

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Studio Executives	Family		STORY / VISUAL DEVELOPMENT							ANIMATION	
			Story	TV Animation / Shorts	Generalist Art	Character Design	Visual Development	Pre-Visualization	Modeling	Layout	Character Animation
			200	210	225	230	240	250	260	280	300
12 Head of Production Management 14 Head of Animation Studio 16 Top Creative Executive 18 Head of Virtual Reality 20 Animation Film Director	<b>Brief Job Family Descriptions</b>		Generates and develops story ideas, sequences, storyboards, elements and enhancements throughout production.	Manages the animation process of an animated television or short film production, ensuring that the creative desires, as well as production requirements, are met.	Typically versed in two or more skill sets within the pipeline, including modeling, rigging, texturing and lighting across characters, props and environments. Match here only if incumbent is a true generalist, benchmarked as a separate role.	Creates characters to meet established vision for the production, including look, personality, movement, expression.	Creates and presents concepts and designs for the production, including character, sets, lighting, props, key art. Creates plan views and blue prints.	Creates sequences of shots that convey the story through the application of traditional filmmaking principles in a 3D computer graphics environment.	Creates, builds and maintains models of story elements, including characters, environments, elements, sets, structures.	Creates 3D layouts. Translates sketches into 3D layouts and shot sequences and scenes. May create sets and scenes. Determines camera placement, blocks characters, sets and props. Shepherds shots through final layout.	Defines, leads and executes major character animation for productions, including personality and animation style.
<b>Production Leadership</b>	<b>Senior Production Leadership / Head of Function</b>	20012 Head of Story	21012 Head of TV Animation / Shorts	22012 Production Designer			25012 Head of Pre-Visualization		28012 Head of Layout	30012 Head of Character Animation	
	<b>Pipeline / Sequence Leadership</b>	20016 Story Supervisor		22016 Animation Art Dir			25016 Pre-Visualization Supv	26016 Model Supv	28016 Layout Supv	30016 Animation Supv	
22016.5 Assoc Animation Art Dir											
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>	20021 Princ Story Artist			23021 Princ Character Designer	24021 Princ Visual Dev Artist		26021 Princ Modeler	28021 Princ Layout Artist	30021 Princ Animator	
	<b>Advanced Individual Contributor</b>			22523 Adv CG Generalist							
	<b>Senior / Lead Individual Contributor</b>	20024 Sr/Lead Story Artist		22524 Sr/Lead CG Generalist	23024 Sr/Lead Character Designer	24024 Sr/Lead Visual Dev Artist	25024 Sr/Lead Pre-Visualization Artist	26024 Sr/Lead Modeler	28024 Sr/Lead Layout Artist	30024 Sr/Lead Animator	
	<b>Individual Contributor</b>	20025 Story Artist			23025 Character Designer	24025 Visual Dev Artist	25025 Pre-Visualization Artist	26025 Modeler	28025 Layout Artist	30025 Animator	
	<b>Associate Individual Contributor</b>	20026 Assoc Story Artist			23026 Assoc Character Designer	24026 Assoc Visual Dev Artist		26026 Assoc Modeler	28026 Assoc Layout Artist	30026 Assoc Animator	
<b>Support</b>	<b>Senior Coordinator / Technician</b>										
	<b>Coordinator / Technician</b>					24027.5 Visual Dev Coord					
	<b>Assistant</b>										

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Level / Family		TECHNICAL / SHOT PRODUCTION							
		Stop Motion	Fabrication	Character Set-Up / Rigging	3D Environment	Virtual Production	Shading / Texture Painting	Character Simulation	Matte
		402	404	410	415	417	420	465	467
<b>Brief Job Family Descriptions</b>		Creates animation and character performances in stop motion using puppets, clay figures, interactive props and/or other physical assets that meet the creative vision for a production.	Fabricates components for puppets, clay figures, sets and/or interactive props used in animated, typically stop motion, productions.	Constructs character rigs and animation controls for use by animators, including skeleton, limb, facial expression, skin and hair movement.	Creates 3D environments using modeling, texturing, lighting and other techniques to meet art direction for a production.	Uses on-set virtual production systems to combine live-action footage and computer graphics in real time. Facilitates interactive visualization of digital scenes for a production.	Designs tools and/or texture maps, and creates shading and/or surface qualities of elements, including characters, sets, props and environments.	Creates, models and animates the external features of characters, including hair, fur, cloth, grooming and/or tailoring and dynamic simulation.	Creates digital environments either for animated productions or live-action films.
<b>Production Leadership</b>	<b>Senior Production Leadership / Head of Function</b>	40010 Top Production Technical Role							
		40011 Digital Effects Supervisor							
		40012 CG Supervisor							
	<b>Pipeline / Sequence Leadership</b>	40216 Stop Motion Supv	40416 Fabrication Supv	41016 Char Set-Up / Rigging Supv	41516 3D Environment Supv	41716 Virtual Prod Supv	42016 Shading and/or Texture Painting Supv	46516 Character Simulation Supv	46716 Matte Supv
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>			41021 Princ Char Set-Up / Rigging Tech Dir			42021 Princ Shading / Texture Painting IC	46521 Princ Character Simulation Tech Dir	46721 Princ Matte Artist
	<b>Advanced Individual Contributor</b>								
	<b>Senior / Lead Individual Contributor</b>	40224 Sr/Lead Stop Motion Animator	40424 Sr/Lead Fabricator	41024 Sr/Lead Char Set-Up / Rigging Tech Dir	41524 Sr/Lead 3D Environment Artist	41724 Sr/Lead Virtual Prod Tech Dir	42024 Sr/Lead Shading / Texture Painting IC	46524 Sr/Lead Character Simulation Tech Dir	46724 Sr/Lead Digital Matte Artist
	<b>Individual Contributor</b>	40225 Stop Motion Animator	40425 Fabricator	41025 Char Set-Up / Rigging Tech Dir	41525 3D Environment Artist	41725 Virtual Prod Tech Dir	42025 Shading / Texture Painting IC	46525 Character Simulation Tech Dir	46725 Digital Matte Artist
	<b>Associate Individual Contributor</b>			41026 Assoc Char Set-Up / Rigging Tech Dir		41726 Assoc Virtual Prod Tech Dir	42026 Assoc Shading / Texture Painting IC	46526 Assoc Character Simulation Tech Dir	46726 Assoc Digital Matte Artist (New)
<b>Support</b>	<b>Senior Coordinator / Technician</b>								
	<b>Coordinator / Technician</b>								
	<b>Assistant</b>								

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Family  Level		TECHNICAL / SHOT PRODUCTION					
		Lighting 470	Compositing 471	Rendering 472	Pipeline Technical Direction 475	Generalist Technical Direction 476	On-Set Data Acquisition 480
		Designs and implements lighting and shadows of objects, scenes or effects.	Assembles previously created assets to develop final images during production.	Renders and finishes shots, including shading, texture, shadows and refractions, to create final appearance.	Manages and implements technical processes that facilitate single or multiple stages of work in an animation or visual effects production pipeline.	Provides technical support to all aspects of a production, implementing fixes and solutions in the technical and artistic completion of shots and scenes.	Captures data and reference information during live shoots to be used in the creation of visual effects. Oversees and guarantees the integrity and safety of data from the set to all end users.
<b>Brief Job Family Descriptions</b>							
<b>Production Leadership</b>	<b>Senior Production Leadership / Head of Function</b>	40010 Top Production Technical Role (continued)					
		40011 Digital Effects Supervisor (continued)					
		40012 CG Supervisor (continued)					
	<b>Pipeline / Sequence Leadership</b>	47016 Lighting Supv	47116 Compositing Supv	47216 Render Supv	47516 Pipeline Tech Dir Supv	47616 Generalist Tech Dir Supv	
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>	47021 Princ Lighting Artist		47221 Princ Renderer	47521 Princ Pipeline Tech Dir	47621 Princ Generalist Techn Dir	
	<b>Advanced Individual Contributor</b>						
	<b>Senior / Lead Individual Contributor</b>	47024 Sr/Lead Lighting Artist	47124 Sr/Lead Compositor	47224 Sr/Lead Renderer	47524 Sr/Lead Pipeline Tech Dir	47624 Sr/Lead Generalist Tech Dir	
	<b>Individual Contributor</b>	47025 Lighting Artist	47125 Compositor	47225 Renderer	47525 Pipeline Tech Dir	47625 Generalist Tech Dir	48025 On-Set Data Wrangler
	<b>Associate Individual Contributor</b>	47026 Assoc Lighting Artist	47126 Assoc Compositor	47226 Assoc Renderer <i>(New)</i>		47626 Assoc Generalist Tech Dir	
<b>Support</b>	<b>Senior Coordinator / Technician</b>				47527 Sr Pipeline Coord		
	<b>Coordinator / Technician</b>				47527.5 Pipeline Coord		
	<b>Assistant</b>				47528 Asst Pipeline Coord		

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Level \ Family		EFFECTS / LIVE ACTION						
		Motion Capture	Effects	Crowds	Stereoscopic Imaging	Rotoscope / Digital Paint Art	Match Moving	Motion Graphics
		483	484	486	489	490	495	497
<b>Brief Job Family Descriptions</b>		Directs and produces the necessary motion capture shots and sequences for a production. Manages motion capture studio and equipment.	Creates and animates digital effects for (super) natural phenomena for live-action productions and integrates effects into shots.	Manages production and delivery of digital crowds shots. Develops technical tools needed to create crowd animation.	Creates, manages, and delivers 3D assets for a production, establishing the creative and technical approach to delivering 3D shots, including stereoscopic approach and creation of stereo rigs. Ensures quality delivery of 3D shots through post production.	Digitally removes unwanted elements from frames and ensures that voids match frame environment in delivery of final images.	Manipulates software camera to align computer graphics and live-action scenes into final shots.	Designs and animates 2D and 3D motion graphics assets for a production.
<b>Production Leadership</b>	<b>Senior Production Leadership / Head of Function</b>		48412 Head of Effects		48912 Head of Stereoscopic Imaging			
	<b>Pipeline / Sequence Leadership</b>	48316 Motion Capture Supv	48416 Effects Supv	48616 Crowds Supv	48916 Stereoscopic Supv		49516 Match Moving Supv	
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>		48421 Princ Effects Artist					
	<b>Advanced Individual Contributor</b>							
	<b>Senior / Lead Individual Contributor</b>	48324 Sr/Lead Motion Capture Tech Dir	48424 Sr/Lead Effects Artist	48624 Sr/Lead Crowds Artist	48924 Sr/Lead Stereoscopic Tech Dir	49024 Sr/Lead Rotoscope / Digital Paint Artist	49524 Sr/Lead Match Mover	49724 Sr/Lead Motion Graphics Artist
	<b>Individual Contributor</b>	48325 Motion Capture Tech Dir	48425 Effects Artist	48625 Crowds Artist	48925 Stereoscopic Tech Dir	49025 Rotoscope / Digital Paint Artist	49525 Match Mover	49725 Motion Graphics Artist
	<b>Associate Individual Contributor</b>		48426 Assoc Effects Artist		48926 Assoc Stereoscopic Tech Dir	49026 Assoc Rotoscope / Digital Paint Artist		
<b>Support</b>	<b>Senior Coordinator / Technician</b>		48427 Sr Effects Technician					
	<b>Coordinator / Technician</b>	48327.5 Motion Capture Technician	48427.5 Effects Technician					
	<b>Assistant</b>		48428 Asst Effects Technician					

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Level / Family		PRODUCING						Director's Assistant / Producer's Assistant <i>(New Family)</i>
		Development	Producing / Production Management	Line Producing	Animation Writing	Script	Feature Effects Producing	
		499	500	505	510	515	520	
<b>Brief Job Family Descriptions</b>		Identifies, develops and acquires projects and related talent for the studio. Develops a continuous pipeline of projects for evaluation.	Manages business function of a production, including assembling resources, funding and talent; negotiates resources.	Manages day-to-day schedules, budgets and crews to ensure the timely, efficient and on-budget completion of a production.	Writes and revises scripts for a production from treatment through final draft. May create and develop original stories or contribute to existing projects.	Maintains master production scripts. Supervises, tracks, updates and communicates version changes. Attends and documents dialogue sessions to track changes, line counts and script revisions.	Manages business function for feature effects, including assembling resources, funding and talent; negotiates resources. Creates effects production schedule.	Provides support and manages day-to-day logistical and administrative needs of the Director and/or Producer on a production.
<b>Production Leadership</b>	<b>Executive</b>	49911 SVP, Development 49912 VP, Development						
	<b>Senior Production Leadership / Head of Function</b>	49914 Dir, Development	50012 Producer 50014 Co-Producer	50514 Sr Line Producer			52012 Producer, Feature Effects 52014 Co-Producer, Feature Effects	
	<b>Pipeline / Sequence Leadership</b>		50016 Assoc Producer	50516 Line Producer	51016 Story Editor			
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>	49921 Sr Creative Executive	50021 Sr Prodn Mgr					
	<b>Advanced Individual Contributor</b>							
	<b>Senior / Lead Individual Contributor</b>	49924 Creative Executive	50024 Prodn Mgr				52024 Digital Effects Producer	
	<b>Individual Contributor</b>	49925 Jr Creative Executive	50025 Assoc Prodn Mgr		51025 Animation Writer			
	<b>Associate Individual Contributor</b>		50026 Prodn Supervisor					
<b>Support</b>	<b>Senior Coordinator / Technician</b>		50027 Sr Prodn Coord			51527 Script Supervisor		
	<b>Coordinator / Technician</b>	49927.5 Development Coord	50027.5 Prodn Coord			51527.5 Script Coord		
	<b>Assistant</b>	49928 Development Asst	50028 Prodn Asst		51028 Animation Writing Asst			52528 Director's Asst / Producer's Asst <i>(New)</i>

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Level \ Family		POST PRODUCTION								
		Post Production	Animated Feature Film Editing	Visual Effects Editing	Special Projects Editing	Animatics Editing	Recording Engineering	Sound Editing	Transfer Operations	Projection
		590	600	605	611	613	615	618	621	630
<b>Brief Job Family Descriptions</b>		Accountable for scheduling, budgeting and resourcing post-production elements. Resources, manages and schedules third-party, post-production functions.	Delivers final film edits, including assembly and pacing, to achieve consistency and feel; makes decisions and trade-offs regarding cost, schedule and quality.	Updates and incorporates required versions of visual effects shots into current cuts of visual effects / live-action sequences.	Delivers final edits for projects such as marketing content, trailers, short films and interstitials. Includes assembly and pacing to achieve consistency, feel.	Creates, edits and delivers animatics, produced by shooting successive sections of a storyboard and adding a soundtrack, that serve as an animation reference.	Sets up and operates recording equipment and records sounds, including dialog, soundtracks and special effects, to meet direction.	Provides creative and technical sound support for projects in production, including editing sound effects and music and mixing reels for screenings.	Prepares a range of media assets for transfer from existing format to designated format according to technical specifications.	Sets up, operates and coordinates a variety of media equipment, including motion picture, picture projecting and sound reproducing equipment, to produce coordinated effects on screen.
<b>Production Leadership</b>	<b>Executive</b>									
	<b>Senior Production Leadership / Head of Function</b>	59012 Head of Post Prodn	60012 Editor, Animated Feature Film							
	<b>Pipeline / Sequence Leadership</b>	59016 Post Prodn Supv					61816 Sound Editing Supv			
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>	59021 Princ Post Prodn Adminr	60021 Assoc Editor, Animated Feature Film							
	<b>Advanced Individual Contributor</b>									
	<b>Senior / Lead Individual Contributor</b>	59024 Sr/Lead Post Prodn Adminr		60524 Sr/Lead Visual Effects Editor	61124 Sr/Lead Asst Editor, Special Projects	61324 Sr/Lead Animatics Editor	61524 Sr/Lead Recording Engineer	61824 Sr/Lead Sound Editor		63024 Sr/Lead Projectionist
	<b>Individual Contributor</b>	59025 Post Prodn Adminr	60025 1st Asst Editor, Animated Feature Film	60525 Visual Effects Editor	61125 First Asst Editor, Special Projects	61325 Animatics Editor	61525 Recording Engineer	61825 Sound Editor	62125 Transfer Operator	63025 Projectionist
	<b>Associate Individual Contributor</b>		60026 2nd Asst Editor, Animated Feature Film	60526 Assoc Visual Effects Editor	61126 Second Asst Editor, Special Projects	61326 Assoc Animatics Editor	61526 Assoc Recording Engineer	61826 Assoc Sound Editor		
<b>Support</b>	<b>Senior Coordinator / Technician</b>									
	<b>Coordinator / Technician</b>	59027.5 Post Prodn Coord								
	<b>Assistant</b>	59028 Post Prodn Asst	60028 Editorial Asst	60528 Visual Effects Editing Asst						

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Family / Level		TECHNOLOGY SYSTEMS AND SUPPORT					
		Production Systems Administration	Production Systems / Tools Software Engineering	Pipeline Software Engineering	Color Science	Archive	Digital Resource Management
		800	810	830	850	860	870
<b>Brief Job Family Descriptions</b>		Manages studio's production and editing hardware / software infrastructure, including system configuration, security, maintenance, operation and improvements.	Designs, develops and engineers production and editing hardware / software systems, and develops, tests and implements tools for use by artists and technical directors in the production pipeline.	Designs, develops and implements software that unites the multiple elements of the production pipeline, joining multiple platforms and production functionalities.	Ensures the technical quality and integrity of colors rendered throughout production pipeline. Oversees image processing technology.	Maintains the organization's content and asset archives and is accountable for storage and retrieval.	Manages the scheduling of digital resources for the organization's production and editing systems. Prioritizes and adjusts resource allocations.
<b>Operations Management</b>	<b>Executive</b>	80012 Top Technology Executive					
	<b>Director</b>	80014 Dir, Systems Admin	81014 Dir, Prodn Systems / Tools SWE	83014 Dir, Pipeline SWE		86014 Dir, Archive	
	<b>Senior Manager</b>	80015 Sr Mgr, Systems Admin	81015 Sr Mgr, Prodn Systems / Tools SWE	83015 Sr Mgr, Pipeline SWE	85015 Sr Mgr, Color Science	86015 Sr Mgr, Archive	87015 Sr Mgr, Digital Resource
	<b>Manager</b>	80016 Mgr, Systems Admin	81016 Mgr, Prodn Systems / Tools SWE	83016 Mgr, Pipeline SWE	85016 Mgr, Color Science	86016 Mgr, Archive	87016 Mgr, Digital Resource
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>		81021 Princ Prodn Systems / Tools SWE	83021 Princ Pipeline SWE	85021 Colorist	86021 Princ Archivist	
	<b>Advanced Individual Contributor</b>		81023 Adv Prodn Systems / Tools SWE	83023 Adv Pipeline SWE	85023 Adv Color Scientist	86023 Adv Archivist	
	<b>Senior Individual Contributor</b>	80024 Sr Systems Admnr	81024 Sr Prodn Systems / Tools SWE	83024 Sr Pipeline SWE	85024 Sr Color Scientist	86024 Sr Archivist	87024 Sr Render Farm Wrangler
	<b>Individual Contributor</b>	80025 Systems Admnr	81025 Prodn Systems / Tools SWE	83025 Pipeline SWE	85025 Color Scientist	86025 Archivist	87025 Render Farm Wrangler
	<b>Associate Individual Contributor</b>	80026 Assoc Systems Admnr	81026 Assoc Prodn Systems / Tools SWE	83026 Assoc Pipeline SWE			
<b>Support</b>	<b>Senior Coordinator / Technician</b>						
	<b>Coordinator / Technician</b>						
	<b>Assistant</b>						

# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Family  Level		GENERAL AND ADMINISTRATIVE						
		Business Affairs	Casting	Music	Composing	Production Accounting	Production Finance	Artist Management
		905	907	908	909	910	911	925
<b>Brief Job Family Descriptions</b>		Negotiates and structures deals with third parties for talent and content development. Manages vendor agreements and performance. Manages and negotiates rights clearance and licensing.	Sources, screens and selects talent for productions. Makes contributions to "look and feel" of productions through talent evaluation and selection. Specializes in evaluating voice talent.	Identifies, negotiates for, acquires and develops music and/or artists to write and/or perform music to meet the creative vision of the production. Directs recording of music from pre-production through final mixing.	Creates original musical arrangements to meet the creative vision of the production.	Tracks, analyzes and reports on expenses of a production. Provides project cost reports to management.	Develops budgets, variances, forecasts, scenarios and financial recommendations for production management. Develops financial models and budget recommendations.	Manages professional development of creative or technical production talent; assesses skills; creates development plans; assigns talent to projects. May be responsible for resourcing and scheduling artist talent for assignment on productions.
<b>Operations Management</b>	<b>Top</b>	90510 Top Business Affairs Executive				91010 Top Prodn Finance and Accounting Executive		
	<b>Vice President</b>	90512 VP, Business Affairs	90712 VP, Casting	90812 Head of Music		91012 VP, Prodn Finance and Accounting		92512 VP, Artist Management
	<b>Director</b>	90514 Dir, Business Affairs	90714 Dir, Casting	90814 Dir, Music	90914 Dir, Composing	91014 Dir, Prodn Accounting		92514 Dir, Artist Management
	<b>Senior Manager</b>		90715 Sr Casting Supv	90815 Sr Mgr, Music			91115 Sr Mgr, Prodn Finance	92515 Sr Mgr, Artist Management
	<b>Manager</b>		90716 Casting Supv	90816 Mgr, Music			91116 Mgr, Prodn Finance	92516 Mgr, Artist Management
	<b>Associate Manager</b>							92517 Assoc Mgr, Artist Management
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>		90721 Princ Casting Admnr				91121 Princ Prodn Financial Analyst	
	<b>Advanced Individual Contributor</b>		90723 Adv Casting Admnr		90923 Adv Composer	91023 Adv Prodn Accountant	91123 Adv Prodn Financial Analyst	
	<b>Senior Individual Contributor</b>		90724 Sr Casting Admnr		90924 Sr Composer	91024 Sr Prodn Accountant	91124 Sr Prodn Financial Analyst	
	<b>Individual Contributor</b>		90725 Casting Admnr		90925 Composer	91025 Prodn Accountant		
	<b>Associate Individual Contributor</b>		90726 Assoc Casting Admnr			91026 Assoc Prodn Accountant		92526 Artist Management Assoc
<b>Support</b>	<b>Senior Coordinator / Technician</b>		90727 Sr Casting Coord			91027 Sr Prodn Accounting Coord	91127 Sr Prodn Finance Coord	
	<b>Coordinator / Technician</b>	90527.5 Business Affairs Coord	90727.5 Casting Coord	90827.5 Music Coord				92527.5 Artist Management Coord
	<b>Assistant</b>		90728 Casting Asst		90928 Composing Asst	91028 Prodn Accounting Asst		



# 2023 Croner Animation Visual Effects Compensation Survey - Position Grids

Level \ Family		GENERAL AND ADMINISTRATIVE (CONT'D)							
		Department Supervising	Recruiting	Training	Talent Development Outreach	Cultural Consulting	Diversity, Equity and Inclusion ("DEI") <i>(New Family)</i>	Marketing / Promotions	Administrative Assistant <i>(New Family)</i>
		927	929	930	935	937	938	940	950
<b>Brief Job Family Descriptions</b>		Responsible for the supervisory and administrative duties for a family in the pipeline; accountable for departmental operational decisions.	Develops, administers and executes staffing strategies, programs and processes to ensure recruitment of required talent.	Assesses production training needs. Designs, recommends and provides training to ensure artistic, technical skills meet production needs. Manages third-party and internal training resources.	Ensures a continuous talent pipeline, establishing relationships with organizations that provide art, animation, film and technology talent.	Provides insight and guidance on cultural matters to ensure that content is representative of the people, cultures and backgrounds being portrayed in productions, and is in accordance with the organization's overall diversity and inclusion strategy and policies.	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.	Creates assets and collateral to promote film, home entertainment and digital releases for delivery on a variety of media formats.	Provides support and specialized assistance to relieve executives, management and/or staff of administrative tasks.
<b>Operations Management</b>	<b>Top</b>							94010 Top Marketing / Promotions Executive	
	<b>Vice President</b>							94012 VP, Marketing / Promotions	
	<b>Director</b>	92714 Department Supervisor	92914 Dir, Recruiting	93014 Dir, Training	93514 Dir, Talent Development Outreach			94014 Dir, Marketing / Promotions	
	<b>Senior Manager</b>			93015 Sr Mgr, Training	93515 Sr Mgr, Talent Development Outreach			94015 Sr Mgr, Marketing / Promotions	
	<b>Manager</b>		92916 Mgr, Recruiting	93016 Mgr, Training	93516 Mgr, Talent Development Outreach		93816 Mgr, DEI <i>(New)</i>	94016 Mgr, Marketing / Promotions	
	<b>Associate Manager</b>								
<b>Individual Contributor</b>	<b>Principal Individual Contributor</b>					93721 Cultural Consultant			95080 Asst to Chair / CEO <i>(New)</i> 95081 Asst to C-Level (excl. Chair / CEO) <i>(New)</i> 95082 Asst to Pres <i>(New)</i> 95083 Asst to EVP <i>(New)</i> 95084 Asst to SVP <i>(New)</i> 95085 Asst to VP <i>(New)</i> 95086 Asst to below VP <i>(New)</i>
	<b>Advanced Individual Contributor</b>			93023 Adv Trainer				94023 Adv Marketing / Promotions IC	
	<b>Senior Individual Contributor</b>		92924 Sr Recruiter	93024 Sr Trainer				94024 Sr Marketing / Promotions IC	
	<b>Individual Contributor</b>		92925 Recruiter	93025 Trainer	93525 Talent Development Outreach IC			94025 Marketing / Promotions IC	
	<b>Associate Individual Contributor</b>								
<b>Support</b>	<b>Senior Coordinator / Technician</b>								
	<b>Coordinator / Technician</b>				93527.5 Talent Development Outreach Coord		93827.5 DEI Coord <i>(New)</i>	94027.5 Marketing / Promotions Coord	
	<b>Assistant</b>								