

Survey Position Grid

EXECUTIVE MANAGEMENT 100	Family		DEVELOPMENT				PRODUCTION			
			Creative Development 1080	Content Acquisition 1103	Casting 1111	Music 1112	Physical Production 1113	Local Production 1120	Talent Relations 1123	
Level	Brief Job Family Descriptions		Identifies, negotiates for, acquires and develops creative content that meets the organization's creative vision. Collaborates with producers to develop projects to completion.	Sources, evaluates and negotiates for a continuous flow of entertainment content. Negotiates for and acquires content from third parties.	Sources, identifies, screens and recommends talent for productions to meet creative, scope and budget requirements.	Identifies, pitches, negotiates for, acquires and develops music and/or works with artists and composers to write and/or perform music to meet creative vision of productions and/or marketing campaigns. Directs recording of music from pre-production through final mixing. Ensures that rights to selected music are cleared.	Plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements. Obtains needed resources.	Manages or leads the producing, directing, shooting and editing of local productions. Interacts with local community, talent and production team in developing and implementing assigned productions.	Plans and implements logistical arrangements for on-screen talent working on productions, promotions or events to ensure a positive experience for talent while working with the company.	
15 Regional Head 16 Country Head	Management	Senior Vice President	11	108011 SVP, Creative Dev	110311 SVP, Content Acquisition	111111 SVP, Casting	111211 SVP, Music	111311 SVP, Physical Prod		112311 SVP, Talent Relations
		Vice President	12	108012 VP, Creative Dev	110312 VP, Content Acquisition	111112 VP, Casting	111212 VP, Music	111312 VP, Physical Prod	112012 VP, Local Prod	112312 VP, Talent Relations
		Senior Director	13	108013 Sr Dir, Creative Dev	110313 Sr Dir, Content Acquisition	111113 Sr Dir, Casting	111213 Sr Dir, Music	111313 Sr Dir, Physical Prod	112013 Sr Dir, Local Prod	112313 Sr Dir, Talent Relations
		Director	14	108014 Dir, Creative Dev	110314 Dir, Content Acquisition	111114 Dir, Casting	111214 Dir, Music	111314 Dir, Physical Prod	112014 Dir, Local Prod	112314 Dir, Talent Relations
		Senior Manager	15	108015 Sr Mgr, Creative Dev	110315 Sr Mgr, Content Acquisition	111115 Sr Mgr, Casting	111215 Sr Mgr, Music	111315 Sr Mgr, Physical Prod	112015 Sr Mgr, Local Prod	112315 Sr Mgr, Talent Relations
		Manager	16	108016 Mgr, Creative Dev	110316 Mgr, Content Acquisition	111116 Mgr, Casting	111216 Mgr, Music	111316 Mgr, Physical Prod	112016 Mgr, Local Prod	112316 Mgr, Talent Relations
		Supervisor	17	108017 Supv, Creative Dev		111117 Supv, Casting	111217 Supv, Music	111317 Supv, Physical Prod (New)	112017 Supv, Local Prod	
	Professional Individual Contributor	Principal	21					111321 Princ Physical Prod Spec	112021 Princ Local Producer	
		Senior	24	108024 Sr Creative Executive	110324 Sr Content Acquisition Spec	111124 Sr Casting Spec	111224 Sr Music Spec	111324 Sr Physical Prod Spec	112024 Sr Local Producer	112324 Sr Talent Relations Spec
		Journey	25	108025 Creative Executive	110325 Content Acquisition Spec	111125 Casting Spec	111225 Music Spec	111325 Physical Prod Spec	112025 Local Producer	112325 Talent Relations Spec
		Junior	26	108026 Jr Creative Executive	110326 Jr Content Acquisition Spec	111126 Jr Casting Spec		111326 Jr Physical Prod Spec	112026 Jr Local Producer	112326 Jr Talent Relations Spec
	Operating Individual Contributor / Support	Senior	27	108027 Sr Creative Dev Coord	110327 Sr Content Acquisition Coord	111127 Sr Casting Coord		111327 Sr Prod Coord		112327 Sr Talent Relations Coord
		Coordinator	28	108028 Creative Dev Coord	110328 Content Acquisition Coord	111128 Casting Coord	111228 Music Coord	111328 Prod Coord		112328 Talent Relations Coord
		Assistant	29	108029 Creative Dev Asst		111129 Casting Asst		111329 Prod Asst		112329 Talent Relations Asst



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Family		PRODUCTION FINANCE AND ANALYSIS			POST PRODUCTION						
		Production Finance / Estimating and Budgeting 1130	Production Accounting 1135	CONTENT CURATION 1140	3D ART 1148	Post Production Management 1149	Visual Effects 1150	Video Editing 1155	Audio / Sound Design and Editing 1160	Translation and Localization 1175	
Brief Job Family Descriptions		Develops and models accurate and timely production estimates, budgets and forecasts that encompass the entirety of the production.	Conducts accurate and timely forecasting, budgeting, tracking, accounting and reporting of productions. Ensures compliance of financial management operations with contractual obligations.	Identifies, collects, edits and delivers the most relevant and desirable content (e.g., videos, images, written content and/or music) to enhance digital presence, drive traffic to websites and apps and develop an audience following.	Implements established artistic direction into 3D art assets for productions, including 3D characters, animations, environments, models (modeling and texturing) and/or graphics. May use 3D design tools to develop concept art for productions.	Plans, provides, manages and tracks all needed services required for final, edited content including editing, sound and other specialized support. Determines post production requirements.	Designs, creates and animates visual effects needed to create a believable and enhanced world for productions.	Edits video and sound using editing systems. Delivers finished, edited video segments for inclusion in productions, marketing materials, websites, apps and/or on digital channels.	Creates, mixes and edits sound during post production to meet desired impact and feel. Uses sound design, mixing and editing tools and systems to create and enhance desired sounds. Locates, captures, selects and enhances sound to achieve desired impact.	Coordinates and implements translation of the spoken word by dubbing or subtitling.	
Management	Senior Vice President	11	113011 SVP, Prod Finance / Estimating & Budgeting	113511 SVP, Prod Accounting			114911 SVP, Post Prod Mgmt	115011 SVP, Visual Effects		116011 SVP, Audio / Sound Design & Editing	117511 SVP, Translation & Localization
	Vice President	12	113012 VP, Prod Finance / Estimating & Budgeting	113512 VP, Prod Accounting	114012 VP, Content Curation		114912 VP, Post Prod Mgmt	115012 VP, Visual Effects		116012 VP, Audio / Sound Design & Editing	117512 VP, Translation & Localization
	Senior Director	13	113013 Sr Dir, Prod Finance / Estimating & Budgeting	113513 Sr Dir, Prod Accounting	114013 Sr Dir, Content Curation		114913 Sr Dir, Post Prod Mgmt	115013 Sr Dir, Visual Effects		116013 Sr Dir, Audio / Sound Design & Editing	117513 Sr Dir, Translation & Localization
	Director	14	113014 Dir, Prod Finance / Estimating & Budgeting	113514 Dir, Prod Accounting	114014 Dir, Content Curation		114914 Dir, Post Prod Mgmt	115014 Dir, Visual Effects		116014 Dir, Audio / Sound Design & Editing	117514 Dir, Translation & Localization
	Senior Manager	15	113015 Sr Mgr, Prod Finance / Estimating & Budgeting	113515 Sr Mgr, Prod Accounting	114015 Sr Mgr, Content Curation		114915 Sr Mgr, Post Prod Mgmt	115015 Sr Mgr, Visual Effects			117515 Sr Mgr, Translation & Localization
	Manager	16	113016 Mgr, Prod Finance / Estimating & Budgeting	113516 Mgr, Prod Accounting	114016 Mgr, Content Curation		114916 Mgr, Post Prod Mgmt	115016 Mgr, Visual Effects			117516 Mgr, Translation & Localization
	Supervisor	17		113517 Supv, Prod Accounting (New)		114817 Supv, 3D Art (New)	114917 Supv, Post Prod Mgmt		115517 Supv, Video Editing	116017 Supv, Audio / Sound Design & Editing	117517 Supv, Translation & Localization
Professional Individual Contributor	Principal	21						115021 Princ Visual Effects Editor			
	Senior	24	113024 Sr Prod Finance / Estimating & Budgeting Analyst	113524 Sr Prod Accountant	114024 Sr Content Curator	114824 Sr 3D Artist	114924 Sr Post Prod Mgr	115024 Sr Visual Effects Editor	115524 Sr Video Editor	116024 Sr Audio Mixer / Sound Designer & Editor	117524 Sr Translation & Localization Spec
	Journey	25	113025 Prod Finance / Estimating & Budgeting Analyst	113525 Prod Accountant	114025 Content Curator	114825 3D Artist	114925 Post Prod Mgr	115025 Visual Effects Editor	115525 Video Editor	116025 Audio Mixer / Sound Designer & Editor	117525 Translation & Localization Spec
	Junior	26	113026 Jr Prod Finance / Estimating & Budgeting Analyst	113526 Jr Prod Accountant		114826 Jr 3D Artist	114926 Jr Post Prod Mgr	115026 Jr Visual Effects Editor	115526 Jr Video Editor	116026 Jr Audio Mixer / Sound Designer & Editor	117526 Jr Translation & Localization Spec
Operating Individual Contributor / Support	Senior	27	113027 Sr Prod Finance / Estimating & Budgeting Coord				114927 Sr Post Prod Mgmt Coord	115027 Sr Visual Effects Coord			
	Coordinator	28	113028 Prod Finance / Estimating & Budgeting Coord	113528 Prod Accounting Coord	114028 Content Curation Coord		114928 Post Prod Mgmt Coord	115028 Visual Effects Coord	115528 Video Editing Coord		117528 Translation & Localization Coord
	Assistant	29					114929 Post Prod Asst	115029 Visual Effects Asst			



Survey Position Grid

Family			BRAND AND FRANCHISE MARKETING AND AUDIENCE ACQUISITION				MARKETING CREATIVE SERVICES	MARKET RESEARCH			
			Marketing 1200	Digital Marketing 1218	Advertising Sales Marketing 1219	Audience Acquisition 1220		DIRECT TO CONSUMER MARKETING 1228	Creative Design 1247	Creative Services 1248	Consumer Insights / Analytics 1257
Brief Job Family Descriptions			Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing campaigns to increase audience and enhance brand or franchise awareness.	Develops, executes, tracks, evaluates and adjusts marketing campaigns that use existing and emerging digital, social and mobile channels to increase audience and enhance brand or franchise awareness.	Develops marketing programs, advertising products and pricing packages to be presented by advertising sales personnel.	Plans and executes acquisition marketing campaigns to build awareness of, and drive traffic to, the organization's brands, products and content. Leverages data and digital analytics to inform and adjust audience acquisition strategies.	Develops, executes, tracks, evaluates and adjusts marketing programs directed at consumers to enhance brand awareness, drive sales and increase packaged and downloadable goods market share.	Creates art and design work for internal and/or external clients. Ensures that creative objectives and needs are fully defined and met.	Executes creative content, including branded content and advertising campaigns to promote the organization's productions and/or extend its brand image.	Identifies and analyzes new opportunities to understand, reach and influence consumers. Analyzes performance of marketing activities, consumer and site visitor activity to inform product and marketing strategies and drive business decisions. Manages consumer analyses including establishing measurement metrics, analyzing data and translating findings into actionable insights.	Designs, conducts and analyzes quantitative and qualitative research that follows consumer response throughout the content life cycle.
Management	Senior Vice President	11	120011 SVP, Mktg	121811 SVP, Digital Mktg	121911 SVP, Ad Sales Mktg	122011 SVP, Audience Acquisition	122811 SVP, Direct to Consumer Mktg	124711 SVP, Creative Design	124811 SVP, Creative Svcs	125711 SVP, Consumer Insights / Analytics	125811 SVP, Market Research
	Vice President	12	120012 VP, Mktg	121812 VP, Digital Mktg	121912 VP, Ad Sales Mktg	122012 VP, Audience Acquisition	122812 VP, Direct to Consumer Mktg	124712 VP, Creative Design	124812 VP, Creative Svcs	125712 VP, Consumer Insights / Analytics	125812 VP, Market Research
	Senior Director	13	120013 Sr Dir, Mktg	121813 Sr Dir, Digital Mktg	121913 Sr Dir, Ad Sales Mktg	122013 Sr Dir, Audience Acquisition	122813 Sr Dir, Direct to Consumer Mktg	124713 Sr Dir, Creative Design	124813 Sr Dir, Creative Svcs	125713 Sr Dir, Consumer Insights / Analytics	125813 Sr Dir, Market Research
	Director	14	120014 Dir, Mktg	121814 Dir, Digital Mktg	121914 Dir, Ad Sales Mktg	122014 Dir, Audience Acquisition	122814 Dir, Direct to Consumer Mktg	124714 Dir, Creative Design	124814 Dir, Creative Svcs	125714 Dir, Consumer Insights / Analytics	125814 Dir, Market Research
	Senior Manager	15	120015 Sr Mgr, Mktg	121815 Sr Mgr, Digital Mktg	121915 Sr Mgr, Ad Sales Mktg	122015 Sr Mgr, Audience Acquisition	122815 Sr Mgr, Direct to Consumer Mktg	124715 Sr Mgr, Creative Design	124815 Sr Mgr, Creative Svcs	125715 Sr Mgr, Consumer Insights / Analytics	125815 Sr Mgr, Market Research
	Manager	16	120016 Mgr, Mktg	121816 Mgr, Digital Mktg	121916 Mgr, Ad Sales Mktg	122016 Mgr, Audience Acquisition	122816 Mgr, Direct to Consumer Mktg	124716 Mgr, Creative Design	124816 Mgr, Creative Svcs	125716 Mgr, Consumer Insights / Analytics	125816 Mgr, Market Research
	Supervisor	17	120017 Supv, Mktg	121817 Supv, Digital Mktg				124717 Supv, Creative Design	124817 Supv, Creative Svcs		125817 Supv, Market Research
Professional Individual Contributor	Principal	21	120021 Princ Mktg Analyst	121821 Princ Digital Mktg Analyst		122021 Princ Audience Acquisition Analyst	122821 Princ Direct to Consumer Mktg Analyst			125721 Princ Consumer Insights / Analytics Analyst	
	Senior	24	120024 Sr Mktg Analyst	121824 Sr Digital Mktg Analyst	121924 Sr Advertising Sales Mktg Analyst (New)	122024 Sr Audience Acquisition Analyst	122824 Sr Direct to Consumer Mktg Analyst	124724 Sr Creative Designer	124824 Sr Creative Svcs Spec	125724 Sr Consumer Insights / Analytics Analyst	125824 Sr Market Research Analyst
	Journey	25	120025 Mktg Analyst	121825 Digital Mktg Analyst	121925 Advertising Sales Mktg Analyst (New)	122025 Audience Acquisition Analyst	122825 Direct to Consumer Mktg Analyst	124725 Creative Designer	124825 Creative Svcs Spec	125725 Consumer Insights / Analytics Analyst	125825 Market Research Analyst
	Junior	26	120026 Jr Mktg Analyst	121826 Jr Digital Mktg Analyst	121926 Jr Advertising Sales Mktg Analyst (New)	122026 Jr Audience Acquisition Analyst	122826 Jr Direct to Consumer Mktg Analyst	124726 Jr Creative Designer	124826 Jr Creative Svcs Spec	125726 Jr Consumer Insights / Analytics Analyst	
Operating Individual Contributor / Support	Senior	27	120027 Sr Mktg Coord	121827 Sr Digital Mktg Coord		122027 Sr Audience Acquisition Coord	122827 Sr Direct to Consumer Mktg Coord	124727 Sr Creative Design Coord	124827 Sr Creative Svcs Coord		125827 Sr Market Research Coord
	Coordinator	28	120028 Mktg Coord	121828 Digital Mktg Coord		122028 Audience Acquisition Coord	122828 Direct to Consumer Mktg Coord	124728 Creative Design Coord	124828 Creative Svcs Coord	125728 Consumer Insights / Analytics Coord	125828 Market Research Coord
	Assistant	29	120029 Mktg Asst								



Survey Position Grid

Family			BUSINESS INTELLIGENCE AND DATA ANALYTICS		ADVERTISING AND PROMOTIONS		PUBLICITY	COMMUNICATIONS
			Digital Analytics 1266	Data Science 1272	Media Planning / Buying 1276	Radio Promotions 1296		
Level	Brief Job Family Descriptions		Conducts analyses and generates reports of web / mobile data and traffic metrics captured in real time.	Analyzes large data sets in real time databases and develops and implements mathematical predictive modeling and algorithms to predict future outcomes that inform business decisions.	Develops media plans that specify the channels, platforms and resources to be used in advertising campaigns. Purchases space directly or via an advertising agency or advertising network.	Enhances brand, label, artist, release and event awareness, and audience growth, through events, promotional campaigns and on-air promotions for use by local or national stations.	Develops and implements content and events to generate maximum, positive media coverage for productions and the company.	Develops and communicates the organization's desired image and messages to stakeholders, external parties and internal staff. Evaluates public and media response. Includes public relations and/or community affairs and/or corporate communications functions. Match to this job family if role is responsible for both external and internal communications.
Management	Senior Vice President	11	126611 SVP, Digital Analytics	127211 SVP, Data Science	127611 SVP, Media Planning / Buying	129611 SVP, Radio Promotions	130111 SVP, Publicity	130411 SVP, Communications
	Vice President	12	126612 VP, Digital Analytics	127212 VP, Data Science	127612 VP, Media Planning / Buying	129612 VP, Radio Promotions	130112 VP, Publicity	130412 VP, Communications
	Senior Director	13	126613 Sr Dir, Digital Analytics	127213 Sr Dir, Data Science	127613 Sr Dir, Media Planning / Buying	129613 Sr Dir, Radio Promotions	130113 Sr Dir, Publicity	130413 Sr Dir, Communications
	Director	14	126614 Dir, Digital Analytics	127214 Dir, Data Science	127614 Dir, Media Planning / Buying	129614 Dir, Radio Promotions	130114 Dir, Publicity	130414 Dir, Communications
	Senior Manager	15	126615 Sr Mgr, Digital Analytics	127215 Sr Mgr, Data Science	127615 Sr Mgr, Media Planning / Buying	129615 Sr Mgr, Radio Promotions	130115 Sr Mgr, Publicity	130415 Sr Mgr, Communications
	Manager	16	126616 Mgr, Digital Analytics	127216 Mgr, Data Science	127616 Mgr, Media Planning / Buying	129616 Mgr, Radio Promotions	130116 Mgr, Publicity	130416 Mgr, Communications
	Supervisor	17			127617 Supv, Media Planning / Buying		130117 Supv, Publicity	
Professional Individual Contributor	Principal	21	126621 Princ Digital Analyst	127221 Princ Data Scientist		129621 Princ Radio Promotions Mgr		
	Senior	24	126624 Sr Digital Analyst	127224 Sr Data Scientist	127624 Sr Media Planner / Buyer	129624 Sr Radio Promotions Mgr	130124 Sr Publicist	130424 Sr Communications Spec
	Journey	25	126625 Digital Analyst	127225 Data Scientist	127625 Media Planner / Buyer	129625 Radio Promotions Mgr	130125 Publicist	130425 Communications Spec
	Junior	26	126626 Jr Digital Analyst	127226 Jr Data Scientist			130126 Jr Publicist	
Operating Individual Contributor / Support	Senior	27			127627 Sr Media Planner / Buyer Coord		130127 Sr Publicity Coord	130427 Sr Communications Coord
	Coordinator	28			127628 Media Planner / Buyer Coord	129628 Radio Promotions Coord	130128 Publicity Coord	130428 Communications Coord
	Assistant	29					130129 Publicity Asst	130429 Communications Asst

Survey Position Grid

Family Level			SALES AND DISTRIBUTION - INTERNATIONAL		SALES AND DISTRIBUTION		SALES PLANNING AND OPERATIONS		
			Sales / Distribution (Country) 1316	Sales / Distribution (Multi-Country Region) 1318	Content Licensing 1325	Advertising Sales 1330	Sales Planning 1336	Revenue Planning and Analytics 1339	Sales Training 1341
			Brief Job Family Descriptions						
Management	Senior Vice President	11			132511 SVP, Content Licensing	133011 SVP, Ad Sales	133611 SVP, Sales Planning	133911 SVP, Revenue Planning & Analytics	
	Vice President	12	131612 Country Head, Sales / Distrbn	131812 Multi-Country Head, Sales / Distrbn (New)	132512 VP, Content Licensing	133012 VP, Ad Sales	133612 VP, Sales Planning	133912 VP, Revenue Planning & Analytics	
	Senior Director	13	131613 Sr Dir, Regl Sales / Distrbn (Country)	131813 Sr Dir, Regl Sales / Distrbn (Multi-Country Region)	132513 Sr Dir, Content Licensing	133013 Sr Dir, Ad Sales	133613 Sr Dir, Sales Planning	133913 Sr Dir, Revenue Planning & Analytics	134113 Sr Dir, Sales Training
	Director	14	131614 Dir, Regl Sales / Distrbn (Country)	131814 Dir, Regl Sales / Distrbn (Multi-Country Region)	132514 Dir, Content Licensing	133014 Dir, Ad Sales	133614 Dir, Sales Planning	133914 Dir, Revenue Planning & Analytics	134114 Dir, Sales Training
	Senior Manager	15	131615 Sr Mgr, Regl Sales / Distrbn (Country)	131815 Sr Mgr, Regl Sales / Distrbn (Multi-Country Region)	132515 Sr Mgr, Content Licensing (New)	133015 Sr Mgr, Ad Sales	133615 Sr Mgr, Sales Planning	133915 Sr Mgr, Revenue Planning & Analytics	134115 Sr Mgr, Sales Training
	Manager	16	131616 Mgr, Regl Sales / Distrbn (Country)	131816 Mgr, Regl Sales / Distrbn (Multi-Country Region)	132516 Mgr, Content Licensing (New)	133016 Mgr, Ad Sales	133616 Mgr, Sales Planning	133916 Mgr, Revenue Planning & Analytics	134116 Mgr, Sales Training
	Supervisor	17							
Professional Individual Contributor	Principal	21							
	Senior	24	131624 Sr Sales Rep	131824 Sr Sales Rep (Multi-Country Region) (New)	132524 Sr Content Licensing Analyst	133024 Sr Acct Exec	133624 Sr Sales Planner	133924 Sr Revenue Planning & Analytics Analyst	134124 Sr Sales Trainer
	Journey	25	131625 Sales Rep	131825 Sales Rep (Multi-Country Region) (New)	132525 Content Licensing Analyst	133025 Acct Exec	133625 Sales Planner	133925 Revenue Planning & Analytics Analyst	134125 Sales Trainer
	Junior	26				133026 Jr Acct Exec			
Operating Individual Contributor / Support	Senior	27							
	Coordinator	28	131628 Sales Coord (New)			133028 Ad Sales Coord			
	Assistant	29							

Survey Position Grid

Family			LEGAL AND BUSINESS AFFAIRS					
			SUPPLY CHAIN / PRODUCT DISTRIBUTION MANAGEMENT 1364	MEDIA QUALITY ASSURANCE 1369	Legal 1401	Business Affairs 1405	Legal / Business Affairs Administration 1407	Contracts Administration 1420
Level	Brief Job Family Descriptions		Directs the fulfillment and delivery of physical and digital content and/or products, from demand forecasting and planning through release. Plans and executes transportation / digital delivery; resolves logistical and technical issues.	Ensures that finished video / audio meets technical quality standards across all platforms. Evaluates third-party and internally produced content.	Protects the ordinary and special activities associated with development, production, post production, release, distribution and sales of entertainment content. Provides specialized legal advice and consultation to protect the company.	Identifies, negotiates for, acquires and develops entertainment content, production and post production arrangements. Negotiates deals for talent, content, rights and services.	Directs and implements a broad range of business, operational and administrative activities in support of legal / business affairs. Activities include budget development and monitoring, systems administration, records management, review and administration of contractual matters, and administrative process improvements. Match both production and corporate legal / business affairs administration roles to this job family.	Drafts, reviews and administers agreements such as distribution agreements, contractor agreements, vendor contracts, talent agreements, footage licenses and releases.
Management	Senior Vice President	11	136411 SVP, Supply Chain / Prod Distribution Mgmt	136911 SVP, Media QA	140111 SVP, Legal	140511 SVP, Bus Affairs	140711 SVP, Legal / Bus Affairs Admin	142011 SVP, Contracts Admin
	Vice President	12	136412 VP, Supply Chain / Prod Distribution Mgmt	136912 VP, Media QA	140112 VP, Legal	140512 VP, Bus Affairs	140712 VP, Legal / Bus Affairs Admin	142012 VP, Contracts Admin
	Senior Director	13	136413 Sr Dir, Supply Chain / Prod Distribution Mgmt	136913 Sr Dir, Media QA	140113 Sr Dir, Legal (Counsel)	140513 Sr Dir, Bus Affairs	140713 Sr Dir, Legal / Bus Affairs Admin	142013 Sr Dir, Contracts Admin
	Director	14	136414 Dir, Supply Chain / Prod Distribution Mgmt	136914 Dir, Media QA	140114 Dir, Legal (Counsel)	140514 Dir, Bus Affairs	140714 Dir, Legal / Bus Affairs Admin	142014 Dir, Contracts Admin
	Senior Manager	15	136415 Sr Mgr, Supply Chain / Prod Distribution Mgmt	136915 Sr Mgr, Media QA	140115 Sr Mgr, Legal (Associate Counsel)	140515 Sr Mgr, Bus Affairs	140715 Sr Mgr, Legal / Bus Affairs Admin	142015 Sr Mgr, Contracts Admin
	Manager	16	136416 Mgr, Supply Chain / Prod Distribution Mgmt	136916 Mgr, Media QA	140116 Mgr, Legal (Associate Counsel)	140516 Mgr, Bus Affairs	140716 Mgr, Legal / Bus Affairs Admin	142016 Mgr, Contracts Admin
	Supervisor	17			140117 Supv, Legal	140517 Supv, Bus Affairs	140717 Supv, Legal / Bus Affairs Admin	142017 Supv, Contracts Admin
Professional Individual Contributor	Principal	21	136421 Princ Supply Chain / Prod Distribution Mgr			140521 Princ Bus Affairs Analyst		
	Senior	24	136424 Sr Supply Chain / Prod Distribution Mgr	136924 Sr Media QA Tester	140124 Sr Paralegal (New)	140524 Sr Bus Affairs Analyst	140724 Sr Legal / Bus Affairs Administrator	142024 Sr Contracts Administrator
	Journey	25	136425 Supply Chain / Prod Distribution Mgr	136925 Media QA Tester	140125 Paralegal (New)	140525 Bus Affairs Analyst	140725 Legal / Bus Affairs Administrator	142025 Contracts Administrator
	Junior	26	136426 Jr Supply Chain / Prod Distribution Mgr	136926 Jr Media QA Tester		140526 Jr Bus Affairs Analyst		
Operating Individual Contributor / Support	Senior	27			140127 Sr Legal Coord	140527 Sr Bus Affairs Coord	140727 Sr Legal / Bus Affairs Admin Coord	142027 Sr Contract Admin Coord
	Coordinator	28	136428 Supply Chain / Prod Distribution Mgmt Coord		140128 Legal Coord	140528 Bus Affairs Coord	140728 Legal / Bus Affairs Admin Coord	142028 Contract Admin Coord
	Assistant	29			140129 Legal Asst	140529 Jr Bus Affairs Coord	140729 Legal / Bus Affairs Admin Asst	

Survey Position Grid

Family / Level			MUSIC DEVELOPMENT				MUSIC LEGAL AND BUSINESS AFFAIRS	
			Publishing Artists and Repertoire (A&R) 5010	Label Artists and Repertoire (A&R) 5011	Artists and Repertoire (A&R) Administration / Operations 5015	Artist Management / Artist Relations 5017	Music Copyright 5407	Synchronization 5412
Brief Job Family Descriptions			Responsible for creative development and production for the company and/or label. Identifies, screens and signs new songwriters or singer / songwriters. May direct recording sessions.	Responsible for creative development and production for the company and/or label. Identifies, screens and signs new acts and artists. May direct recording sessions.	Directs operational and administrative activities in support of Artists and Repertoire. Prepares and monitors department and talent recording project budgets and arranges logistics. Tracks and ensures payments.	Cultivates and enhances relationships with artists contractually affiliated with the company and/or label. Plans and implements logistical arrangements for talent working on events, interviews, promotional content or brand / product endorsements to ensure a positive experience for artists while working with the organization.	Negotiates use of copyrighted material to distributors or from labels. Obtains rights and authorizations for copyrighted material. Ensures compliance with terms and royalty payments. Ensures tracking and administration of rights.	Develops and negotiates master use and clearance terms, including developing opportunities to license product to the commercial advertising, television and film markets. Responsible for business development, negotiation of contracts and protection of rights.
Management	Senior Vice President	11	501011 SVP, Publishing A&R	501111 SVP, Label A&R	501511 SVP, A&R Admin / Ops	501711 SVP, Artist Mgmt / Artist Relations	540711 SVP, Music Copyright	541211 SVP, Synchronization
	Vice President	12	501012 VP, Publishing A&R	501112 VP, Label A&R	501512 VP, A&R Admin / Ops	501712 VP, Artist Mgmt / Artist Relations	540712 VP, Music Copyright	541212 VP, Synchronization
	Senior Director	13	501013 Sr Dir, Publishing A&R	501113 Sr Dir, Label A&R	501513 Sr Dir, A&R Admin / Ops	501713 Sr Dir, Artist Mgmt / Artist Relations	540713 Sr Dir, Music Copyright	541213 Sr Dir, Synchronization
	Director	14	501014 Dir, Publishing A&R	501114 Dir, Label A&R	501514 Dir, A&R Admin / Ops	501714 Dir, Artist Mgmt / Artist Relations	540714 Dir, Music Copyright	541214 Dir, Synchronization
	Senior Manager	15	501015 Sr Mgr, Publishing A&R	501115 Sr Mgr, Label A&R	501515 Sr Mgr, A&R Admin / Ops	501715 Sr Mgr, Artist Mgmt / Artist Relations	540715 Sr Mgr, Music Copyright	541215 Sr Mgr, Synchronization
	Manager	16	501016 Mgr, Publishing A&R	501116 Mgr, Label A&R	501516 Mgr, A&R Admin / Ops	501716 Mgr, Artist Mgmt / Artist Relations	540716 Mgr, Music Copyright	541216 Mgr, Synchronization
	Supervisor	17					540717 Supv, Music Copyright	
Professional Individual Contributor	Principal	21	501021 Princ Publishing A&R Spec	501121 Princ Label A&R Spec	501521 Princ A&R Admin / Ops Spec	501721 Princ Artist Mgmt / Artist Relations Spec		
	Senior	24	501024 Sr Publishing A&R Spec	501124 Sr Label A&R Spec	501524 Sr A&R Admin / Ops Spec	501724 Sr Artist Mgmt / Artist Relations Spec	540724 Sr Music Copyright Spec	541224 Sr Synchronization Spec
	Journey	25	501025 Publishing A&R Spec	501125 Label A&R Spec	501525 A&R Admin / Ops Spec	501725 Artist Mgmt / Artist Relations Spec	540725 Music Copyright Spec	541225 Synchronization Spec
	Junior	26	501026 Jr Publishing A&R Spec	501126 Jr Label A&R Spec	501526 Jr A&R Admin / Ops Spec	501726 Jr Artist Mgmt / Artist Relations Spec		
Operating Individual Contributor / Support	Senior	27				501727 Sr Artist Mgmt / Artist Relations Coord		
	Coordinator	28	501028 A&R Coord (any area)			501728 Artist Mgmt / Artist Relations Coord	540728 Copyright Coord	541228 Synchronization Coord
	Assistant	29						



Survey Position Grid

Family			CONSUMER PRODUCTS MERCHANDISING AND LICENSING		TECHNOLOGY					
			Level		Licensing 6523	Retail Merchandising 6526	Information Technology 7571	Information Technology Security 7577	Network Engineering 7589	Technical Product Management 7592
Brief Job Family Descriptions			Identifies, negotiates and develops opportunities to license the organization's franchise properties or branded content to third parties or to license intellectual property from others. Ensures that content is authorized and managed according to the terms of the licensing agreement.	Identifies, selects and places products for retail sale. Accountable for tactical planning, buying, packaging, pricing, inventory planning and display of products that stimulate interest and entice customers to purchase.	Plans, designs, installs, upgrades and troubleshoots technology systems and software and data applications that support internal business operations.	Designs, defines and implements technical security programs to protect the integrity of online networks, systems, applications, content and data. Accountabilities may also include technical anti-piracy / content protection.	Plans, designs, develops and deploys network infrastructure and technologies that are reliable, stable and secure. Also may be responsible for the organization's internal communication network systems functions.	Combines technical knowledge and experience with product management capabilities to define and develop technical products, features, platforms or systems.	Plans, manages and tracks technical projects to ensure that projects meet objectives on time, within budget and with most efficient use of resources.	
Management	Senior Vice President	11	652311 SVP, Licensing	652611 SVP, Retail Merchandising	757111 SVP, IT	757711 SVP, IT Security	758911 SVP, Network Engineering	759211 SVP Tech Product Mgmt		
	Vice President	12	652312 VP, Licensing	652612 VP, Retail Merchandising	757112 VP, IT	757712 VP, IT Security	758912 VP, Network Engineering	759212 VP, Tech Product Mgmt	759312 VP, Tech Project Mgmt	
	Senior Director	13	652313 Sr Dir, Licensing	652613 Sr Dir, Retail Merchandising	757113 Sr Dir, IT	757713 Sr Dir, IT Security	758913 Sr Dir, Network Engineering	759213 Sr Dir, Tech Product Mgmt	759313 Sr Dir, Tech Project Mgmt	
	Director	14	652314 Dir, Licensing	652614 Dir, Retail Merchandising	757114 Dir, IT	757714 Dir, IT Security	758914 Dir, Network Engineering	759214 Dir, Tech Product Mgmt	759314 Dir, Tech Project Mgmt	
	Senior Manager	15	652315 Sr Mgr, Licensing	652615 Sr Mgr, Retail Merchandising	757115 Sr Mgr, IT	757715 Sr Mgr, IT Security	758915 Sr Mgr, Network Engineering	759215 Sr Mgr, Tech Product Mgmt	759315 Sr Mgr, Tech Project Mgmt	
	Manager	16	652316 Mgr, Licensing	652616 Mgr, Retail Merchandising	757116 Mgr, IT	757716 Mgr, IT Security	758916 Mgr, Network Engineering	759216 Mgr, Tech Product Mgmt	759316 Mgr, Tech Project Mgmt	
	Supervisor	17	652317 Supv, Licensing	652617 Supv, Retail Merchandising						
Professional Individual Contributor	Principal	21	652321 Princ Licensing Spec	652621 Princ Retail Merchandising Spec	757121 Princ IT Engineer <i>(New)</i>	757721 Princ IT Security Engineer	758921 Princ Network Engineer	759221 Princ Tech Product Mgr	759321 Princ Tech Project Mgr	
	Senior	24	652324 Sr Licensing Spec	652624 Sr Retail Merchandising Spec	757124 Sr IT Engineer	757724 Sr IT Security Engineer	758924 Sr Network Engineer	759224 Sr Tech Product Mgr	759324 Sr Tech Project Mgr	
	Journey	25	652325 Licensing Spec	652625 Retail Merchandising Spec	757125 IT Engineer	757725 IT Security Engineer	758925 Network Engineer	759225 Tech Product Mgr	759325 Tech Project Mgr	
	Junior	26	652326 Jr Licensing Spec	652626 Jr Retail Merchandising Spec	757126 Jr IT Engineer	757726 Jr IT Security Engineer	758926 Jr Network Engineer	759226 Jr Tech Product Mgr	759326 Jr Tech Project Mgr	
Operating Individual Contributor / Support	Senior	27	652327 Sr Licensing Coord	652627 Sr Retail Merchandising Coord						
	Coordinator	28	652328 Licensing Coord	652628 Retail Merchandising Coord		757728 IT Security Coord <i>(New)</i>				
	Assistant	29	652329 Jr Licensing Coord	652629 Jr Retail Merchandising Coord						



Survey Position Grid

Family			TECHNOLOGY (CONT)				SAFETY AND RISK MANAGEMENT		CORPORATE DEVELOPMENT	
			Applications Development 7600	Software Engineering 7603	Information Technology Support 7610	Production Set Technology 7635	Environmental Health and Safety 8718	Security 8720		
Level	Brief Job Family Descriptions		Designs, writes, implements and upgrades software code to automate business processes per specifications. Unit tests code to ensure functionality. Documents work to enable upgrades and enhancements.	Designs, develops and deploys software engineering solutions that provide desired functionality to platforms, products and services.	Ensures the availability, functionality and support of hardware and software systems. Monitors computer systems, identifies faults, troubleshoots and resolves system problems.	Establishes and maintains systems, technologies and equipment on production sets from point of capture through image manipulation to archive storage. Enhances production technologies, systems and processes.	Ensures workplace and production safety. Plans, administers and ensures compliance with environmental, industrial, health and safety regulations. Subject matter is wide ranging and includes production safety, chemical safety, ergonomics, illness and injury prevention and building safety.	Protects and serves employees and visitors and their possessions when on premises. Educates and enforces procedures to ensure protection. Ensures response to incidents and alarms including thefts, injuries, parking and speeding violations.	Plans, maintains and improves the physical plant including buildings, utilities, equipment, machinery and other facility infrastructure.	Identifies, analyzes, negotiates for and develops new corporate development opportunities including acquisitions, mergers, divestitures and other strategic alliances that support growth objectives.
Management	Senior Vice President	11	760011 SVP, App Dev	760311 SVP, Software Engineering		763511 SVP, Prod Set Technology	871811 SVP, Environmental Health & Safety	872011 SVP, Security	883011 SVP, Facilities	885711 SVP, Corporate Dev
	Vice President	12	760012 VP, App Dev	760312 VP, Software Engineering	761012 VP, IT Support	763512 VP, Prod Set Technology	871812 VP, Environmental Health & Safety	872012 VP, Security	883012 VP, Facilities	885712 VP, Corporate Dev
	Senior Director	13	760013 Sr Dir, App Dev	760313 Sr Dir, Software Engineering	761013 Sr Dir, IT Support	763513 Sr Dir, Prod Set Technology	871813 Sr Dir, Environmental Health & Safety	872013 Sr Dir, Security	883013 Sr Dir, Facilities	885713 Sr Dir, Corporate Dev
	Director	14	760014 Dir, App Dev	760314 Dir, Software Engineering	761014 Dir, IT Support	763514 Dir, Prod Set Technology	871814 Dir, Environmental Health & Safety	872014 Dir, Security	883014 Dir, Facilities	885714 Dir, Corporate Dev
	Senior Manager	15	760015 Sr Mgr, App Dev	760315 Sr Mgr, Software Engineering	761015 Sr Mgr, IT Support	763515 Sr Mgr, Prod Set Technology	871815 Sr Mgr, Environmental Health & Safety	872015 Sr Mgr, Security	883015 Sr Mgr, Facilities	885715 Sr Mgr, Corporate Dev
	Manager	16	760016 Mgr, App Dev	760316 Mgr, Software Engineering	761016 Mgr, IT Support	763516 Mgr, Prod Set Technology	871816 Mgr, Environmental Health & Safety	872016 Mgr, Security	883016 Mgr, Facilities	885716 Mgr, Corporate Dev
	Supervisor	17					871817 Supv, Environmental Health & Safety	872017 Supv, Security	883017 Supv, Facilities	
Professional Individual Contributor	Principal	21	760021 Princ App Dev Analyst	760321 Princ Software Engineer						885721 Princ Corporate Dev Analyst
	Senior	24	760024 Sr App Dev Analyst	760324 Sr Software Engineer	761024 Sr IT Support Analyst	763524 Sr Prod Set Technician	871824 Sr Environmental Health & Safety Spec	872024 Sr Security Spec (New)	883024 Sr Facilities Spec	885724 Sr Corporate Dev Analyst
	Journey	25	760025 App Dev Analyst	760325 Software Engineer	761025 IT Support Analyst	763525 Prod Set Technician	871825 Environmental Health & Safety Spec	872025 Security Spec	883025 Facilities Spec	885725 Corporate Dev Analyst
	Junior	26	760026 Jr App Dev Analyst	760326 Jr Software Engineer	761026 Jr IT Support Analyst	763526 Jr Prod Set Technician		872026 Jr Security Spec	883026 Jr Facilities Spec	
Operating Individual Contributor / Support	Senior	27			761027 Sr Help Desk Coord		871827 Sr Environmental Health & Safety Coord	872027 Sr Security Coord	883027 Sr Facilities Coord	
	Coordinator	28			761028 Help Desk Coord		871828 Environmental Health & Safety Coord	872028 Security Coord	883028 Facilities Coord	
	Assistant	29			761029 Jr Help Desk Coord				883029 Facilities Asst	



Survey Position Grid

Family			FINANCE AND ACCOUNTING				
			Finance 8882	Accounting 8883	Royalty Accounting 8885	Tax and Compliance 8891	Payroll 8892
Level	Brief Job Family Descriptions						
			Develops budgets and forecasts for client business unit. Monitors costs against budget, reports on variances and provides updated forecasts and models for business unit. Supports client groups in planning and decision making with financial and scenario modeling. Develops financial models for new ventures at the business unit level.	Develops, implements and maintains accounting systems and their required entries, reconciliation and reporting. Participates in and supports regular and special audits.	Ensures that royalties owed to or by the organization, according to contracts, are recorded and entered into the accounting system, paid and received, as required.	Develops, implements and maintains tax analysis and reporting systems. Participates in and supports regular and special audits. Complies with approved tax accounting principles.	Administers payroll and timekeeping process ensuring timely, accurate pay checks that are in compliance with reporting and tax regulations.
Management	Senior Vice President	11	888211 SVP, Finance	888311 SVP, Accounting		889111 SVP, Tax & Compliance	889211 SVP, Payroll
	Vice President	12	888212 VP, Finance	888312 VP, Accounting		889112 VP, Tax & Compliance	889212 VP, Payroll
	Senior Director	13	888213 Sr Dir, Finance	888313 Sr Dir, Accounting	888513 Sr Dir, Royalty Accounting (<i>New</i>)	889113 Sr Dir, Tax & Compliance	889213 Sr Dir, Payroll
	Director	14	888214 Dir, Finance	888314 Dir, Accounting	888514 Dir, Royalty Accounting (<i>New</i>)	889114 Dir, Tax & Compliance	889214 Dir, Payroll
	Senior Manager	15	888215 Sr Mgr, Finance	888315 Sr Mgr, Accounting	888515 Sr Mgr, Royalty Accounting (<i>New</i>)	889115 Sr Mgr, Tax & Compliance	889215 Sr Mgr, Payroll
	Manager	16	888216 Mgr, Finance	888316 Mgr, Accounting	888516 Mgr, Royalty Accounting (<i>New</i>)	889116 Mgr, Tax & Compliance	889216 Mgr, Payroll
	Supervisor	17	888217 Supv, Finance	888317 Supv, Accounting		889117 Supv, Tax & Compliance	889217 Supv, Payroll
Professional Individual Contributor	Principal	21	888221 Princ Financial Analyst	888321 Princ Accountant		889121 Princ Tax & Compliance Spec	
	Senior	24	888224 Sr Financial Analyst	888324 Sr Accountant	888524 Sr Royalty Accountant	889124 Sr Tax & Compliance Spec	889224 Sr Payroll Spec
	Journey	25	888225 Financial Analyst	888325 Accountant	888525 Royalty Accountant	889125 Tax & Compliance Spec	889225 Payroll Spec
	Junior	26	888226 Jr Financial Analyst	888326 Jr Accountant			
Operating Individual Contributor / Support	Senior	27	888227 Sr Financial Coord				889227 Sr Payroll Coord
	Coordinator	28	888228 Financial Coord	888328 Accounting Coord			889228 Payroll Coord
	Assistant	29					

Survey Position Grid

Family		Level	HUMAN RESOURCES				PROJECT MANAGEMENT 8980	ADMINISTRATIVE ASSISTANCE 8999	
			INCLUSION AND BELONGING 8899	Human Resources 8900	Total Rewards 8911	Recruitment 8920			Organizational Development 8930
Brief Job Family Descriptions			Develops and implements strategic and operational plans to increase the attraction and retention of a wide range of employee talent to drive competitive advantage. Promotes a culture of inclusiveness to strengthen retention.	Develops and administers employee policies, programs and processes and ensures alignment with strategic direction of the organization. Drives the development of employee culture.	Develops and administers the organization's total rewards programs, including compensation and benefits. Creates programs that support the attraction, motivation and retention of desired employee talent. Negotiates coverage, services and costs with carriers and brokers, and enrolls eligible employees in programs.	Develops and administers staffing plans, programs and processes to ensure the organization recruits required talent. Sources, interviews and supports the selection of employees.	Develops and administers talent management and development programs plans, programs and processes that include learning and development courses and coaching.	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.	Provides support and specialized assistance to relieve executives, management and/or staff of administrative tasks.
Management	Senior Vice President	11	889911 SVP, Inclusion & Belonging	890011 SVP, HR	891111 SVP, Total Rewards	892011 SVP, Recruitment	893011 SVP, Organizational Dev		
	Vice President	12	889912 VP, Inclusion & Belonging	890012 VP, HR	891112 VP, Total Rewards	892012 VP, Recruitment	893012 VP, Organizational Dev	898012 VP, Project Mgmt	
	Senior Director	13	889913 Sr Dir, Inclusion & Belonging	890013 Sr Dir, HR	891113 Sr Dir, Total Rewards	892013 Sr Dir, Recruitment	893013 Sr Dir, Organizational Dev	898013 Sr Dir, Project Mgmt	
	Director	14	889914 Dir, Inclusion & Belonging	890014 Dir, HR	891114 Dir, Total Rewards	892014 Dir, Recruitment	893014 Dir, Organizational Dev	898014 Dir, Project Mgmt	899914 Dir, Administrative Assistance
	Senior Manager	15	889915 Sr Mgr, Inclusion & Belonging	890015 Sr Mgr, HR	891115 Sr Mgr, Total Rewards	892015 Sr Mgr, Recruitment	893015 Sr Mgr, Organizational Dev	898015 Sr Mgr, Project Mgmt	
	Manager	16	889916 Mgr, Inclusion & Belonging	890016 Mgr, HR	891116 Mgr, Total Rewards	892016 Mgr, Recruitment	893016 Mgr, Organizational Dev	898016 Mgr, Project Mgmt	899916 Mgr, Administrative Assistance
	Supervisor	17				892017 Supv, Recruitment (New)			
Professional Individual Contributor	Principal	21		890021 Princ HR Spec		892021 Princ Recruiter		898021 Princ Project Mgr	899975 Administrative Assistance Coord
	Senior	24	889924 Sr Inclusion & Belonging Analyst	890024 Sr HR Spec	891124 Sr Total Rewards Analyst	892024 Sr Recruiter	893024 Sr Organizational Dev Analyst	898024 Sr Project Mgr	899979 Exec Asst to Regional or Country Head
	Journey	25	889925 Inclusion & Belonging Analyst	890025 HR Spec	891125 Total Rewards Analyst	892025 Recruiter	893025 Organizational Dev Analyst	898025 Project Mgr	899983 Asst to EVP 899984 Asst to SVP 899985 Asst to VP
	Junior	26	889926 Jr Inclusion & Belonging Analyst (New)	890026 Jr HR Spec (New)				898026 Jr Project Mgr	899986 Asst to below VP
Operating Individual Contributor / Support	Senior	27	889927 Sr Inclusion & Belonging Coord	890027 Sr HR Coord		892027 Sr Recruitment Coord	893027 Sr Organizational Dev Coord		
	Coordinator	28	889928 Inclusion & Belonging Coord	890028 HR Coord		892028 Recruitment Coord	893028 Organizational Dev Coord		
	Assistant	29		890029 HR Asst		892029 Recruitment Asst			899989 Receptionist

