code. Sets technical direction for "QA" software programs.	Designs software test plans for multiple software products. Writes automated tools to support test plans.	Executes test plans on pre-release versions of software to detect and record product defects. Conducts compliance testing and maintains bug reports.	Creates final "mastered" version of software products; implements test builds and archives software.	Responds to customer inquiries, resolves billing and upgrade problems. May provide technical, in-game support and/or community support.	Assists customers during online gameplay.
Top Executive	10									
Senior Vice President	11									
Vice President	12								50012 VP, Customer Support	
Senior Director	13			45013 Sr Dir, QA					50013 Sr Dir, Customer Support	
Director	14			45014 Dir, QA	45214 Dir, QA Engineering				50014 Dir, Customer Support	
Senior Manager	15			45015 Sr Mgr, QA	45215 Sr Mgr, QA Engineering					
Manager	16			45016 Mgr, QA	45216 Mgr, QA Engineering				50016 Mgr, Customer Support	50516 Mgr, In-Game Support
Supervisor	17			45017 Supv, QA					50017 Supv, Customer Support	50517 Supv, In-Game Support
Lead	18					45518 Lead QA Analyst			50018 Lead Customer Support Specialist	
Principal IC	21				45221 Principal QA Engineer	45521 Principal QA Analyst				
Sr Adv IC	22					45522 Sr Adv QA Analyst				
Advanced IC	23				45223 Adv QA Engineer	45523 Adv QA Analyst				
Senior IC	24	44524 Sr Technical Writer			45224 Sr QA Engineer	45524 Sr QA Analyst				
Journey IC	25	44525 Technical Writer	44725 Digital Assets Mgr		45225 QA Engineer	45525 QA Analyst				
Associate IC	26				45226 Assoc QA Engineer	45526 Assoc QA Analyst				
Coordinator	27									
Assistant	28									
Lead Support	31						46031 Lead QA Tester		50031 Lead Customer Support Rep	50531 Lead In-Game Support Rep
Senior Support	32						46032 Sr QA Tester		50032 Sr Customer Support Rep	50532 Sr In-Game Support Rep
Journey Support	33						46033 QA Tester	49033 Mastering Lab Technician	50033 Customer Support Rep	50533 In-Game Support Rep
Entry Support	34						46034 Entry QA Tester		50034 Entry Customer Support Rep	50534 Entry In-Game Support Rep

Survey Position Grids

Family	PROJECT MANAGEMENT		OPERATIONS		MARKETING					
	Project Management <i>(New Family)</i>	Technical Project Management <i>(New Family)</i>	Operations	Operations Generalist	Marketing	Brand Marketing	Product Marketing	Digital Marketing	Customer Relations Marketing	
Level	520	525	550	560	600	602	603	605	610	
Brief Job Family Descriptions	Supports the planning of, and guides, multi-disciplinary teams in the advancement and achievement of project objectives. Ensures projects are completed to specification and delivered on time, within budget and with the most efficient use of resources.	Supports the planning of, and guides, multi-disciplinary technology teams in the advancement and achievement of technical project objectives. Ensures technical projects (e.g., software development, systems infrastructure) are completed to specification and delivered on time, within budget and with the most efficient use of resources.	Directs software production and distribution, such as purchasing, traffic, logistics and warehousing.	Manages a range of administrative operations activities, such as information technology, finance, human resources and/or facilities. Typically this function is located in a smaller office or studio.	Creates and implements marketing programs to improve the organization's position in the market. Creates marketing and advertising campaigns and related materials.	Increases brand recognition and market share of assigned product line or franchise and creates or enhances brand identity.	Develops marketing plans for products and product features and creates materials to support product sales. Provides input on product design, definition, positioning and pricing.	Develops and implements marketing strategies through social media and other digital platforms. Builds social media engagement and analyzes customer analytics to measure and increase effectiveness.	Strengthens player engagement with the organization's game(s). Develops a deep understanding of each game and their communities, acting as a resource for driving initiatives and feature improvements. Collaborates with marketing and community to plan events and engagement campaigns.	
Top Executive	10									
Senior Vice President	11				60011 SVP, Mktg (Excluding Sales)					
Vice President	12	52012 VP, Project Mgmt <i>(New)</i>	52512 VP, Technical Project Mgmt <i>(New)</i>	55012 VP, Ops	60012 VP, Mktg (Excluding Sales)		60312 VP, Prod Mktg	60512 VP, Digital Mktg		
Senior Director	13	52013 Sr Dir, Project Mgmt <i>(New)</i>	52513 Sr Dir, Technical Project Mgmt <i>(New)</i>		60013 Sr Dir, Mktg	60213 Sr Dir, Brand Mktg	60313 Sr Dir, Prod Mktg	60513 Sr Dir, Digital Mktg		
Director	14	52014 Dir, Project Mgmt <i>(New)</i>	52514 Dir, Technical Project Mgmt <i>(New)</i>	55014 Dir, Ops	60014 Dir, Mktg	60214 Dir, Brand Mktg	60314 Dir, Prod Mktg	60514 Dir, Digital Mktg	61014 Dir, Customer Relations Mktg	
Senior Manager	15	52015 Sr Mgr, Project Mgmt <i>(New)</i>	52515 Sr Mgr, Technical Project Mgmt <i>(New)</i>		60015 Sr Mgr, Mktg	60215 Sr Mgr, Brand Mktg	60315 Sr Mgr, Prod Mktg	60515 Sr Mgr, Digital Mktg	61015 Sr Mgr, Customer Relations Mktg	
Manager	16	52016 Mgr, Project Mgmt <i>(New)</i>	52516 Mgr, Technical Project Mgmt <i>(New)</i>	55016 Mgr, Ops	56016 Administrative Ops Mgr - Generalist	60016 Mgr, Mktg	60216 Mgr, Brand Mktg	60316 Mgr, Prod Mktg	60516 Mgr, Digital Mktg	61016 Mgr, Customer Relations Mktg
Supervisor	17			55017 Supv, Ops						
Lead	18									
Principal IC	21									
Sr Adv IC	22									
Advanced IC	23	52023 Adv Project Mgr <i>(New)</i>	52523 Adv Technical Project Mgr <i>(New)</i>						61023 Adv Customer Relations Mktg Mgr	
Senior IC	24	52024 Sr Project Mgr <i>(New)</i>	52524 Sr Technical Project Mgr <i>(New)</i>			60024 Sr Mktg Specialist	60224 Sr Brand Mktg Specialist	60324 Sr Prod Mktg Specialist	60524 Sr Digital Mktg Specialist	61024 Sr Customer Relations Mktg Mgr
Journey IC	25	52025 Project Mgr <i>(New)</i>	52525 Technical Project Mgr <i>(New)</i>	55025 Ops Specialist	56025 Ops Generalist Specialist	60025 Mktg Specialist	60225 Brand Mktg Specialist	60325 Prod Mktg Specialist	60525 Digital Mktg Specialist	61025 Customer Relations Mktg Mgr
Associate IC	26	52026 Assoc Project Mgr <i>(New)</i>	52526 Assoc Technical Project Mgr <i>(New)</i>		56026 Assoc Ops Generalist Specialist	60026 Assoc Mktg Specialist	60226 Assoc Brand Mktg Specialist	60326 Assoc Prod Mktg Specialist	60526 Assoc Digital Mktg Specialist	
Coordinator	27			55027 Ops Coord	56027 Ops Generalist Coord	60027 Mktg Coord (Any Area of Mktg)				
Assistant	28					60028 Mktg Asst (Any Area of Mktg)				
Lead Support	31									
Senior Support	32									
Journey Support	33									
Entry Support	34									

Survey Position Grids

Family Level		MARKETING (CONT'D)										
		Community 612	Community Architecture 614	User Acquisition / Retention 615	Channel Marketing 620	Influencer Marketing 623	Creative Services 627	Creative Services - Graphics / Marketing Multimedia 628	Creative Services - Writing 629	Creative Services - Project Management 635	Public Relations 640	Trade Show / Events 645
		Brief Job Family Descriptions										
Top Executive	10	Engages members of the player community through messaging about content and new product features. Facilitates member-created content and social media presence. Builds community and influencer relationships.	Designs, develops and enhances the player community website. Refreshes content and creates engagement through meaningful content.	Directs data analysis to assess acquisition and retention, return on investment and performance of marketing campaigns. Recommends approaches to grow player base.	Develops marketing plans and promotional campaigns through resellers or specific vertical markets and trades.	Expands the social media presence of game(s) and esports by developing and implementing relationships and partnerships with personalities and influencers in social media.	Creates and produces marketing materials for selling and promoting software products. Establishes creative identity and "look and feel."	Develops, creates and/or integrates multimedia and/or other art assets for use by marketing, including video, audio and graphics.	Writes and edits marketing materials.	Oversees and coordinates project tracking for creating and producing art, creative and marketing materials.	Directs public relations activities of the organization. May direct the corporate communications and/or investor relations function.	Plans and executes the organization's participation in industry-specific events, including digital events.
Senior Vice President	11											
Vice President	12			61512 VP, User Acquisition / Retention			62712 VP, Creative Svcs				64012 VP, Public Relations	
Senior Director	13				62013 Sr Dir, Channel Mktg	62313 Sr Dir, Influencer Mktg	62713 Sr Dir, Creative Svcs				64013 Sr Dir, Public Relations	
Director	14	61214 Dir, Community		61514 Dir, User Acquisition / Retention	62014 Dir, Channel Mktg	62314 Dir, Influencer Mktg	62714 Dir, Creative Svcs				64014 Dir, Public Relations	64514 Dir, Trade Show / Events
Senior Manager	15	61215 Sr Mgr, Community			62015 Sr Mgr, Channel Mktg	62315 Sr Mgr, Influencer Mktg	62715 Sr Mgr, Creative Svcs				64015 Sr Mgr, Public Relations	64515 Sr Mgr, Trade Show / Events
Manager	16	61216 Mgr, Community		61516 Mgr, User Acquisition / Retention	62016 Mgr, Channel Mktg	62316 Mgr, Influencer Mktg	62716 Mgr, Creative Svcs	62816 Mgr, Graphics Design / Multimedia Editing		63516 Mgr, Creative Svcs Project Mgmt	64016 Mgr, Public Relations	64516 Mgr, Trade Show / Events
Supervisor	17	61217 Supv, Community										
Lead	18			61518 Lead User Acquisition / Retention Analyst						63518 Lead Creative Svcs Project Mgr		
Principal IC	21											
Sr Adv IC	22			61522 Sr Adv User Acquisition / Retention Analyst								
Advanced IC	23			61523 Adv User Acquisition / Retention Analyst							64023 Adv Public Relations Specialist	
Senior IC	24	61224 Sr Community Specialist		61524 Sr User Acquisition / Retention Analyst	62024 Sr Channel Mktg Specialist	62324 Sr Influencer Mktg Specialist	62724 Sr Creative Svcs IC	62824 Sr Graphic Designer / Multimedia Editor	62924 Sr Writer / Editor	63524 Sr Creative Svcs Project Mgr	64024 Sr Public Relations Specialist	64524 Sr Trade Show / Events Specialist
Journey IC	25	61225 Community Specialist	61425 Community Designer	61525 User Acquisition / Retention Analyst	62025 Channel Mktg Specialist	62325 Influencer Mktg Specialist	62725 Creative Svcs IC	62825 Graphic Designer / Multimedia Editor	62925 Writer / Editor	63525 Creative Svcs Project Mgr	64025 Public Relations Specialist	64525 Trade Show / Events Specialist
Associate IC	26	61226 Assoc Community Specialist			62026 Assoc Channel Mktg Specialist	62326 Assoc Influencer Mktg Specialist	62726 Assoc Creative Svcs IC		62926 Assoc Writer / Editor	63526 Assoc Creative Svcs Project Mgr	64026 Assoc Public Relations Specialist	64526 Assoc Trade Show / Events Specialist
Coordinator	27											64527 Trade Show / Events Coord
Assistant	28										64028 Public Relations Asst	
Lead Support	31											
Senior Support	32											
Journey Support	33											
Entry Support	34											



Survey Position Grids

Family Level		ESPORTS					DATA AND ANALYTICS			
		Esports	Esports League Operations	Esports Player Relations	Esports Shoutcasting	Esports Events / Productions	Market Research	User Experience / Usability Research	Business Competitive Research	Gameplay Analytics
		650	653	655	660	663	680	681	683	684
Brief Job Family Descriptions		Designs and executes esports activities for the organization. Sets the strategic vision for esports. Establishes competitive structure and format.	Develops and executes the vision, strategy and production of esports tournaments and events. Produces multi-level professional tournaments.	Represents the organization to esports professional players and teams. Cultivates relationships with teams and players, arranges promotional appearances and logistics for teams. Brings player feedback to the organization. May negotiate fees and contracts.	Delivers live play-by-play and serves as on-air talent for game broadcast. May host tournaments and provide analysis.	Plans and executes player-centric events and productions. Plans logistics for tournaments.	Collects and reports on industry and customer data, new markets and marketing campaign performance.	Designs and conducts user experience studies to test response to designs and oversees research to understand user interaction at all stages of game play. Conducts studies, reviews research and reports on human factors response to emerging technologies.	Conducts and reports on internal and external findings, including industry trends, competitive landscape product performance and business operations.	Aggregates, analyzes and interprets data and key metrics and provides recommendations to improve player retention and game monetization.
Top Executive	10						67910 Top Data and Analytics Executive			
Senior Vice President	11	65011 SVP, Esports								
Vice President	12	65012 VP, Esports	65312 VP, Esports Commissioner							68412 VP, Gameplay Analytics
Senior Director	13									
Director	14	65014 Dir, Esports	65314 Deputy Esports Commissioner			66314 Dir, Esports Events / Prdns	68014 Dir, Market Research	68114 Dir, UX / Usability Research		68414 Dir, Gameplay Analytics
Senior Manager	15					66315 Sr Mgr, Esports Events / Prdns				68415 Sr Mgr, Gameplay Analytics
Manager	16	65016 Mgr, Esports	65316 Mgr, Esports League Ops			66316 Mgr, Esports Events / Prdns	68016 Mgr, Market Research	68116 Mgr, UX / Usability Research		68416 Mgr, Gameplay Analytics
Supervisor	17									
Lead	18									
Principal IC	21									
Sr Adv IC	22									
Advanced IC	23	65023 Adv Esports Specialist					68023 Adv Market Research Analyst	68123 Adv UX / Usability Researcher	68323 Adv Bus Competitive Research Analyst	68423 Adv Gameplay Analyst
Senior IC	24	65024 Sr Esports Specialist	65324 Sr Esports League Ops Specialist			66324 Sr Esports Events / Prdns Specialist	68024 Sr Market Research Analyst	68124 Sr UX / Usability Researcher	68324 Sr Bus Competitive Research Analyst	68424 Sr Gameplay Analyst
Journey IC	25	65025 Esports Specialist	65325 Esports League Ops Specialist	65525 Esports Player Relations Specialist	66025 Esports Shoutcaster	66325 Esports Events / Prdns Specialist	68025 Market Research Analyst	68125 UX / Usability Researcher	68325 Bus Competitive Research Analyst	68425 Gameplay Analyst
Associate IC	26	65026 Assoc Esports Specialist	65326 Assoc Esports League Ops Specialist	65526 Assoc Esports Player Relations Specialist				68126 Assoc UX / Usability Researcher		68426 Assoc Gameplay Analyst
Coordinator	27	65027 Esports Coord	65327 Esports League Ops Coord					68127 UX / Usability Research Coord		
Assistant	28									
Lead Support	31									
Senior Support	32									
Journey Support	33									
Entry Support	34									

Survey Position Grids

Family	Level	DATA AND ANALYTICS (CONT'D)				DIGITAL COMMERCE			DISTRIBUTION AND PARTNERSHIPS	BUSINESS DEVELOPMENT	PRODUCT LICENSING	MERCHANDISING	SOFTWARE PRODUCT SALES - INTERNATIONAL	
		Data Science	Data Analytics	Business Intelligence Engineering	Business Functional Analysis (New Family)	Website	Website Development	715					720	760
Brief Job Family Descriptions		685	686	690	695	700	710	715	720	760	775	820	822	
Brief Job Family Descriptions		Analyzes large amounts of data using advanced statistical, data mining and predictive analyses to inform product and marketing decisions.	Advances game design, experience, performance and player engagement through data mining and statistical modeling. Works with developers, marketing and business leaders to frame questions and create data collection and data-modeling frameworks that meet information gathering needs.	Configures software to query dynamic databases to extract analytical information that inform business strategy and product decisions.	Gathers and analyzes internal business requirements and translates them into detailed functional designs for development, testing and implementation.	Maintains the organization's website(s) and/or e-commerce storefront(s), including design, content, technical functionality and troubleshooting.	Creates and maintains the technical functionality of web pages for assigned websites. Develops and maintains front-end tools and applications to create desired functionality.	Manages and executes key partnership programs for games products. Delivers against partnerships vision and annual business goals.	Identifies and pursues new business, partnership and joint venture opportunities, including event sponsorships. Performs financial analysis and due diligence and structures and negotiates business contracts. Not accountable for mergers and acquisitions.	Identifies, negotiates and develops opportunities to license the organization's intellectual property to third parties, or to license IP from others.	Manages merchandising of organization's software games and related products. May merchandise software products only, or both software and peripheral products.	Plans and directs all sales activities. Generates all or a significant portion of the organization's revenue through product sales. Develops and implements sales tactics. May manage international sales.	Sells to accounts in an area. Executes sales and promotional campaigns for new and existing software products.	
Top Executive	10	67910 Top Data and Analytics Executive (continued)												
Senior Vice President	11							71511 SVP, Distribution and Partnerships	72011 SVP, Bus Dev	76011 SVP, Licensing				
Vice President	12	68512 VP, Data Science / Analytics						71012 VP, Website Dev	71512 VP, Distribution and Partnerships	72012 VP, Bus Dev	76012 VP, Licensing		82012 Country Head, Sales	
Senior Director	13									72013 Sr Dir, Bus Dev				
Director	14	68514 Dir, Data Science	68614 Dir, Data Analytics	69014 Dir, Bus Intelligence Engineering	69514 Dir, Bus Functional Analysis (New)	70014 Dir, Website		71514 Dir, Distribution and Partnerships	72014 Dir, Bus Dev	76014 Dir, Licensing	77514 Dir, Merch	82014 Dir, Regional Sales (Country)	82214 Dir, Regional Sales (Multi-Country Region)	
Senior Manager	15	68515 Sr Mgr, Data Science	68615 Sr Mgr, Data Analytics			70015 Sr Mgr, Website	71015 Sr Mgr, Website Dev		72015 Sr Mgr, Bus Dev			82015 Sr Mgr, Regional Sales (Country)	82215 Sr Mgr, Regional Sales (Multi-Country Region)	
Manager	16	68516 Mgr, Data Science	68616 Mgr, Data Analytics	69016 Mgr, Bus Intelligence Engineering	69516 Mgr, Bus Functional Analysis (New)	70016 Mgr, Website	71016 Mgr, Website Dev	71516 Mgr, Distribution and Partnerships	72016 Mgr, Bus Dev	76016 Mgr, Licensing	77516 Mgr, Merch	82016 Mgr, Regional Sales (Country)	82216 Mgr, Regional Sales (Multi-Country Region)	
Supervisor	17													
Lead	18	68518 Lead Data Scientist	68618 Lead Data Analyst	69018 Lead Bus Intelligence Engineer	69518 Lead Bus Functional Analyst (New)		71018 Lead Website Developer							
Principal IC	21	68521 Principal Data Scientist	68621 Principal Data Analyst			70021 Principal Website Producer	71021 Principal Website Developer							
Sr Adv IC	22	68522 Sr Adv Data Scientist	68622 Sr Adv Data Analyst											
Advanced IC	23	68523 Adv Data Scientist	68623 Adv Data Analyst	69023 Adv Bus Intelligence Engineer	69523 Adv Bus Functional Analyst (New)					72023 Adv Bus Dev Analyst				
Senior IC	24	68524 Sr Data Scientist	68624 Sr Data Analyst	69024 Sr Bus Intelligence Engineer	69524 Sr Bus Functional Analyst (New)	70024 Sr Website Producer	71024 Sr Website Developer	71524 Sr Distribution and Partnerships Specialist	72024 Sr Bus Dev Analyst	76024 Sr Licensing Specialist	77524 Sr Merch Specialist	82024 Key Accts Rep (Selling)		
Journey IC	25	68525 Data Scientist	68625 Data Analyst	69025 Bus Intelligence Engineer	69525 Bus Functional Analyst (New)	70025 Website Producer	71025 Website Developer	71525 Distribution and Partnerships Specialist	72025 Bus Dev Analyst	76025 Licensing Specialist	77525 Merch Specialist			
Associate IC	26	68526 Assoc Data Scientist	68626 Assoc Data Analyst	69026 Assoc Bus Intelligence Engineer	69526 Assoc Bus Functional Analyst (New)	70026 Assoc Website Producer	71026 Assoc Website Developer		72026 Assoc Bus Dev Analyst		77526 Assoc Merch Specialist			
Coordinator	27					70027 Website Coord				76027 Licensing Coord	77527 Merch Coord			
Assistant	28													
Lead Support	31													
Senior Support	32													
Journey Support	33													
Entry Support	34													



Survey Position Grids

Family / Level		ADVERTISING SALES		SALES SUPPORT				GENERAL AND ADMINISTRATIVE				
		Advertising Sales 834	Programmatic Sales 836	Sales Analysis 840	Sales Administration 850	Account Management 860	Sales Marketing 870	Ad Operations 875	Legal Services / Counsel 930	Intellectual Property / Patent Legal Services / Counsel 932	Contracts Administration (New Family) 935	Information Technology 950
Brief Job Family Descriptions		Achieves assigned revenue targets for sale of static and dynamic in-game advertising and sponsorships on game platforms.	Optimizes the selling of advertising inventory using real-time channels and machine-driven methods to increase yield and improve overall advertising revenues.	Compiles, analyzes and reports on sales revenue to support decisions about digital sales programs and to evaluate sales performance.	Processes sales orders, tracks sales versus quota, processes sales orders and monitors sales expenses. Supports the tracking of sales incentive / commission calculations.	Supports sales personnel during the sales cycle and manages accounts on a daily basis after the close of sale, maintaining regular contact.	Develops, disseminates and supports promotional programs, sales pitches and new products for the sales function.	Ensures the delivery, testing, technical implementation and optimization of rich media advertisements on the organization's multiple digital platforms.	Protects the ordinary and special interests of the organization. Advises management on legal matters related to software games development, content licensing, publishing and distribution. Drafts and reviews binding agreements and contracts. Prepares, participates in, and/or supports litigation matters. Ensures regulatory compliance.	Provides legal services and counsel on matters related to the ownership of service marks or trademarks, patents, trade secrets and/or copyrights.	Drafts, reviews and administers contracts, identifies gaps and opportunities to benefit the organization. Maintains contract databases. Alerts relevant parties in advance of expiration to facilitate extensions and/or renewals. Supports attorneys and internal client groups.	Plans, designs, installs, upgrades and troubleshoots technology systems, software and data applications that support internal business operations. May oversee hardware, software and network systems that publish or host games and content. Ensures systems' continued functionality, availability, latency, scalability and efficiency.
Top Executive	10											
Senior Vice President	11								93011 SVP, Legal Svcs / Sr Exec Counsel			
Vice President	12								93012 VP, Legal Svcs / Exec Counsel	93212 VP, IP / Patent Legal Svcs / Exec Counsel		95012 VP, IT
Senior Director	13						87013 Sr Dir, Sales Marketing		93013 Sr Dir, Legal Svcs / Assoc Exec Counsel	93213 Sr Dir, IP / Patent Legal Svcs / Assoc Exec Counsel		95013 Sr Dir, IT
Director	14	83414 Dir, Ad Sales	83614 Dir, Programmatic Sales	84014 Dir, Sales Analysis	85014 Dir, Sales Admin		87014 Dir, Sales Marketing		93014 Dir, Legal Svcs / Sr Counsel	93214 Dir, IP / Patent Legal Svcs / Sr Counsel		95014 Dir, IT
Senior Manager	15					86015 Sr Mgr, Account Management	87015 Sr Mgr, Sales Marketing		93015 Sr Mgr, Legal Svcs / Counsel	93215 Sr Mgr, IP / Patent Legal Svcs / Counsel		95015 Sr Mgr, IT
Manager	16	83416 Mgr, Ad Sales	83616 Mgr, Programmatic Sales	84016 Mgr, Sales Analysis	85016 Mgr, Sales Admin		87016 Mgr, Sales Marketing	87516 Mgr, Ad Operations	93016 Mgr, Legal Svcs / Assoc Counsel	93216 Mgr, IP / Patent Legal Svcs / Assoc Counsel		95016 Mgr, IT
Supervisor	17											
Lead	18											95018 Lead IT Engineer
Principal IC	21											95021 Principal IT Engineer
Sr Adv IC	22											
Advanced IC	23											
Senior IC	24	83424 Sr Ad Sales Account Exec	83624 Sr Programmatic Sales Account Exec	84024 Sr Sales Analyst		86024 Sr Account Mgr	87024 Sr Sales Marketing Specialist	87524 Sr Ad Operations Specialist	93024 Sr Paralegal (New)		93524 Sr Contracts Admin (New)	95024 Sr IT Engineer
Journey IC	25	83425 Ad Sales Account Exec	83625 Programmatic Sales Account Exec	84025 Sales Analyst		86025 Account Mgr	87025 Sales Marketing Specialist	87525 Ad Operations Specialist	93025 Paralegal (New)		93525 Contracts Admin (New)	95025 IT Engineer
Associate IC	26				85026 Sr Sales Coord		87026 Assoc Sales Marketing Specialist	87526 Assoc Ad Operations Specialist	93026 Assoc Paralegal (New)		93526 Assoc Contracts Admin (New)	95026 Assoc IT Engineer
Coordinator	27				85027 Sales Coord							
Assistant	28											
Lead Support	31											
Senior Support	32											95032 Sr Help Desk Coord
Journey Support	33											95033 Help Desk Coord
Entry Support	34											



Survey Position Grids

Family Level		GENERAL AND ADMINISTRATIVE (CONT'D)											
		Finance	Accounting	Finance - Royalty Accounting	Human Resources	Recruiting	Technical Recruiting	Recruitment Sourcing	Internal Communications	Diversity, Equity and Inclusion	Learning and Development	Outsourcing Administration	Administration
		960	965	970	980	981	982	983	992	993	994	995	997
Brief Job Family Descriptions		Develops budgets and forecasts. Reports on variances and provides updated forecasts and models. Supports client groups in planning and decision-making with financial and scenario modeling. Develops financial models for new ventures.	Develops, implements and maintains accounting systems and their required entries, reconciliation and reporting. Complies with approved accounting principles. Participates in and supports regular and special audits.	Tracks and reviews royalty payments and creates royalty statements. Participates in budgeting, forecasting and financial closing processes related to royalties.	Directs and implements activities that maximize attraction, retention, motivation, professional growth and productivity of employees. Develops, administers and advises management on human resources strategies, policies, programs and processes. Ensures compliance with various entities.	Develops and administers staffing plans, programs and processes to recruit required talent. Sources, interviews and supports the selection of employees. Consults with line management on staffing needs.	Develops and administers staffing plans, programs and processes to recruit required talent for technical roles. Sources, interviews and supports the selection of employees. Consults with line management on staffing needs.	Ensures a continuous talent pipeline through both traditional and innovative sourcing methods. Advocates employment brand and maintains relationships with talent sources.	Develops and communicates the organization's desired image and messages to internal staff. Aligns communication of human resources programs and initiatives with the organization's vision and goals.	Develops and implements strategic and operational plans to increase diversity, equity and inclusion within the organization's brand, content, marketing, recruitment, people management and culture.	Develops and administers plans, programs and processes that improve the productivity of employees. Develops workforce metrics and insights to assess developmental needs to drive training initiatives.	Evaluates and selects vendors to fulfill production and staffing needs.	Provides support and specialized assistance to relieve executives, management and/or staff of administrative tasks.
Top Executive	10												
Senior Vice President	11				98011 SVP, HR								
Vice President	12	96012 VP, Finance	96512 VP, Accounting / Controller		98012 VP, HR	98112 VP, Recruiting	98212 VP, Tech Recruiting						
Senior Director	13	96013 Sr Dir, Finance	96513 Sr Dir, Accounting / Asst Controller		98013 Sr Dir, HR	98113 Sr Dir, Recruiting	98213 Sr Dir, Tech Recruiting						
Director	14	96014 Dir, Finance	96514 Dir, Accounting		98014 Dir, HR	98114 Dir, Recruiting	98214 Dir, Tech Recruiting		99314 Dir, Diversity, Equity and Inclusion			99514 Dir, Outsourcing Admin	
Senior Manager	15	96015 Sr Mgr, Finance			98015 Sr Mgr, HR	98115 Sr Mgr, Recruiting	98215 Sr Mgr, Tech Recruiting						
Manager	16	96016 Mgr, Finance	96516 Mgr, Accounting	97016 Mgr, Royalty Accounting	98016 Mgr, HR	98116 Mgr, Recruiting	98216 Mgr, Tech Recruiting		99316 Mgr, Diversity, Equity and Inclusion	99416 Mgr, Learning and Development			
Supervisor	17												
Lead	18					98118 Lead Recruiter	98218 Lead Tech Recruiter						
Principal IC	21												
Sr Adv IC	22												99725 Office Manager
Advanced IC	23												99781 Executive Assistant to Senior Management
Senior IC	24	96024 Sr Financial Analyst	96524 Sr Accountant		98024 Sr HR Spec / Bus Partner	98124 Sr Recruiter	98224 Sr Tech Recruiter	98324 Sr Recruitment Sourcer	99224 Sr Internal Communications Spec	99324 Sr Diversity, Equity and Inclusion Spec		99524 Sr Outsourcing Mgr	99782 Executive Assistant to Head of Studio
Journey IC	25	96025 Financial Analyst	96525 Accountant		98025 HR Spec / Bus Partner	98125 Recruiter	98225 Tech Recruiter	98325 Recruitment Sourcer	99225 Internal Communications Spec		99425 Learning and Development Spec	99525 Outsourcing Mgr	99784 Assistant to Senior Vice President
Associate IC	26	96026 Assoc Financial Analyst	96526 Assoc Accountant		98026 Assoc HR Spec / Bus Partner	98126 Assoc Recruiter	98226 Assoc Tech Recruiter	98326 Assoc Recruitment Sourcer				99526 Assoc Outsourcing Mgr	99785 Assistant to Vice President
Coordinator	27	96027 Financial Coord	96527 Assoc Coord		98027 HR Coord	98127 Recruiting Coord	98227 Tech Recruiting Coord	98327 Recruitment Sourcing Coord				99527 Outsourcing Coord	99786 Assistant to Levels Below Vice President
Assistant	28				98028 HR Asst								
Lead Support	31												
Senior Support	32												
Journey Support	33												
Entry Support	34												

