

# Survey Position Grids

SENIOR MANAGEMENT 99	Level	Family	STUDIO MANAGEMENT 100	LINE OF BUSINESS MANAGEMENT 101	PRODUCT DEVELOPMENT												
					Production Management 200	Product Development - Creative 210	Producing 220	Publishing Producing 221	Live Ops Producing 222	Monetization 224							
25 Chief Executive Officer 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		<b>Brief Job Family Descriptions</b>  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.	
<b>Top Executive</b>	<b>10</b>		10009 Head of Studios														
<b>Senior Vice President</b>	<b>11</b>			10111 SVP, Strategic Bus Unit		20011 SVP, Prdn Mgmt											
<b>Vice President</b>	<b>12</b>		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
<b>Senior Director</b>	<b>13</b>		10013 Sr Dir, Studio Management (New)			20013 Sr Dir, Prdn Mgmt	21013 Sr Dir, Creative		22013 Sr Exec Producer	22113 Sr Exec Publishing Producer							22413 Sr Dir, Monetization
<b>Director</b>	<b>14</b>		10014 Dir, Studio Management (New)			20014 Dir, Prdn Mgmt	21014 Dir, Creative		22014 Exec Producer	22114 Exec Publishing Producer	22214 Exec Live Ops Producer						22414 Dir, Monetization
<b>Senior Manager</b>	<b>15</b>					20015 Sr Prdn Mgr (Mgmt)			22015 Sr Producer (Mgmt)	22115 Sr Publishing Producer (Mgmt)	22215 Sr Live Ops Producer (Mgmt)						22415 Sr Mgr, Monetization
<b>Manager</b>	<b>16</b>								22016 Producer (Mgmt)	22116 Publishing Producer (Mgmt)	22216 Live Ops Producer (Mgmt)						22416 Mgr, Monetization
<b>Supervisor</b>	<b>17</b>																
<b>Lead</b>	<b>18</b>						21018 Lead Creative										
<b>Principal IC</b>	<b>21</b>																
<b>Sr Adv IC</b>	<b>22</b>								22022 Sr Adv Producer								
<b>Advanced IC</b>	<b>23</b>								22023 Adv Producer				22223 Adv Live Ops Producer				
<b>Senior IC</b>	<b>24</b>					20024 Sr Prdn Mgr			22024 Sr Producer	22124 Sr Publishing Producer	22224 Sr Live Ops Producer						22424 Sr Monetization Analyst
<b>Journey IC</b>	<b>25</b>					20025 Prdn Mgr			22025 Producer	22125 Publishing Producer	22225 Live Ops Producer						22425 Monetization Analyst
<b>Associate IC</b>	<b>26</b>					20026 Assoc Prdn Mgr			22026 Assoc Producer	22126 Assoc Publishing Producer	22226 Assoc Live Ops Producer						22426 Assoc Monetization Analyst
<b>Coordinator</b>	<b>27</b>					20027 Prdn Coord			22027 Asst Producer	22127 Asst Publishing Producer							
<b>Assistant</b>	<b>28</b>								20028 Prdn Asst (Any Area of Prod Dev)								
<b>Lead Support</b>	<b>31</b>																
<b>Senior Support</b>	<b>32</b>																
<b>Journey Support</b>	<b>33</b>																
<b>Entry Support</b>	<b>34</b>																



# Survey Position Grids

Family  Level		PRODUCT DEVELOPMENT (CONT'D)									
		Product Management 225	Technical Product Management 226	Game Directing 227	Systems Design 229	Game Design 230	Technical Game Design 232	Level Layout Design 234	Incentive Game Design 235	Content Design 236	Combat Design 237
		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.
<b>Top Executive</b>	<b>10</b>										
<b>Senior Vice President</b>	<b>11</b>										
<b>Vice President</b>	<b>12</b>		22612 VP, Technical Prod Mgmt	22712 VP, Game Directing		23012 VP, Game Design					
<b>Senior Director</b>	<b>13</b>	22513 Sr Dir, Prod Mgmt	22613 Sr Dir, Technical Prod Mgmt	22713 Sr Game Dir		23013 Sr Dir, Game Design					
<b>Director</b>	<b>14</b>	22514 Dir, Prod Mgmt	22614 Dir, Technical Prod Mgmt	22714 Game Dir		23014 Dir, Game Design	23414 Dir, Level Layout Design				
<b>Senior Manager</b>	<b>15</b>	22515 Sr Mgr, Prod Mgmt	22615 Sr Mgr, Technical Prod Mgmt	22715 Assoc Game Dir		23015 Sr Mgr, Game Design					
<b>Manager</b>	<b>16</b>	22516 Mgr, Prod Mgmt (New)	22616 Mgr, Technical Prod Mgmt (New)			23016 Mgr, Game Design					
<b>Supervisor</b>	<b>17</b>	22517 Supv, Prod Mgmt (New)	22617 Supv, Technical Prod Mgmt (New)								
<b>Lead</b>	<b>18</b>				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	
<b>Principal IC</b>	<b>21</b>					23021 Principal Game Designer		23521 Principal Incentive Game Designer	23621 Principal Content Designer	23721 Principal Combat Designer	
<b>Sr Adv IC</b>	<b>22</b>	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	
<b>Advanced IC</b>	<b>23</b>	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	
<b>Senior IC</b>	<b>24</b>	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	
<b>Journey IC</b>	<b>25</b>	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	
<b>Associate IC</b>	<b>26</b>					23026 Assoc Game Designer	23226 Assoc Technical Game Designer	23426 Assoc Level Layout Designer		23626 Assoc Content Designer 23726 Assoc Combat Designer	
<b>Coordinator</b>	<b>27</b>										
<b>Assistant</b>	<b>28</b>	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)									
<b>Lead Support</b>	<b>31</b>										
<b>Senior Support</b>	<b>32</b>										
<b>Journey Support</b>	<b>33</b>										
<b>Entry Support</b>	<b>34</b>					23034 Scriptor					

# 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
<b>Brief Job Family Descriptions</b>		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.
<b>Top Executive</b>	<b>10</b>											
<b>Senior Vice President</b>	<b>11</b>											
<b>Vice President</b>	<b>12</b>								26012 VP, SW Engrng			
<b>Senior Director</b>	<b>13</b>				24513 Sr Dir, Narrative Design		25213 Sr Dir, Sound / Audio			26013 Sr Dir, SW Engrng		
<b>Director</b>	<b>14</b>		24014 Dir, Mathematics	24114 Dir, Writing / Story	24514 Dir, Narrative Design		25214 Dir, Sound / Audio			26014 Dir, SW Engrng	26514 Dir, AI / Machine Learning Engrng	27514 Dir, Gamplay Engrng
<b>Senior Manager</b>	<b>15</b>				24515 Sr Mgr, Narrative Design		25215 Sr Mgr, Sound / Audio			26015 Sr Mgr, SW Engrng	26515 Sr Mgr, AI / Machine Learning Engrng	27515 Sr Mgr, Gamplay Engrng
<b>Manager</b>	<b>16</b>			24116 Mgr, Writing / Story	24516 Mgr, Narrative Design		25216 Mgr, Sound / Audio		25516 Mgr, Composing	26016 Mgr, SW Engrng	26516 Mgr, AI / Machine Learning Engrng	27516 Mgr, Gamplay Engrng
<b>Supervisor</b>	<b>17</b>						25217 Supv, Sound / Audio					
<b>Lead</b>	<b>18</b>	23818 Lead Mission / Quest Designer		24118 Lead Writer			25218 Lead Sound / Audio Designer			26018 Lead SW Engrnr	26518 Lead AI / Machine Learning Engrnr	27518 Lead Gamplay Engrnr
<b>Principal IC</b>	<b>21</b>	23821 Principal Mission / Quest Designer					25221 Principal Sound / Audio Designer	25321 Principal Tech Sound / Audio Designer		26021 Principal SW Engrnr	26521 Principal AI / Machine Learning Engrnr	27521 Principal Gamplay Engrnr
<b>Sr Adv IC</b>	<b>22</b>	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 Engrnr	26522 Sr Adv AI / Machine Learning Engrnr	27522 Sr Adv Gamplay Engrnr
<b>Advanced IC</b>	<b>23</b>	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 Engrnr	26523 Adv AI / Machine Learning Engrnr	27523 Adv Gamplay Engrnr
<b>Senior IC</b>	<b>24</b>	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 Engrnr	26524 Sr AI / Machine Learning Engrnr	27524 Sr Gamplay Engrnr
<b>Journey IC</b>	<b>25</b>	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 Engrnr	26525 AI / Machine Learning Engrnr	27525 Gamplay Engrnr
<b>Associate IC</b>	<b>26</b>	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 Engrnr	26526 Assoc AI / Machine Learning Engrnr	27526 Assoc Gamplay Engrnr
<b>Coordinator</b>	<b>27</b>											
<b>Assistant</b>	<b>28</b>	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)										
<b>Lead Support</b>	<b>31</b>											
<b>Senior Support</b>	<b>32</b>											
<b>Journey Support</b>	<b>33</b>											
<b>Entry Support</b>	<b>34</b>											

# Survey Position Grids

Family		PRODUCT DEVELOPMENT (CONT'D)										
		Concept Art 305	Art 310	3D Art 312	Character Art 316	Effects Art 318	Lighting 319	Motion Capture (New Family) 321	Technical Art 324	User Experience Design 325	User Interface / User Experience Art 326	User Interface Engineering 328
Level		Brief Job Family Descriptions										
<b>Top Executive</b>	<b>10</b>											
<b>Senior Vice President</b>	<b>11</b>											
<b>Vice President</b>	<b>12</b>	31012 VP, Art Dept										
<b>Senior Director</b>	<b>13</b>	31013 Sr Dir, Art Dept										
<b>Director</b>	<b>14</b>	30514 Dir, Concept Art	31014 Dir, Art Dept	31214 Dir, 3D Art Dept	31614 Dir, Character Art	31814 Dir, Effects Art	31914 Dir, Lighting (New)		32413 Sr Dir, Technical Art	32513 Sr Dir, UX Design		
<b>Senior Manager</b>	<b>15</b>	31015 Sr Mgr, Art Dept										
<b>Manager</b>	<b>16</b>	30516 Mgr, Concept Art	31016 Mgr, Art Dept / Art Dir	31216 Mgr, 3D Art Dept / 3D Art Dir	31616 Mgr, Character Art	31816 Mgr, Effects Art	31916 Mgr, Lighting (New)		32415 Sr Mgr, Technical Art	32515 Sr Mgr, UX Design		
<b>Supervisor</b>	<b>17</b>	31017 Supv, Art Dept										
<b>Lead</b>	<b>18</b>	30518 Lead Concept Artist	31018 Lead Artist	31218 Lead 3D Artist	31618 Lead Character Artist	31818 Lead Effects Artist	31918 Lead Lighting Artist	32117 Supv, Motion Capture (New)	32418 Lead Technical Artist	32518 Lead UX Designer (New)	32618 Lead UI / UX Artist	32818 Lead UI Engineer (New)
<b>Principal IC</b>	<b>21</b>	30521 Principal Concept Artist	31021 Principal Artist	31221 Principal 3D Artist	31621 Principal Character Artist	31821 Principal Effects Artist	31921 Principal Lighting Artist (New)		32421 Principal Technical Artist	32521 Principal UX Designer	32621 Principal UI / UX Artist	
<b>Sr Adv IC</b>	<b>22</b>	30522 Sr Adv Concept Artist	31022 Sr Adv Artist	31222 Sr Adv 3D Artist	31622 Sr Adv Character Artist	31822 Sr Adv Effects Artist	31922 Sr Adv Lighting Artist (New)		32422 Sr Adv Technical Artist	32522 Sr Adv UX Designer	32622 Sr Adv UI / UX Artist	
<b>Advanced IC</b>	<b>23</b>	30523 Adv Concept Artist	31023 Adv Artist	31223 Adv 3D Artist	31623 Adv Character Artist	31823 Adv Effects Artist	31923 Adv Lighting Artist (New)		32423 Adv Technical Artist	32523 Adv UX Designer	32623 Adv UI / UX Artist	
<b>Senior IC</b>	<b>24</b>	30524 Sr Concept Artist	31024 Sr Artist	31224 Sr 3D Artist	31624 Sr Character Artist	31824 Sr Effects Artist	31924 Sr Lighting Artist	32124 Sr Motion Capture Technical Director (New)	32424 Sr Technical Artist	32524 Sr UX Designer	32624 Sr UI / UX Artist	32824 Sr UI Engineer
<b>Journey IC</b>	<b>25</b>	30525 Concept Artist	31025 Artist	31225 3D Artist	31625 Character Artist	31825 Effects Artist	31925 Lighting Artist	32125 Motion Capture Technical Director (New)	32425 Technical Artist	32525 UX Designer	32625 UI / UX Artist	32825 UI Engineer
<b>Associate IC</b>	<b>26</b>	30526 Assoc Concept Artist	31026 Assoc Artist	31226 Assoc 3D Artist	31626 Assoc Character Artist	31826 Assoc Effects Artist	31926 Assoc Lighting Artist		32426 Assoc Technical Artist	32526 Assoc UX Designer	32626 Assoc UI / UX Artist	32826 Assoc UI Engineer
<b>Coordinator</b>	<b>27</b>											
<b>Assistant</b>	<b>28</b>	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)										
<b>Lead Support</b>	<b>31</b>											
<b>Senior Support</b>	<b>32</b>											
<b>Journey Support</b>	<b>33</b>											
<b>Entry Support</b>	<b>34</b>											



# Survey Position Grids

Family		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
<b>Brief Job Family Descriptions</b>		Implements artistic direction into animation for software products. May include: modeling, sculpting, layout, character animation / setup / rigging, look development, texture painting, character simulations, lighting, rendering, motion capture, stereoscopic imaging and in-game cinematics.	Creates character setups, including animation rigs, systems and workflows. May develop tools to optimize animation processes.	Evaluates the quality and ensures delivery of artwork created by third-party art resources and vendors for games in development. Communicates expectations regarding visual quality standards and schedule of deliverables. Provides qualitative feedback to artists to ensure outsourced work meets visual consistency of internally produced art for game. Sources and cultivates relationships with outside artists and vendors and ensures capacity.	Manages the professional development of artist and creative talent. Assesses skills and creates professional development plans. Assigns talent to projects. Sources and evaluates artist talent.	Manages the professional development of game design talent. Assesses skills and creates professional development plans. May assign talent to projects. Sources and evaluates game design talent.	Manages the professional development of engineering talent. Assesses skills and creates professional development plans. May assign talent to projects. Sources and evaluates engineering talent.	Delivers finished, edited video segments for inclusion in products.	Designs and develops software products into targeted countries, ensuring conversion of titles into localized versions to meet meaningful translation and international standards.	Develops and enforces principles and policies that define acceptable behavior and content online.
<b>Top Executive</b>	<b>10</b>									
<b>Senior Vice President</b>	<b>11</b>									
<b>Vice President</b>	<b>12</b>									
<b>Senior Director</b>	<b>13</b>									
<b>Director</b>	<b>14</b>	33014 Dir, Animation Dept			33814 Dir, Artist Mgmt	34014 Dir, Design Mgmt	34214 Dir, Engineering Mgmt		40514 Dir, Localization	40714 Dir, Trust and Safety
<b>Senior Manager</b>	<b>15</b>	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	40015 Sr Mgr, Video Editing (New)		
<b>Manager</b>	<b>16</b>	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
<b>Supervisor</b>	<b>17</b>									
<b>Lead</b>	<b>18</b>	33018 Lead Animator	33518 Lead Technical Animator / Rigger					40018 Lead Video Editor		40718 Lead Trust and Safety Specialist (New)
<b>Principal IC</b>	<b>21</b>	33021 Principal Animator	33521 Principal Technical Animator / Rigger (New)					40021 Principal Video Editor (New)		
<b>Sr Adv IC</b>	<b>22</b>	33022 Sr Adv Animator								
<b>Advanced IC</b>	<b>23</b>	33023 Adv Animator	33523 Adv Technical Animator / Rigger	33723 Adv Art Outsourcing Mgr						
<b>Senior IC</b>	<b>24</b>	33024 Sr Animator	33524 Sr Technical Animator / Rigger	33724 Sr Art Outsourcing Mgr				40024 Sr Video Editor	40524 Sr Localization Producer	
<b>Journey IC</b>	<b>25</b>	33025 Animator	33525 Technical Animator / Rigger	33725 Art Outsourcing Mgr				40025 Video Editor	40525 Localization Producer	
<b>Associate IC</b>	<b>26</b>	33026 Assoc Animator	33526 Assoc Technical Animator / Rigger	33726 Assoc Art Outsourcing Mgr				40026 Assoc Video Editor	40526 Localization Specialist	
<b>Coordinator</b>	<b>27</b>							40027 Video Editing Coord	40527 Localization Coord	
<b>Assistant</b>	<b>28</b>	20028 Prdn Asst (Any Area of Prod Dev) (cont'd)								
<b>Lead Support</b>	<b>31</b>									
<b>Senior Support</b>	<b>32</b>									
<b>Journey Support</b>	<b>33</b>									
<b>Entry Support</b>	<b>34</b>									



# Survey Position Grids

Family		TECHNOLOGY SUPPORT										
		Technology and Infrastructure	Server Engineering	Platform Engineering	Database Engineering	DevOps Engineering	Engine Software Engineering	Tools Software Engineering	Audio Engineering	Graphics / Rendering Engineer	Security Engineering	Anti-Cheat Engineering (New Family)
		410	412	413	415	416	420	430	431	432	435	438
<b>Brief Job Family Descriptions</b>		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.	Develops, executes and maintains anti-cheat technologies to detect and prevent cheating and fraud and to ensure fair and secure gameplay.
<b>Top Executive</b>	<b>10</b>											
<b>Senior Vice President</b>	<b>11</b>											
<b>Vice President</b>	<b>12</b>	41012 VP, Technology & Infrastructure		41312 VP, Platform Engineering			42012 VP, Engine SW Engineering				43512 VP, Security Engineering	
<b>Senior Director</b>	<b>13</b>	41013 Sr Dir, Technology & Infrastructure		41313 Sr Dir, Platform Engineering							43513 Sr Dir, Security Engineering	
<b>Director</b>	<b>14</b>	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	
<b>Senior Manager</b>	<b>15</b>	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	
<b>Manager</b>	<b>16</b>	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	
<b>Supervisor</b>	<b>17</b>		41217 Supv, Server Engineering									
<b>Lead</b>	<b>18</b>	41018 Lead System Admin (New)		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		43818 Lead Anti-Cheat Engineer (New)
<b>Principal IC</b>	<b>21</b>			41321 Principal Platform Engineer		41621 Principal DevOps Engineer	42021 Principal Engine SW Engineer				43521 Principal Security Engineer	43821 Principal Anti-Cheat Engineer (New)
<b>Sr Adv IC</b>	<b>22</b>						42022 Sr Adv Engine SW Engineer				43522 Sr Adv Security Engineer	
<b>Advanced IC</b>	<b>23</b>	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	
<b>Senior IC</b>	<b>24</b>	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	43824 Sr Anti-Cheat Engineer (New)
<b>Journey IC</b>	<b>25</b>	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	43825 Anti-Cheat Engineer (New)
<b>Associate IC</b>	<b>26</b>	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	43826 Assoc Anti-Cheat Engineer (New)
<b>Coordinator</b>	<b>27</b>											
<b>Assistant</b>	<b>28</b>											
<b>Lead Support</b>	<b>31</b>											
<b>Senior Support</b>	<b>32</b>											
<b>Journey Support</b>	<b>33</b>	41033 Prdn Support Technician										
<b>Entry Support</b>	<b>34</b>											



# Survey Position Grids

Family  Level		TECHNOLOGY SUPPORT (CONT'D)							
		Release Engineering 440	Release Management 442	Technical Writing 445	Digital Assets Management 447	Quality Assurance 450	Quality Assurance Engineering 452	Quality Assurance Analysis 455	Quality Assurance Testing 460
<b>Brief Job Family Descriptions</b>		Configures, compiles, assembles and delivers source code for product release.	Develops release manifests and roadmaps; implements releases and release versions.	Writes, edits and maintains technical documentation of software products.	Manages the distribution, collection and archiving of digital assets. Manages cataloging 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.
<b>Top Executive</b>	<b>10</b>								
<b>Senior Vice President</b>	<b>11</b>								
<b>Vice President</b>	<b>12</b>								
<b>Senior Director</b>	<b>13</b>					45013 Sr Dir, QA			
<b>Director</b>	<b>14</b>					45014 Dir, QA	45214 Dir, QA Engineering		
<b>Senior Manager</b>	<b>15</b>					45015 Sr Mgr, QA	45215 Sr Mgr, QA Engineering		
<b>Manager</b>	<b>16</b>	44016 Mgr, Release Engineering				45016 Mgr, QA	45216 Mgr, QA Engineering		
<b>Supervisor</b>	<b>17</b>					45017 Supv, QA			
<b>Lead</b>	<b>18</b>	44018 Lead Release Engineer	44218 Lead Release Mgr					45518 Lead QA Analyst	
<b>Principal IC</b>	<b>21</b>						45221 Principal QA Engineer	45521 Principal QA Analyst	
<b>Sr Adv IC</b>	<b>22</b>						45222 Sr Adv QA Engineer <i>(New)</i>	45522 Sr Adv QA Analyst	
<b>Advanced IC</b>	<b>23</b>		44223 Adv Release Mgr				45223 Adv QA Engineer	45523 Adv QA Analyst	
<b>Senior IC</b>	<b>24</b>	44024 Sr Release Engineer	44224 Sr Release Mgr	44524 Sr Technical Writer			45224 Sr QA Engineer	45524 Sr QA Analyst	
<b>Journey IC</b>	<b>25</b>	44025 Release Engineer	44225 Release Mgr	44525 Technical Writer	44725 Digital Assets Mgr		45225 QA Engineer	45525 QA Analyst	
<b>Associate IC</b>	<b>26</b>	44026 Assoc Release Engineer	44226 Assoc Release Mgr				45226 Assoc QA Engineer	45526 Assoc QA Analyst	
<b>Coordinator</b>	<b>27</b>		44227 Release Coord						
<b>Assistant</b>	<b>28</b>								
<b>Lead Support</b>	<b>31</b>								46031 Lead QA Tester
<b>Senior Support</b>	<b>32</b>								46032 Sr QA Tester
<b>Journey Support</b>	<b>33</b>								46033 QA Tester
<b>Entry Support</b>	<b>34</b>								46034 Entry QA Tester



# Survey Position Grids

Family Level		CUSTOMER SUPPORT SERVICES 500	IN-GAME SUPPORT 505	PROJECT MANAGEMENT		OPERATIONS	
				Project Management 520	Technical Project Management 525	Operations 550	Operations Generalist 560
<b>Brief Job Family Descriptions</b>		Responds to customer inquires, resolves billing and upgrade problems. May provide technical, in-game support and/or community support.	Assists customers during online gameplay.	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.
<b>Top Executive</b>	<b>10</b>						
<b>Senior Vice President</b>	<b>11</b>						
<b>Vice President</b>	<b>12</b>	50012 VP, Customer Support		52012 VP, Project Mgmt	52512 VP, Technical Project Mgmt	55012 VP, Ops	
<b>Senior Director</b>	<b>13</b>	50013 Sr Dir, Customer Support		52013 Sr Dir, Project Mgmt	52513 Sr Dir, Technical Project Mgmt		
<b>Director</b>	<b>14</b>	50014 Dir, Customer Support	50514 Dir, In-Game Support <i>(New)</i>	52014 Dir, Project Mgmt	52514 Dir, Technical Project Mgmt	55014 Dir, Ops	
<b>Senior Manager</b>	<b>15</b>		50515 Sr Mgr, In-Game Support <i>(New)</i>	52015 Sr Mgr, Project Mgmt	52515 Sr Mgr, Technical Project Mgmt		
<b>Manager</b>	<b>16</b>	50016 Mgr, Customer Support	50516 Mgr, In-Game Support	52016 Mgr, Project Mgmt	52516 Mgr, Technical Project Mgmt	55016 Mgr, Ops	56016 Administrative Ops Mgr - Generalist
<b>Supervisor</b>	<b>17</b>	50017 Supv, Customer Support	50517 Supv, In-Game Support			55017 Supv, Ops	
<b>Lead</b>	<b>18</b>	50018 Lead Customer Support Specialist					
<b>Principal IC</b>	<b>21</b>						
<b>Sr Adv IC</b>	<b>22</b>						
<b>Advanced IC</b>	<b>23</b>			52023 Adv Project Mgr	52523 Adv Technical Project Mgr		
<b>Senior IC</b>	<b>24</b>			52024 Sr Project Mgr	52524 Sr Technical Project Mgr	55024 Sr Ops Specialist <i>(New)</i>	56024 Sr Ops Generalist Specialist <i>(New)</i>
<b>Journey IC</b>	<b>25</b>			52025 Project Mgr	52525 Technical Project Mgr	55025 Ops Specialist	56025 Ops Generalist Specialist
<b>Associate IC</b>	<b>26</b>			52026 Assoc Project Mgr	52526 Assoc Technical Project Mgr		56026 Assoc Ops Generalist Specialist
<b>Coordinator</b>	<b>27</b>					55027 Ops Coord	56027 Ops Generalist Coord
<b>Assistant</b>	<b>28</b>						
<b>Lead Support</b>	<b>31</b>	50031 Lead Customer Support Rep	50531 Lead In-Game Support Rep				
<b>Senior Support</b>	<b>32</b>	50032 Sr Customer Support Rep	50532 Sr In-Game Support Rep				
<b>Journey Support</b>	<b>33</b>	50033 Customer Support Rep	50533 In-Game Support Rep				
<b>Entry Support</b>	<b>34</b>	50034 Entry Customer Support Rep	50534 Entry In-Game Support Rep				



# Survey Position Grids

Family  Level		MARKETING									
		Marketing 600	Brand Marketing 602	Product Marketing 603	Digital Marketing 605	Customer Relations Marketing 610	Community 612	Community Architecture 614	User Acquisition / Retention 615	Channel Marketing 620	Influencer Marketing 623
		Brief Job Family Descriptions									
<b>Top Executive</b>	<b>10</b>										
<b>Senior Vice President</b>	<b>11</b>	60011 SVP, Mktg (Excluding Sales)									
<b>Vice President</b>	<b>12</b>	60012 VP, Mktg (Excluding Sales)		60312 VP, Prod Mktg	60512 VP, Digital Mktg				61512 VP, User Acquisition / Retention		
<b>Senior Director</b>	<b>13</b>	60013 Sr Dir, Mktg	60213 Sr Dir, Brand Mktg	60313 Sr Dir, Prod Mktg	60513 Sr Dir, Digital Mktg				61513 Sr Dir, User Acquisition / Retention (New)	62013 Sr Dir, Channel Mktg	62313 Sr Dir, Influencer Mktg
<b>Director</b>	<b>14</b>	60014 Dir, Mktg	60214 Dir, Brand Mktg	60314 Dir, Prod Mktg	60514 Dir, Digital Mktg	61014 Dir, Customer Relations Mktg	61214 Dir, Community		61514 Dir, User Acquisition / Retention	62014 Dir, Channel Mktg	62314 Dir, Influencer Mktg
<b>Senior Manager</b>	<b>15</b>	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	61215 Sr Mgr, Community			62015 Sr Mgr, Channel Mktg	62315 Sr Mgr, Influencer Mktg
<b>Manager</b>	<b>16</b>	60016 Mgr, Mktg	60216 Mgr, Brand Mktg	60316 Mgr, Prod Mktg	60516 Mgr, Digital Mktg	61016 Mgr, Customer Relations Mktg	61216 Mgr, Community		61516 Mgr, User Acquisition / Retention	62016 Mgr, Channel Mktg	62316 Mgr, Influencer Mktg
<b>Supervisor</b>	<b>17</b>						61217 Supv, Community				
<b>Lead</b>	<b>18</b>								61518 Lead User Acquisition / Retention Analyst		
<b>Principal IC</b>	<b>21</b>										
<b>Sr Adv IC</b>	<b>22</b>								61522 Sr Adv User Acquisition / Retention Analyst		
<b>Advanced IC</b>	<b>23</b>					61023 Adv Customer Relations Mktg Mgr			61523 Adv User Acquisition / Retention Analyst		
<b>Senior IC</b>	<b>24</b>	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	61224 Sr Community Specialist		61524 Sr User Acquisition / Retention Analyst	62024 Sr Channel Mktg Specialist	62324 Sr Influencer Mktg Specialist
<b>Journey IC</b>	<b>25</b>	60025 Mktg Specialist	60225 Brand Mktg Specialist	60325 Prod Mktg Specialist	60525 Digital Mktg Specialist	61025 Customer Relations Mktg Mgr	61225 Community Specialist	61425 Community Designer	61525 User Acquisition / Retention Analyst	62025 Channel Mktg Specialist	62325 Influencer Mktg Specialist
<b>Associate IC</b>	<b>26</b>	60026 Assoc Mktg Specialist	60226 Assoc Brand Mktg Specialist	60326 Assoc Prod Mktg Specialist	60526 Assoc Digital Mktg Specialist		61226 Assoc Community Specialist			62026 Assoc Channel Mktg Specialist	62326 Assoc Influencer Mktg Specialist
<b>Coordinator</b>	<b>27</b>	60027 Mktg Coord (Any Area of Mktg)									
<b>Assistant</b>	<b>28</b>	60028 Mktg Asst (Any Area of Mktg)									
<b>Lead Support</b>	<b>31</b>										
<b>Senior Support</b>	<b>32</b>					61032 Sr Customer Relations Mktg Rep (New)					
<b>Journey Support</b>	<b>33</b>					61033 Customer Relations Mktg Rep (New)					
<b>Entry Support</b>	<b>34</b>										



# Survey Position Grids

Family  Level		MARKETING (CONT'D)						
		Creative Services 627	Creative Services - Graphics / Marketing Multimedia 628	Creative Services - Writing 629	Creative Services - Marketing Based Creative Content (New Family) 630	Creative Services - Project Management 635	Public Relations 640	Trade Show / Events 645
<b>Brief Job Family Descriptions</b>		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.	Conceives of and executes cinematic creative content, including short-form video or "bonus" content used to promote software games and/or extend brand image. Conceives, creates and produces creative content using video, sound and finishing assets.	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.
<b>Top Executive</b>	<b>10</b>							
<b>Senior Vice President</b>	<b>11</b>							
<b>Vice President</b>	<b>12</b>	62712 VP, Creative Svcs			63012 VP, Mktg-Based Creative Content (New)		64012 VP, Public Relations	
<b>Senior Director</b>	<b>13</b>	62713 Sr Dir, Creative Svcs					64013 Sr Dir, Public Relations	
<b>Director</b>	<b>14</b>	62714 Dir, Creative Svcs			63014 Dir, Mktg-Based Creative Content (New)		64014 Dir, Public Relations	64514 Dir, Trade Show / Events
<b>Senior Manager</b>	<b>15</b>	62715 Sr Mgr, Creative Svcs					64015 Sr Mgr, Public Relations	64515 Sr Mgr, Trade Show / Events
<b>Manager</b>	<b>16</b>	62716 Mgr, Creative Svcs	62816 Mgr, Graphics Design / Multimedia Editing		63016 Mgr, Mktg-Based Creative Content (New)	63516 Mgr, Creative Svcs Project Mgmt	64016 Mgr, Public Relations	64516 Mgr, Trade Show / Events
<b>Supervisor</b>	<b>17</b>							
<b>Lead</b>	<b>18</b>			62918 Lead Writer / Editor (New)		63518 Lead Creative Svcs Project Mgr		
<b>Principal IC</b>	<b>21</b>							
<b>Sr Adv IC</b>	<b>22</b>							
<b>Advanced IC</b>	<b>23</b>						64023 Adv Public Relations Specialist	
<b>Senior IC</b>	<b>24</b>	62724 Sr Creative Svcs IC	62824 Sr Graphic Designer / Multimedia Editor	62924 Sr Writer / Editor	63024 Sr Mktg-Based Creative Content Specialist (New)	63524 Sr Creative Svcs Project Mgr	64024 Sr Public Relations Specialist	64524 Sr Trade Show / Events Specialist
<b>Journey IC</b>	<b>25</b>	62725 Creative Svcs IC	62825 Graphic Designer / Multimedia Editor	62925 Writer / Editor	63025 Mktg-Based Creative Content Specialist (New)	63525 Creative Svcs Project Mgr	64025 Public Relations Specialist	64525 Trade Show / Events Specialist
<b>Associate IC</b>	<b>26</b>	62726 Assoc Creative Svcs IC		62926 Assoc Writer / Editor	63026 Assoc Mktg-Based Creative Content Specialist (New)	63526 Assoc Creative Svcs Project Mgr	64026 Assoc Public Relations Specialist	64526 Assoc Trade Show / Events Specialist
<b>Coordinator</b>	<b>27</b>							64527 Trade Show / Events Coord
<b>Assistant</b>	<b>28</b>						64028 Public Relations Asst	
<b>Lead Support</b>	<b>31</b>							
<b>Senior Support</b>	<b>32</b>							
<b>Journey Support</b>	<b>33</b>							
<b>Entry Support</b>	<b>34</b>							

# Survey Position Grids

Family  Level		ESPORTS					DATA AND ANALYTICS			
		Esports 650	Esports League Operations 653	Esports Player Relations 655	Esports Shoutcasting 660	Esports Events / Productions 663	Market Research 680	User Experience / Usability Research 681	Business Competitive Research 683	Gameplay Analytics 684
		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.
<b>Brief Job Family Descriptions</b>										
<b>Top Executive</b>	<b>10</b>					67910 Top Data and Analytics Executive				
<b>Senior Vice President</b>	<b>11</b>	65011 SVP, Esports								
<b>Vice President</b>	<b>12</b>	65012 VP, Esports	65312 VP, Esports Commissioner						68412 VP, Gameplay Analytics	
<b>Senior Director</b>	<b>13</b>									
<b>Director</b>	<b>14</b>	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	
<b>Senior Manager</b>	<b>15</b>				66315 Sr Mgr, Esports Events / Prdns		68115 Sr Mgr, UX / Usability Research (New)		68415 Sr Mgr, Gameplay Analytics	
<b>Manager</b>	<b>16</b>	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	
<b>Supervisor</b>	<b>17</b>									
<b>Lead</b>	<b>18</b>									
<b>Principal IC</b>	<b>21</b>									
<b>Sr Adv IC</b>	<b>22</b>									
<b>Advanced IC</b>	<b>23</b>	65023 Adv Esports Specialist				68023 Adv Market Research Analyst	68123 Adv UX / Usability Researcher	68323 Adv Bus Competitive Research Analyst	68423 Adv Gameplay Analyst	
<b>Senior IC</b>	<b>24</b>	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	
<b>Journey IC</b>	<b>25</b>	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
<b>Associate IC</b>	<b>26</b>	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	
<b>Coordinator</b>	<b>27</b>	65027 Esports Coord	65327 Esports League Ops Coord				68127 UX / Usability Research Coord			
<b>Assistant</b>	<b>28</b>									
<b>Lead Support</b>	<b>31</b>									
<b>Senior Support</b>	<b>32</b>									
<b>Journey Support</b>	<b>33</b>									
<b>Entry Support</b>	<b>34</b>									

# Survey Position Grids

Level	Family	DATA AND ANALYTICS (CONT'D)				DIGITAL COMMERCE		DISTRIBUTION AND PARTNERSHIPS 715	BUSINESS DEVELOPMENT 720	STRATEGY AND CORPORATE DEVELOPMENT (New Family) 730
		Data Science 685	Data Analytics 686	Database Administration (New Family) 688	Business Intelligence Engineering 690	Website 700	Website Development 710			
		Brief Job Family Descriptions								
<b>Top Executive</b>	<b>10</b>	67910 Top Data and Analytics Executive (continued)								
<b>Senior Vice President</b>	<b>11</b>							71511 SVP, Distribution and Partnerships	72011 SVP, Bus Dev	73011 SVP, Strategy & Corporate Dev (New)
<b>Vice President</b>	<b>12</b>	68512 VP, Data Science / Analytics					71012 VP, Website Dev	71512 VP, Distribution and Partnerships	72012 VP, Bus Dev	73012 VP, Strategy & Corporate Dev (New)
<b>Senior Director</b>	<b>13</b>								72013 Sr Dir, Bus Dev	
<b>Director</b>	<b>14</b>	68514 Dir, Data Science	68614 Dir, Data Analytics	68814 Dir, Database Administration (New)	69014 Dir, Bus Intelligence Engineering	70014 Dir, Website		71514 Dir, Distribution and Partnerships	72014 Dir, Bus Dev	73014 Dir, Strategy & Corporate Dev (New)
<b>Senior Manager</b>	<b>15</b>	68515 Sr Mgr, Data Science	68615 Sr Mgr, Data Analytics	68815 Sr Mgr, Database Administration (New)		70015 Sr Mgr, Website	71015 Sr Mgr, Website Dev		72015 Sr Mgr, Bus Dev	
<b>Manager</b>	<b>16</b>	68516 Mgr, Data Science	68616 Mgr, Data Analytics	68816 Mgr, Database Administration (New)	69016 Mgr, Bus Intelligence Engineering	70016 Mgr, Website	71016 Mgr, Website Dev	71516 Mgr, Distribution and Partnerships	72016 Mgr, Bus Dev	73016 Mgr, Strategy & Corporate Dev (New)
<b>Supervisor</b>	<b>17</b>									
<b>Lead</b>	<b>18</b>	68518 Lead Data Scientist	68618 Lead Data Analyst		69018 Lead Bus Intelligence Engineer		71018 Lead Website Developer			
<b>Principal IC</b>	<b>21</b>	68521 Principal Data Scientist	68621 Principal Data Analyst			70021 Principal Website Producer	71021 Principal Website Developer			73021 Principal Strategy & Corporate Dev Analyst (New)
<b>Sr Adv IC</b>	<b>22</b>	68522 Sr Adv Data Scientist	68622 Sr Adv Data Analyst							
<b>Advanced IC</b>	<b>23</b>	68523 Adv Data Scientist	68623 Adv Data Analyst	68823 Adv Database Admin (New)	69023 Adv Bus Intelligence Engineer				72023 Adv Bus Dev Analyst	
<b>Senior IC</b>	<b>24</b>	68524 Sr Data Scientist	68624 Sr Data Analyst	68824 Sr Database Admin (New)	69024 Sr Bus Intelligence Engineer	70024 Sr Website Producer	71024 Sr Website Developer	71524 Sr Distribution and Partnerships Specialist	72024 Sr Bus Dev Analyst	73024 Sr Strategy & Corporate Dev Analyst (New)
<b>Journey IC</b>	<b>25</b>	68525 Data Scientist	68625 Data Analyst	68825 Database Admin (New)	69025 Bus Intelligence Engineer	70025 Website Producer	71025 Website Developer	71525 Distribution and Partnerships Specialist	72025 Bus Dev Analyst	
<b>Associate IC</b>	<b>26</b>	68526 Assoc Data Scientist	68626 Assoc Data Analyst	68826 Assoc Database Admin (New)	69026 Assoc Bus Intelligence Engineer	70026 Assoc Website Producer	71026 Assoc Website Developer		72026 Assoc Bus Dev Analyst	
<b>Coordinator</b>	<b>27</b>					70027 Website Coord				
<b>Assistant</b>	<b>28</b>									
<b>Lead Support</b>	<b>31</b>									
<b>Senior Support</b>	<b>32</b>									
<b>Journey Support</b>	<b>33</b>									
<b>Entry Support</b>	<b>34</b>									

# Survey Position Grids

Family	Level	PRODUCT LICENSING 760	MERCHANDISING 775	SOFTWARE PRODUCT SALES – INTERNATIONAL		ADVERTISING SALES		SALES SUPPORT				
				International Sales (Country) 820	International Sales (Multi-Country Region) 822	Advertising Sales 834	Programmatic Sales 836	Sales Analysis 840	Sales Administration 850	Account Management 860	Sales Marketing 870	Ad Operations 875
<b>Brief Job Family Descriptions</b>		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.	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.
<b>Top Executive</b>	<b>10</b>											
<b>Senior Vice President</b>	<b>11</b>	76011 SVP, Licensing										
<b>Vice President</b>	<b>12</b>	76012 VP, Licensing	77512 VP, Merch (New)	82012 Country Head, Sales								
<b>Senior Director</b>	<b>13</b>										87013 Sr Dir, Sales Marketing	
<b>Director</b>	<b>14</b>	76014 Dir, Licensing	77514 Dir, Merch	82014 Dir, Regional Sales (Country)	82214 Dir, Regional Sales (Multi-Country Region)	83414 Dir, Ad Sales	83614 Dir, Programmatic Sales	84014 Dir, Sales Analysis	85014 Dir, Sales Admin		87014 Dir, Sales Marketing	
<b>Senior Manager</b>	<b>15</b>			82015 Sr Mgr, Regional Sales (Country)	82215 Sr Mgr, Regional Sales (Multi-Country Region)					86015 Sr Mgr, Account Management	87015 Sr Mgr, Sales Marketing	
<b>Manager</b>	<b>16</b>	76016 Mgr, Licensing	77516 Mgr, Merch	82016 Mgr, Regional Sales (Country)	82216 Mgr, Regional Sales (Multi-Country Region)	83416 Mgr, Ad Sales	83616 Mgr, Programmatic Sales	84016 Mgr, Sales Analysis	85016 Mgr, Sales Admin		87016 Mgr, Sales Marketing	87516 Mgr, Ad Operations
<b>Supervisor</b>	<b>17</b>											
<b>Lead</b>	<b>18</b>											
<b>Principal IC</b>	<b>21</b>											
<b>Sr Adv IC</b>	<b>22</b>											
<b>Advanced IC</b>	<b>23</b>											
<b>Senior IC</b>	<b>24</b>	76024 Sr Licensing Specialist	77524 Sr Merch Specialist	82024 Key Accts Rep (Selling)		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
<b>Journey IC</b>	<b>25</b>	76025 Licensing Specialist	77525 Merch Specialist			83425 Ad Sales Account Exec	83625 Programmatic Sales Account Exec	84025 Sales Analyst		86025 Account Mgr	87025 Sales Marketing Specialist	87525 Ad Operations Specialist
<b>Associate IC</b>	<b>26</b>		77526 Assoc Merch Specialist						85026 Sr Sales Coord		87026 Assoc Sales Marketing Specialist	87526 Assoc Ad Operations Specialist
<b>Coordinator</b>	<b>27</b>	76027 Licensing Coord	77527 Merch Coord						85027 Sales Coord			
<b>Assistant</b>	<b>28</b>											
<b>Lead Support</b>	<b>31</b>											
<b>Senior Support</b>	<b>32</b>											
<b>Journey Support</b>	<b>33</b>											
<b>Entry Support</b>	<b>34</b>											



# Survey Position Grids

Family  Level		GENERAL AND ADMINISTRATIVE							
		Legal Services / Counsel 930	Intellectual Property / Patent Legal Services / Counsel 932	Contracts Administration 935	Information Technology 950	Business Functional Analysis 953	Finance and Accounting (New Family) 955	Finance 960	Accounting 965
		Brief Job Family Descriptions	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.	Gathers and analyzes internal business requirements and translates them into detailed functional designs for development, testing and implementation.	Oversees and executes both financial and accounting operations, including financial forecasting and analysis, reporting, accounting, tax and regulatory compliance. Ensures compliance with generally accepted finance and accounting principles.	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.
<b>Top Executive</b>	<b>10</b>								
<b>Senior Vice President</b>	<b>11</b>	93011 SVP, Legal Svcs / Sr Exec Counsel					95511 SVP, Finance & Accounting (New)		
<b>Vice President</b>	<b>12</b>	93012 VP, Legal Svcs / Exec Counsel	93212 VP, IP / Patent Legal Svcs / Exec Counsel		95012 VP, IT		95512 VP, Finance & Accounting (New)	96012 VP, Finance	
<b>Senior Director</b>	<b>13</b>	93013 Sr Dir, Legal Svcs / Assoc Exec Counsel	93213 Sr Dir, IP / Patent Legal Svcs / Assoc Exec Counsel		95013 Sr Dir, IT		95513 Sr Dir, Finance & Accounting (New)	96013 Sr Dir, Finance	
<b>Director</b>	<b>14</b>	93014 Dir, Legal Svcs / Sr Counsel	93214 Dir, IP / Patent Legal Svcs / Sr Counsel		95014 Dir, IT	95314 Dir, Bus Functional Analysis	95514 Dir, Finance & Accounting (New)	96014 Dir, Finance	
<b>Senior Manager</b>	<b>15</b>	93015 Sr Mgr, Legal Svcs / Counsel	93215 Sr Mgr, IP / Patent Legal Svcs / Counsel		95015 Sr Mgr, IT			96015 Sr Mgr, Finance	
<b>Manager</b>	<b>16</b>	93016 Mgr, Legal Svcs / Assoc Counsel	93216 Mgr, IP / Patent Legal Svcs / Assoc Counsel		95016 Mgr, IT	95316 Mgr, Bus Functional Analysis		96016 Mgr, Finance	
<b>Supervisor</b>	<b>17</b>								
<b>Lead</b>	<b>18</b>				95018 Lead IT Engineer	95318 Lead Bus Functional Analyst			
<b>Principal IC</b>	<b>21</b>				95021 Principal IT Engineer				
<b>Sr Adv IC</b>	<b>22</b>								
<b>Advanced IC</b>	<b>23</b>					95323 Adv Bus Functional Analyst			
<b>Senior IC</b>	<b>24</b>	93024 Sr Paralegal		93524 Sr Contracts Admin	95024 Sr IT Engineer	95324 Sr Bus Functional Analyst		96024 Sr Financial Analyst	
<b>Journey IC</b>	<b>25</b>	93025 Paralegal		93525 Contracts Admin	95025 IT Engineer	95325 Bus Functional Analyst		96025 Financial Analyst	
<b>Associate IC</b>	<b>26</b>	93026 Assoc Paralegal		93526 Assoc Contracts Admin	95026 Assoc IT Engineer	95326 Assoc Bus Functional Analyst		96026 Assoc Financial Analyst	
<b>Coordinator</b>	<b>27</b>							96027 Financial Coord	
<b>Assistant</b>	<b>28</b>								
<b>Lead Support</b>	<b>31</b>								
<b>Senior Support</b>	<b>32</b>				95032 Sr Help Desk Coord			96532 Sr Bookkeeper (New)	
<b>Journey Support</b>	<b>33</b>				95033 Help Desk Coord			96533 Bookkeeper (New)	
<b>Entry Support</b>	<b>34</b>								



# Survey Position Grids

Family  Level		GENERAL AND ADMINISTRATIVE (CONT'D)						
		Human Resources 975	Compensation (New Family) 976	Benefits (New Family) 977	HRIS / Human Resources Analytics (New Family) 978	Recruiting 981	Technical Recruiting 982	Recruitment Sourcing 983
<b>Brief Job Family Descriptions</b>		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 policies, programs and processes for pay and rewards, which typically include base salaries, short- and long-term incentive plans and may include retirement plans. Creates programs that support the attraction, motivation and retention of desired employee talent.	Develops and administers benefits programs, including health and protection insurance, wellness programs, time off, retirement and flexible spending plans.	Oversees, administers and maintains the databases, software and computer systems used by the organization to collect, store and manage its confidential employee data, including personnel records, employment agreements, compensation, benefits, attendance and performance evaluations. Develops and executes standard and ad hoc analyses for management and staff.	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.
<b>Top Executive</b>	<b>10</b>							
<b>Senior Vice President</b>	<b>11</b>	97511 SVP, HR	97611 SVP, Compensation & Benefits (New)					
<b>Vice President</b>	<b>12</b>	97512 VP, HR	97612 VP, Compensation (New)	97712 VP, Benefits (New)	97812 VP, HRIS / HR Analytics (New)	98112 VP, Recruiting	98212 VP, Tech Recruiting	
<b>Senior Director</b>	<b>13</b>	97513 Sr Dir, HR				98113 Sr Dir, Recruiting	98213 Sr Dir, Tech Recruiting	
<b>Director</b>	<b>14</b>	97514 Dir, HR	97614 Dir, Compensation (New)	97714 Dir, Benefits (New)	97814 Dir, HRIS / HR Analytics (New)	98114 Dir, Recruiting	98214 Dir, Tech Recruiting	
<b>Senior Manager</b>	<b>15</b>	97515 Sr Mgr, HR				98115 Sr Mgr, Recruiting	98215 Sr Mgr, Tech Recruiting	
<b>Manager</b>	<b>16</b>	97516 Mgr, HR	97616 Mgr, Compensation (New)	97716 Mgr, Benefits (New)	97816 Mgr, HRIS / HR Analytics (New)	98116 Mgr, Recruiting	98216 Mgr, Tech Recruiting	
<b>Supervisor</b>	<b>17</b>							
<b>Lead</b>	<b>18</b>					98118 Lead Recruiter	98218 Lead Tech Recruiter	
<b>Principal IC</b>	<b>21</b>							
<b>Sr Adv IC</b>	<b>22</b>							
<b>Advanced IC</b>	<b>23</b>	97523 Adv HR Spec / Bus Partner (New)						
<b>Senior IC</b>	<b>24</b>	97524 Sr HR Spec / Bus Partner	97624 Sr Compensation Analyst (New)	97724 Sr Benefits Analyst (New)	97824 Sr HRIS / HR Analytics Analyst (New)	98124 Sr Recruiter	98224 Sr Tech Recruiter	98324 Sr Recruitment Sourcer
<b>Journey IC</b>	<b>25</b>	97525 HR Spec / Bus Partner	97625 Compensation Analyst (New)	97725 Benefits Analyst (New)	97825 HRIS / HR Analytics Analyst (New)	98125 Recruiter	98225 Tech Recruiter	98325 Recruitment Sourcer
<b>Associate IC</b>	<b>26</b>	97526 Assoc HR Spec / Bus Partner				98126 Assoc Recruiter	98226 Assoc Tech Recruiter	98326 Assoc Recruitment Sourcer
<b>Coordinator</b>	<b>27</b>	97527 HR Coord	97627 Compensation Coord (New)	97727 Benefits Coord (New)	97827 HRIS / HR Analytics Coord (New)	98127 Recruiting Coord	98227 Tech Recruiting Coord	98327 Recruitment Sourcing Coord
<b>Assistant</b>	<b>28</b>	97528 HR Asst						
<b>Lead Support</b>	<b>31</b>							
<b>Senior Support</b>	<b>32</b>							
<b>Journey Support</b>	<b>33</b>							
<b>Entry Support</b>	<b>34</b>							

# Survey Position Grids

Family  Level		GENERAL AND ADMINISTRATIVE (CONT'D)					
		Internal Communications 992	Diversity, Equity and Inclusion 993	Learning and Development 994	Outsourcing Administration 995	Office of the CEO (New Family) 996	Administration 997
<b>Brief Job Family Descriptions</b>		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.	Drives and implements the CEO's goals, initiatives and long-range plans through project management, information sharing, influencing, relationship stewardship and other support.	Provides support and specialized assistance to relieve executives, management and/or staff of administrative tasks.
<b>Top Executive</b>	<b>10</b>						
<b>Senior Vice President</b>	<b>11</b>						
<b>Vice President</b>	<b>12</b>						
<b>Senior Director</b>	<b>13</b>						
<b>Director</b>	<b>14</b>		99314 Dir, Diversity, Equity and Inclusion		99514 Dir, Outsourcing Admin	99614 Chief of Staff (Dir Level) (New)	
<b>Senior Manager</b>	<b>15</b>						
<b>Manager</b>	<b>16</b>		99316 Mgr, Diversity, Equity and Inclusion	99416 Mgr, Learning and Development	99516 Mgr, Outsourcing Admin (New)	99616 Chief of Staff (Mgr Level) (New)	
<b>Supervisor</b>	<b>17</b>				99517 Supv, Outsourcing Admin (New)		
<b>Lead</b>	<b>18</b>		99318 Lead Diversity, Equity and Inclusion Specialist (New)	99418 Lead Learning and Development Spec (New)			
<b>Principal IC</b>	<b>21</b>						
<b>Sr Adv IC</b>	<b>22</b>						
<b>Advanced IC</b>	<b>23</b>						
<b>Senior IC</b>	<b>24</b>	99224 Sr Internal Communications Spec	99324 Sr Diversity, Equity and Inclusion Spec		99524 Sr Outsourcing Mgr		
<b>Journey IC</b>	<b>25</b>	99225 Internal Communications Spec		99425 Learning and Development Spec	99525 Outsourcing Mgr		99725 Office Manager
<b>Associate IC</b>	<b>26</b>				99526 Assoc Outsourcing Mgr		
<b>Coordinator</b>	<b>27</b>				99527 Outsourcing Coord		
<b>Assistant</b>	<b>28</b>						
<b>Lead Support</b>	<b>31</b>						
<b>Senior Support</b>	<b>32</b>						99781 Executive Assistant to Senior Management 99782 Executive Assistant to Head of Studio 99784 Assistant to Senior Vice President 99785 Assistant to Vice President 99786 Assistant to Levels Below Vice President
<b>Journey Support</b>	<b>33</b>						
<b>Entry Support</b>	<b>34</b>						99787 Administrative Support Generalist (New) 99788 Receptionist (New)

