

# Survey Position Grids

SENIOR MANAGEMENT 99	Family		PRODUCT DEVELOPMENT					
	Level	STUDIO MANAGEMENT 100	LINE OF BUSINESS MANAGEMENT 101	Production Management 200	Product Development - Creative 210	Producing 220	Live Operations Producing 222	
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.	Refines game content and implements new features in real time after online release of product to increase engagement and product revenue. Conducts data analyses to provide key insights into product performance and identify opportunities for further engagement and monetization.
	<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	10112 General Mgr, Strategic Bus Unit	20012 VP, Prdn Mgmt	21012 VP, Creative Direction	22012 VP, Exec Producer	
	<b>Senior Director</b>	<b>13</b>	10013 Sr Dir, Studio Mgmt		20013 Sr Dir, Prdn Mgmt	21013 Sr Dir, Creative	22013 Sr Exec Producer	
	<b>Director</b>	<b>14</b>	10014 Dir, Studio Mgmt		20014 Dir, Prdn Mgmt	21014 Dir, Creative	22014 Exec Producer	22214 Exec Live Ops Producer
	<b>Senior Manager</b>	<b>15</b>			20015 Sr Prdn Mgr (Mgmt)		22015 Sr Producer (Mgmt)	22215 Sr Live Ops Producer (Mgmt)
	<b>Manager</b>	<b>16</b>					22016 Producer (Mgmt)	22216 Live Ops Producer (Mgmt)
	<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>			20023 Adv Prdn Mgr		22023 Adv Producer	22223 Adv Live Ops Producer
	<b>Senior IC</b>	<b>24</b>			20024 Sr Prdn Mgr		22024 Sr Producer	22224 Sr Live Ops Producer
	<b>Journey IC</b>	<b>25</b>			20025 Prdn Mgr		22025 Producer	22225 Live Ops Producer
	<b>Associate IC</b>	<b>26</b>			20026 Assoc Prdn Mgr		22026 Assoc Producer	22226 Assoc Live Ops Producer
	<b>Coordinator</b>	<b>27</b>			20027 Prdn Coord		22027 Asst 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)						
		Monetization 224	Product Management 225	Technical Product Management 226	Game Directing 227	Systems Design 229	Game Design 230	Technical Game Design 232
		Develops monetization and pricing strategies and implements strategies into games and promotional opportunities.	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.
<b>Brief Job Family Descriptions</b>								
<b>Top Executive</b>	<b>10</b>							
<b>Senior Vice President</b>	<b>11</b>							
<b>Vice President</b>	<b>12</b>	22412 VP, Monetization		22612 VP, Technical Prod Mgmt	22712 VP, Game Directing		23012 VP, Game Design	
<b>Senior Director</b>	<b>13</b>	22413 Sr Dir, Monetization	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>	22414 Dir, Monetization	22514 Dir, Prod Mgmt	22614 Dir, Technical Prod Mgmt	22714 Game Dir		23014 Dir, Game Design	
<b>Senior Manager</b>	<b>15</b>	22415 Sr Mgr, Monetization	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>	22416 Mgr, Monetization	22516 Mgr, Prod Mgmt	22616 Mgr, Technical Prod Mgmt			23016 Mgr, Game Design	
<b>Supervisor</b>	<b>17</b>		22517 Supv, Prod Mgmt	22617 Supv, Technical Prod Mgmt				
<b>Lead</b>	<b>18</b>					22918 Lead Systems Designer	23018 Lead Game Designer	23218 Lead Technical Game Designer
<b>Principal IC</b>	<b>21</b>						23021 Principal Game 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
<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
<b>Senior IC</b>	<b>24</b>	22424 Sr Monetization Analyst	22524 Sr Prod Mgr	22624 Sr Technical Prod Mgr		22924 Sr Systems Designer	23024 Sr Game Designer	23224 Sr Technical Game Designer
<b>Journey IC</b>	<b>25</b>	22425 Monetization Analyst	22525 Prod Mgr	22625 Technical Prod Mgr		22925 Systems Designer	23025 Game Designer	23225 Technical Game Designer
<b>Associate IC</b>	<b>26</b>	22426 Assoc Monetization Analyst					23026 Assoc Game Designer	23226 Assoc Technical Game 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)					
		Level Layout Design 234	Game Economy Design 235	Content Design 236	Combat Design 237	Mission / Quest Design 238	Mathematics 240
		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.	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.
<b>Brief Job Family Descriptions</b>							
<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>	23414 Dir, Level Layout Design					24014 Dir, Mathematics
<b>Senior Manager</b>	<b>15</b>						
<b>Manager</b>	<b>16</b>						
<b>Supervisor</b>	<b>17</b>						
<b>Lead</b>	<b>18</b>	23418 Lead Level Layout Designer		23618 Lead Content Designer	23718 Lead Combat Designer	23818 Lead Mission / Quest Designer	
<b>Principal IC</b>	<b>21</b>		23521 Principal Game Economy Designer	23621 Principal Content Designer	23721 Principal Combat Designer	23821 Principal Mission / Quest Designer	
<b>Sr Adv IC</b>	<b>22</b>	23422 Sr Adv Level Layout Designer	23522 Sr Adv Game Economy Designer	23622 Sr Adv Content Designer	23722 Sr Adv Combat Designer	23822 Sr Adv Mission / Quest Designer	
<b>Advanced IC</b>	<b>23</b>	23423 Adv Level Layout Designer	23523 Adv Game Economy Designer	23623 Adv Content Designer	23723 Adv Combat Designer	23823 Adv Mission / Quest Designer	24023 Adv Mathematician
<b>Senior IC</b>	<b>24</b>	23424 Sr Level Layout Designer	23524 Sr Game Economy Designer	23624 Sr Content Designer	23724 Sr Combat Designer	23824 Sr Mission / Quest Designer	24024 Sr Mathematician
<b>Journey IC</b>	<b>25</b>	23425 Level Layout Designer	23525 Game Economy Designer	23625 Content Designer	23725 Combat Designer	23825 Mission / Quest Designer	24025 Mathematician
<b>Associate IC</b>	<b>26</b>	23426 Assoc Level Layout Designer		23626 Assoc Content Designer	23726 Assoc Combat Designer	23826 Assoc Mission / Quest 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>						

# Survey Position Grids

Family  Level		PRODUCT DEVELOPMENT (CONT'D)								
		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
		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. Ensures sound plays correctly and efficiently within a system or platform.	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>	24114 Dir, Writing / Story	24514 Dir, Narrative Design		25214 Dir, Sound / Audio			26014 Dir, SW Engrng	26514 Dir, AI / Machine Learning Engrng	27514 Dir, Gameplay 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, Gameplay 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, Gameplay Engrng
<b>Supervisor</b>	<b>17</b>				25217 Supv, Sound / Audio					
<b>Lead</b>	<b>18</b>	24118 Lead Writer			25218 Lead Sound / Audio Designer			26018 Lead SW Engrng	26518 Lead AI / Machine Learning Engrng	27518 Lead Gameplay Engrng
<b>Principal IC</b>	<b>21</b>				25221 Principal Sound / Audio Designer	25321 Principal Tech Sound / Audio Designer		26021 Principal SW Engrng	26521 Principal AI / Machine Learning Engrng	27521 Principal Gameplay Engrng
<b>Sr Adv IC</b>	<b>22</b>				25222 Sr Adv Sound / Audio Designer	25322 Sr Adv Tech Sound / Audio Designer	25522 Sr Adv Composer	26022 Sr Adv SW Engrng	26522 Sr Adv AI / Machine Learning Engrng	27522 Sr Adv Gameplay Engrng
<b>Advanced IC</b>	<b>23</b>	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 Engrng	26523 Adv AI / Machine Learning Engrng	27523 Adv Gameplay Engrng
<b>Senior IC</b>	<b>24</b>	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 Engrng	26524 Sr AI / Machine Learning Engrng	27524 Sr Gameplay Engrng
<b>Journey IC</b>	<b>25</b>	24125 Writer	24525 Narrative Designer	24625 Dialogue Editor	25225 Sound / Audio Designer	25325 Tech Sound / Audio Designer	25525 Composer	26025 SW Engrng	26525 AI / Machine Learning Engrng	27525 Gameplay Engrng
<b>Associate IC</b>	<b>26</b>	24126 Assoc Writer	24526 Assoc Narrative Designer		25226 Assoc Sound / Audio Designer	25326 Assoc Tech Sound / Audio Designer		26026 Assoc SW Engrng	26526 Assoc AI / Machine Learning Engrng	27526 Assoc Gameplay Engrng
<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  Level		PRODUCT DEVELOPMENT (CONT'D)							
		Concept Art 305	Art 310	3D Art 312	3D Environment Art (New Family) 314	Character Art 316	Effects Art 318	Lighting 319	Technical Art 324
<b>Brief Job Family Descriptions</b>		Develops concepts for game treatments, including look, feel, color and mood. Illustrates concepts traditionally and digitally.	Implements established artistic direction into game-ready art. May include character design, 2D art, 2D animation, 3D art, environmental design, illustration and general art.	Implements established artistic direction into 3D art assets. May include 3D characters, animations, environments, models (modeling and texturing) and graphics.	Creates 3D environments using modeling, texturing, lighting and other techniques to meet established artistic direction.	Implements established artistic direction into game-ready character art, including look, personality, movement and expression.	Creates digital effects for natural and supernatural phenomena and integrates effects into sequences and scenes.	Designs and implements lighting and shadows of objects, scenes or effects.	Ensures that art and animation are enhanced by the use of advanced technical processes, systems and software.
<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	31213 Sr Dir, 3D Art Dept	31413 Sr Dir, 3D Environment Art (New)				32413 Sr Dir, Technical Art
<b>Director</b>	<b>14</b>	30514 Dir, Concept Art	31014 Dir, Art Dept	31214 Dir, 3D Art Dept	31414 Dir, 3D Environment Art (New)	31614 Dir, Character Art	31814 Dir, Effects Art	31914 Dir, Lighting	32414 Dir, Technical Art
<b>Senior Manager</b>	<b>15</b>		31015 Sr Mgr, Art Dept	31215 Sr Mgr, 3D Art Dept	31415 Sr Mgr, 3D Environment Art (New)				32415 Sr Mgr, Technical Art
<b>Manager</b>	<b>16</b>	30516 Mgr, Concept Art	31016 Mgr, Art Dept / Art Dir	31216 Mgr, 3D Art Dept / 3D Art Dir	31416 Mgr, 3D Environment Art (New)	31616 Mgr, Character Art	31816 Mgr, Effects Art	31916 Mgr, Lighting	32416 Mgr, Technical Art
<b>Supervisor</b>	<b>17</b>		31017 Supv, Art Dept	31217 Supv, 3D Art Dept	31417 Supv, 3D Environment Art (New)				
<b>Lead</b>	<b>18</b>	30518 Lead Concept Artist	31018 Lead Artist	31218 Lead 3D Artist	31418 Lead 3D Environment Artist (New)	31618 Lead Character Artist	31818 Lead Effects Artist	31918 Lead Lighting Artist	32418 Lead Technical Artist
<b>Principal IC</b>	<b>21</b>	30521 Principal Concept Artist	31021 Principal Artist	31221 Principal 3D Artist	31421 Principal 3D Environment Artist (New)	31621 Principal Character Artist	31821 Principal Effects Artist	31921 Principal Lighting Artist	32421 Principal Technical Artist
<b>Sr Adv IC</b>	<b>22</b>	30522 Sr Adv Concept Artist	31022 Sr Adv Artist	31222 Sr Adv 3D Artist	31422 Sr Adv 3D Environment Artist (New)	31622 Sr Adv Character Artist	31822 Sr Adv Effects Artist	31922 Sr Adv Lighting Artist	32422 Sr Adv Technical Artist
<b>Advanced IC</b>	<b>23</b>	30523 Adv Concept Artist	31023 Adv Artist	31223 Adv 3D Artist	31423 Adv 3D Environment Artist (New)	31623 Adv Character Artist	31823 Adv Effects Artist	31923 Adv Lighting Artist	32423 Adv Technical Artist
<b>Senior IC</b>	<b>24</b>	30524 Sr Concept Artist	31024 Sr Artist	31224 Sr 3D Artist	31424 Sr 3D Environment Artist (New)	31624 Sr Character Artist	31824 Sr Effects Artist	31924 Sr Lighting Artist	32424 Sr Technical Artist
<b>Journey IC</b>	<b>25</b>	30525 Concept Artist	31025 Artist	31225 3D Artist	31425 3D Environment Artist (New)	31625 Character Artist	31825 Effects Artist	31925 Lighting Artist	32425 Technical Artist
<b>Associate IC</b>	<b>26</b>	30526 Assoc Concept Artist	31026 Assoc Artist	31226 Assoc 3D Artist	31426 Assoc 3D Environment Artist (New)	31626 Assoc Character Artist	31826 Assoc Effects Artist	31926 Assoc Lighting Artist	32426 Assoc Technical Artist
<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  Level		PRODUCT DEVELOPMENT (CONT'D)					
		User Experience Design 325	User Interface / User Experience Art 326	User Interface Engineering 328	Animation 330	Technical Animation / Rigging 335	Motion Capture 336
<b>Brief Job Family Descriptions</b>		Develops user interfaces for games that contribute to compelling user experience and player engagement, including layout, site maps and navigation design.	Translates user interface design into art prototypes art assets for assigned game elements.	Designs, develops and tests software for user interfaces that complement the gameplay visuals and experience.	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.	Directs and produces the necessary motion capture shots and sequences for software games. Manages motion capture studio and equipment.
<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>	32513 Sr Dir, UX Design					
<b>Director</b>	<b>14</b>	32514 Dir, UX Design			33014 Dir, Animation Dept		
<b>Senior Manager</b>	<b>15</b>	32515 Sr Mgr, UX Design			33015 Sr Mgr, Animation / Animation Dir		
<b>Manager</b>	<b>16</b>	32516 Mgr, UX Design			33016 Mgr, Animation / Animation Dir	33516 Mgr, Technical Animation / Rigging	
<b>Supervisor</b>	<b>17</b>						33617 Supv, Motion Capture
<b>Lead</b>	<b>18</b>	32518 Lead UX Designer	32618 Lead UI / UX Artist	32818 Lead UI Engr	33018 Lead Animator	33518 Lead Technical Animator / Rigger	
<b>Principal IC</b>	<b>21</b>	32521 Principal UX Designer	32621 Principal UI / UX Artist		33021 Principal Animator	33521 Principal Technical Animator / Rigger	
<b>Sr Adv IC</b>	<b>22</b>	32522 Sr Adv UX Designer	32622 Sr Adv UI / UX Artist		33022 Sr Adv Animator		
<b>Advanced IC</b>	<b>23</b>	32523 Adv UX Designer	32623 Adv UI / UX Artist		33023 Adv Animator	33523 Adv Technical Animator / Rigger	
<b>Senior IC</b>	<b>24</b>	32524 Sr UX Designer	32624 Sr UI / UX Artist	32824 Sr UI Engr	33024 Sr Animator	33524 Sr Technical Animator / Rigger	33624 Sr Motion Capture Technical Director
<b>Journey IC</b>	<b>25</b>	32525 UX Designer	32625 UI / UX Artist	32825 UI Engr	33025 Animator	33525 Technical Animator / Rigger	33625 Motion Capture Technical Director
<b>Associate IC</b>	<b>26</b>	32526 Assoc UX Designer	32626 Assoc UI / UX Artist	32826 Assoc UI Engr	33026 Assoc Animator	33526 Assoc Technical Animator / Rigger	
<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  Level		PRODUCT DEVELOPMENT (CONT'D)							
		Art Outsourcing Management 337	Artist Management 338	Design Management 340	Engineering Management 342	Video Editing 400	Localization 405	Translation 406	Trust and Safety 407
		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.	Provides business translation and interpretation services (both spoken and written). Facilitates an accurate and collaborative communication process.	Develops and enforces principles and policies that define acceptable behavior and content online.
<b>Brief Job Family Descriptions</b>									
<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>		33814 Dir, Artist Mgmt	34014 Dir, Design Mgmt	34214 Dir, Engineering Mgmt		40514 Dir, Localization	40714 Dir, Trust & Safety	
<b>Senior Manager</b>	<b>15</b>	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			
<b>Manager</b>	<b>16</b>	33716 Mgr, Art Outsourcing Mgmt	33816 Mgr, Artist Mgmt	34016 Mgr, Design Mgmt	34216 Mgr, Engineering Mgmt	40016 Mgr, Video Editing	40516 Mgr, Localization	40616 Mgr, Translation	40716 Mgr, Trust & Safety
<b>Supervisor</b>	<b>17</b>								
<b>Lead</b>	<b>18</b>					40018 Lead Video Editor		40718 Lead Trust & Safety Spec	
<b>Principal IC</b>	<b>21</b>					40021 Principal Video Editor			
<b>Sr Adv IC</b>	<b>22</b>								
<b>Advanced IC</b>	<b>23</b>	33723 Adv Art Outsourcing Mgr							
<b>Senior IC</b>	<b>24</b>	33724 Sr Art Outsourcing Mgr				40024 Sr Video Editor	40524 Sr Localization Producer	40624 Sr Translator	
<b>Journey IC</b>	<b>25</b>	33725 Art Outsourcing Mgr				40025 Video Editor	40525 Localization Producer	40625 Translator	
<b>Associate IC</b>	<b>26</b>	33726 Assoc Art Outsourcing Mgr				40026 Assoc Video Editor	40526 Localization Spec	40626 Assoc Translator	
<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  Level		TECHNOLOGY SUPPORT						
		Technology and Infrastructure 410	Data Engineering 411	Server Engineering 412	Platform Engineering 413	Database Engineering 415	DevOps Engineering 416	Site Reliability Engineering (New Family) 417
		Develops and implements technology, infrastructure, architecture and applications that support product development, production and online gaming operations.	Develops software systems that process, store and serve data for use by others. Optimizes the availability of data to generate insights and address business needs.	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.	Monitors, automates and improves the reliability, performance and availability of software systems. Ensures reliable, scalable and efficient operation of software systems to prevent incidents, manage infrastructure and optimize software delivery.
<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	41112 VP, Data Engrng		41312 VP, Platform Engrng			41712 VP, Site Reliability Engrng (New)
<b>Senior Director</b>	<b>13</b>	41013 Sr Dir, Technology & Infrastructure			41313 Sr Dir, Platform Engrng			41713 Sr Dir, Site Reliability Engrng (New)
<b>Director</b>	<b>14</b>	41014 Dir, Technology & Infrastructure	41114 Dir, Data Engrng	41214 Dir, Server Engrng	41314 Dir, Platform Engrng	41514 Dir, DB Engrng	41614 Dir, DevOps Engrng	41714 Dir, Site Reliability Engrng (New)
<b>Senior Manager</b>	<b>15</b>	41015 Sr Mgr, Technology & Infrastructure		41215 Sr Mgr, Server Engrng	41315 Sr Mgr, Platform Engrng	41515 Sr Mgr, DB Engrng	41615 Sr Mgr, DevOps Engrng	41715 Sr Mgr, Site Reliability Engrng (New)
<b>Manager</b>	<b>16</b>	41016 Mgr, Technology & Infrastructure	41116 Mgr, Data Engrng	41216 Mgr, Server Engrng	41316 Mgr, Platform Engrng	41516 Mgr, DB Engrng	41616 Mgr, DevOps Engrng	41716 Mgr, Site Reliability Engrng (New)
<b>Supervisor</b>	<b>17</b>			41217 Supv, Server Engrng				
<b>Lead</b>	<b>18</b>	41018 Lead System Adminr		41218 Lead Server Engrn (New)	41318 Lead Platform Engrn		41618 Lead DevOps Engrn	41718 Lead Site Reliability Engrn (New)
<b>Principal IC</b>	<b>21</b>	41021 Principal System Adminr (New)	41121 Principal Data Engrn (New)	41221 Principal Server Engrn (New)	41321 Principal Platform Engrn		41621 Principal DevOps Engrn	41721 Principal Site Reliability Engrn (New)
<b>Sr Adv IC</b>	<b>22</b>	41022 Sr Adv System Adminr (New)	41122 Sr Adv Data Engrn (New)	41222 Sr Adv Server Engrn (New)	41322 Sr Adv Platform Engrn (New)			41722 Sr Adv Site Reliability Engrn (New)
<b>Advanced IC</b>	<b>23</b>	41023 Adv System Adminr	41123 Adv Data Engrn	41223 Adv Server Engrn	41323 Adv Platform Engrn	41523 Adv DB Engrn	41623 Adv DevOps Engrn	41723 Adv Site Reliability Engrn (New)
<b>Senior IC</b>	<b>24</b>	41024 Sr System Adminr	41124 Sr Data Engrn	41224 Sr Server Engrn	41324 Sr Platform Engrn	41524 Sr DB Engrn	41624 Sr DevOps Engrn	41724 Sr Site Reliability Engrn (New)
<b>Journey IC</b>	<b>25</b>	41025 System Adminr	41125 Data Engrn	41225 Server Engrn	41325 Platform Engrn	41525 DB Engrn	41625 DevOps Engrn	41725 Site Reliability Engrn (New)
<b>Associate IC</b>	<b>26</b>	41026 Assoc System Adminr	41126 Assoc Data Engrn	41226 Assoc Server Engrn (New)	41326 Assoc Platform Engrn	41526 Assoc DB Engrn		41726 Assoc Site Reliability Engrn (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)					
		Engine Software Engineering 420	Tools Software Engineering 430	Audio Engineering 431	Graphics / Rendering Engineering 432	Security Engineering 435	Anti-Cheat Engineering 438
<b>Brief Job Family Descriptions</b>		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>	42012 VP, Engine SW Engrg				43512 VP, Security Engrg	
<b>Senior Director</b>	<b>13</b>					43513 Sr Dir, Security Engrg	
<b>Director</b>	<b>14</b>	42014 Dir, Engine SW Engrg	43014 Dir, Tools SW Engrg		43214 Dir, Graphics / Rendering Engrg	43514 Dir, Security Engrg	
<b>Senior Manager</b>	<b>15</b>	42015 Sr Mgr, Engine SW Engrg	43015 Sr Mgr, Tools SW Engrg		43215 Sr Mgr, Graphics / Rendering Engrg	43515 Sr Mgr, Security Engrg	
<b>Manager</b>	<b>16</b>	42016 Mgr, Engine SW Engrg	43016 Mgr, Tools SW Engrg		43216 Mgr, Graphics / Rendering Engrg	43516 Mgr, Security Engrg	
<b>Supervisor</b>	<b>17</b>						
<b>Lead</b>	<b>18</b>	42018 Lead Engine SW Engr	43018 Lead Tools SW Engr	43118 Lead Audio Engr	43218 Lead Graphics / Rendering Engr		43818 Lead Anti-Cheat Engr
<b>Principal IC</b>	<b>21</b>	42021 Principal Engine SW Engr				43521 Principal Security Engr	43821 Principal Anti-Cheat Engr
<b>Sr Adv IC</b>	<b>22</b>	42022 Sr Adv Engine SW Engr				43522 Sr Adv Security Engr	
<b>Advanced IC</b>	<b>23</b>	42023 Adv Engine SW Engr	43023 Adv Tools SW Engr	43123 Adv Audio Engr	43223 Adv Graphics / Rendering Engr	43523 Adv Security Engr	
<b>Senior IC</b>	<b>24</b>	42024 Sr Engine SW Engr	43024 Sr Tools SW Engr	43124 Sr Audio Engr	43224 Sr Graphics / Rendering Engr	43524 Sr Security Engr	43824 Sr Anti-Cheat Engr
<b>Journey IC</b>	<b>25</b>	42025 Engine SW Engr	43025 Tools SW Engr	43125 Audio Engr	43225 Graphics / Rendering Engr	43525 Security Engr	43825 Anti-Cheat Engr
<b>Associate IC</b>	<b>26</b>	42026 Assoc Engine SW Engr	43026 Assoc Tools SW Engr	43126 Assoc Audio Engr	43226 Assoc Graphics / Rendering Engr	43526 Assoc Security Engr	43826 Assoc Anti-Cheat Engr
<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>						
<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 cataloguing and retrieval systems.	Ensures that software is reviewed, fixed and released bug free.	Accountable for automating test processes and testing software code. Sets technical direction for "QA" software programs.	Designs software test plans for multiple software products. Writes automated tools to support test plans.	Executes test plans on pre-release versions of software to detect and record product defects. Conducts compliance testing and maintains bug reports.
<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 Engrng		
<b>Senior Manager</b>	<b>15</b>					45015 Sr Mgr, QA	45215 Sr Mgr, QA Engrng		
<b>Manager</b>	<b>16</b>	44016 Mgr, Release Engrng				45016 Mgr, QA	45216 Mgr, QA Engrng		
<b>Supervisor</b>	<b>17</b>					45017 Supv, QA			
<b>Lead</b>	<b>18</b>	44018 Lead Release Engr	44218 Lead Release Mgr					45518 Lead QA Analyst	
<b>Principal IC</b>	<b>21</b>						45221 Principal QA Engr	45521 Principal QA Analyst	
<b>Sr Adv IC</b>	<b>22</b>						45222 Sr Adv QA Engr	45522 Sr Adv QA Analyst	
<b>Advanced IC</b>	<b>23</b>		44223 Adv Release Mgr				45223 Adv QA Engr	45523 Adv QA Analyst	
<b>Senior IC</b>	<b>24</b>	44024 Sr Release Engr	44224 Sr Release Mgr	44524 Sr Technical Writer			45224 Sr QA Engr	45524 Sr QA Analyst	
<b>Journey IC</b>	<b>25</b>	44025 Release Engr	44225 Release Mgr	44525 Technical Writer	44725 Digital Assets Mgr		45225 QA Engr	45525 QA Analyst	
<b>Associate IC</b>	<b>26</b>	44026 Assoc Release Engr	44226 Assoc Release Mgr				45226 Assoc QA Engr	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 500	PLAYER / IN-GAME SUPPORT 505	VIP CUSTOMER SUPPORT 510	PROJECT MANAGEMENT		OPERATIONS		FACILITIES 580
					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.	Provides proactive, high-touch customer service and support to the organization's highest-value players to drive VIP player retention, reactivation and engagement. Leverages feedback from VIP player base to inform product improvements and strategic decisions.	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.	Manages and implements software production and distribution operations activities, 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.	Plans, maintains and improves the physical plant including buildings, utilities, equipment, machinery and other facility infrastructure.
<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	55013 Sr Dir, Ops <i>(New)</i>	56013 Administrative Ops Sr Dir - Generalist <i>(New)</i>	
<b>Director</b>	<b>14</b>	50014 Dir, Customer Support	50514 Dir, Player / In-Game Support		52014 Dir, Project Mgmt	52514 Dir, Technical Project Mgmt	55014 Dir, Ops	56014 Administrative Ops Dir - Generalist <i>(New)</i>	58014 Dir, Facilities
<b>Senior Manager</b>	<b>15</b>		50515 Sr Mgr, Player / In-Game Support		52015 Sr Mgr, Project Mgmt	52515 Sr Mgr, Technical Project Mgmt	55015 Sr Mgr, Ops <i>(New)</i>	56015 Administrative Ops Sr Mgr - Generalist <i>(New)</i>	
<b>Manager</b>	<b>16</b>	50016 Mgr, Customer Support	50516 Mgr, Player / In-Game Support		52016 Mgr, Project Mgmt	52516 Mgr, Technical Project Mgmt	55016 Mgr, Ops	56016 Administrative Ops Mgr - Generalist	58016 Mgr, Facilities
<b>Supervisor</b>	<b>17</b>	50017 Supv, Customer Support	50517 Supv, Player / In-Game Support				55017 Supv, Ops		
<b>Lead</b>	<b>18</b>	50018 Lead Customer Support Spec							
<b>Principal IC</b>	<b>21</b>								
<b>Sr Adv IC</b>	<b>22</b>				52022 Sr Adv Project Mgr <i>(New)</i>	52522 Sr Adv Technical Project Mgr <i>(New)</i>			
<b>Advanced IC</b>	<b>23</b>			51023 Adv VIP Customer Support Spec	52023 Adv Project Mgr	52523 Adv Technical Project Mgr	55023 Adv Ops Spec	56023 Adv Ops Generalist Spec	
<b>Senior IC</b>	<b>24</b>			51024 Sr VIP Customer Support Spec	52024 Sr Project Mgr	52524 Sr Technical Project Mgr	55024 Sr Ops Spec	56024 Sr Ops Generalist Spec	58024 Sr Facilities Spec
<b>Journey IC</b>	<b>25</b>			51025 VIP Customer Support Spec	52025 Project Mgr	52525 Technical Project Mgr	55025 Ops Spec	56025 Ops Generalist Spec	58025 Facilities Spec
<b>Associate IC</b>	<b>26</b>			51026 Assoc VIP Customer Support Spec	52026 Assoc Project Mgr	52526 Assoc Technical Project Mgr		56026 Assoc Ops Generalist Spec	58026 Assoc Facilities Spec
<b>Coordinator</b>	<b>27</b>						55027 Ops Coord	56027 Ops Generalist Coord	58027 Facilities Coord
<b>Assistant</b>	<b>28</b>								
<b>Lead Support</b>	<b>31</b>	50031 Lead Customer Support Rep	50531 Lead Player / In-Game Support Rep						
<b>Senior Support</b>	<b>32</b>	50032 Sr Customer Support Rep	50532 Sr Player / In-Game Support Rep						
<b>Journey Support</b>	<b>33</b>	50033 Customer Support Rep	50533 Player / In-Game Support Rep						
<b>Entry Support</b>	<b>34</b>	50034 Entry Customer Support Rep	50534 Entry Player / 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	Performance Marketing (New Family) 617
		Creates and implements marketing programs to improve the organization's position in the market. Creates marketing and advertising campaigns and related materials.	Increases brand recognition and market share of assigned product line or franchise and creates or enhances brand identity.	Develops marketing plans for products and product features and creates materials to support product sales. Provides input on product design, definition, positioning and pricing.	Develops and implements marketing strategies through social media and other digital platforms. Builds social media engagement and analyzes customer analytics to measure and increase effectiveness.	Strengthens player engagement with the organization's game(s). Develops a deep understanding of each game and their communities, acting as a resource for driving initiatives and feature improvements. Collaborates with marketing and community to plan events and engagement campaigns.	Engages members of the player community through messaging about content and new product features. Facilitates member-created content and social media presence. Builds community and influencer relationships.	Designs, develops and enhances the player community website. Refreshes content and creates engagement through meaningful content.	Directs data analysis to assess acquisition and retention, return on investment and performance of marketing campaigns. Recommends approaches to grow player base.	Plans, executes and optimizes marketing campaigns through real-time analytics and incremental adjustments. Monitors and continuously adjusts paid media to maximize engagement and adoption. Leverages data and analytics to test, analyze, measure and iterate to optimize campaign performance and return on investment.
<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	61712 VP, Performance Mktg (New)	
<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	61713 Sr Dir, Performance Mktg (New)	
<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	61714 Dir, Performance Mktg (New)	
<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			
<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	61716 Mgr, Performance Mktg (New)	
<b>Supervisor</b>	<b>17</b>						61217 Supv, Community			
<b>Lead</b>	<b>18</b>							61518 Lead User Acquisition / Retention Analyst	61718 Lead Performance Mktg Analyst (New)	
<b>Principal IC</b>	<b>21</b>									
<b>Sr Adv IC</b>	<b>22</b>							61522 Sr Adv User Acquisition / Retention Analyst	61722 Sr Adv Performance Mktg Analyst (New)	
<b>Advanced IC</b>	<b>23</b>	60023 Adv Mktg Spec (New)	60223 Adv Brand Mktg Spec (New)	60323 Adv Prod Mktg Spec (New)	60523 Adv Digital Mktg Spec (New)	61023 Adv Customer Relations Mktg Mgr		61523 Adv User Acquisition / Retention Analyst	61723 Adv Performance Mktg Analyst (New)	
<b>Senior IC</b>	<b>24</b>	60024 Sr Mktg Spec	60224 Sr Brand Mktg Spec	60324 Sr Prod Mktg Spec	60524 Sr Digital Mktg Spec	61024 Sr Customer Relations Mktg Mgr	61224 Sr Community Spec	61524 Sr User Acquisition / Retention Analyst	61724 Sr Performance Mktg Analyst (New)	
<b>Journey IC</b>	<b>25</b>	60025 Mktg Spec	60225 Brand Mktg Spec	60325 Prod Mktg Spec	60525 Digital Mktg Spec	61025 Customer Relations Mktg Mgr	61225 Community Spec	61425 Community Designer	61525 User Acquisition / Retention Analyst	61725 Performance Mktg Analyst (New)
<b>Associate IC</b>	<b>26</b>	60026 Assoc Mktg Spec	60226 Assoc Brand Mktg Spec	60326 Assoc Prod Mktg Spec	60526 Assoc Digital Mktg Spec		61226 Assoc Community Spec			
<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				
<b>Journey Support</b>	<b>33</b>					61033 Customer Relations Mktg Rep				
<b>Entry Support</b>	<b>34</b>									

# Survey Position Grids

Family  Level		MARKETING (CONT'D)								
		Channel Marketing	Influencer Marketing	Creative Services	Creative Services - Graphics / Marketing Multimedia	Creative Services - Writing	Creative Services - Marketing-Based Creative Content	Creative Services - Project Management	Public Relations	Trade Show / Events
		620	623	627	628	629	630	635	640	645
<b>Brief Job Family Descriptions</b>		Develops marketing plans and promotional campaigns through resellers or specific vertical markets and trades.	Expands the social media presence of game(s) and esports by developing and implementing relationships and partnerships with personalities and influencers in social media.	Creates and produces marketing materials for selling and promoting software products. Establishes creative identity and "look and feel."	Develops, creates and/or integrates multimedia and/or other art assets for use by marketing, including video, audio and graphics.	Writes and edits marketing materials.	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		64012 VP, Public Relations	
<b>Senior Director</b>	<b>13</b>	62013 Sr Dir, Channel Mktg	62313 Sr Dir, Influencer Mktg	62713 Sr Dir, Creative Svcs					64013 Sr Dir, Public Relations	
<b>Director</b>	<b>14</b>	62014 Dir, Channel Mktg	62314 Dir, Influencer Mktg	62714 Dir, Creative Svcs			63014 Dir, Mktg-Based Creative Content		64014 Dir, Public Relations	64514 Dir, Trade Show / Events
<b>Senior Manager</b>	<b>15</b>	62015 Sr Mgr, Channel Mktg	62315 Sr Mgr, Influencer Mktg	62715 Sr Mgr, Creative Svcs					64015 Sr Mgr, Public Relations	64515 Sr Mgr, Trade Show / Events
<b>Manager</b>	<b>16</b>	62016 Mgr, Channel Mktg	62316 Mgr, Influencer Mktg	62716 Mgr, Creative Svcs	62816 Mgr, Graphic Design / Multimedia Editing		63016 Mgr, Mktg-Based Creative Content	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		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 Spec	
<b>Senior IC</b>	<b>24</b>	62024 Sr Channel Mktg Spec	62324 Sr Influencer Mktg Spec	62724 Sr Creative Svcs IC	62824 Sr Graphic Designer / Multimedia Editor	62924 Sr Writer / Editor	63024 Sr Mktg-Based Creative Content Spec	63524 Sr Creative Svcs Project Mgr	64024 Sr Public Relations Spec	64524 Sr Trade Show / Events Spec
<b>Journey IC</b>	<b>25</b>	62025 Channel Mktg Spec	62325 Influencer Mktg Spec	62725 Creative Svcs IC	62825 Graphic Designer / Multimedia Editor	62925 Writer / Editor	63025 Mktg-Based Creative Content Spec	63525 Creative Svcs Project Mgr	64025 Public Relations Spec	64525 Trade Show / Events Spec
<b>Associate IC</b>	<b>26</b>	62026 Assoc Channel Mktg Spec	62326 Assoc Influencer Mktg Spec	62726 Assoc Creative Svcs IC		62926 Assoc Writer / Editor	63026 Assoc Mktg-Based Creative Content Spec	63526 Assoc Creative Svcs Project Mgr	64026 Assoc Public Relations Spec	64526 Assoc Trade Show / Events Spec
<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 Events / Productions 663	Market Research 680	User Experience / Usability Research 681	Consumer Insights / Analytics 682	Business Competitive Research 683	Gameplay Analytics 684
		Brief Job Family Descriptions							
<b>Top Executive</b>	<b>10</b>	67010 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	68214 Dir, Consumer Insights / Analytics		68414 Dir, Gameplay Analytics
<b>Senior Manager</b>	<b>15</b>			66315 Sr Mgr, Esports Events / Prdns		68115 Sr Mgr, UX / Usability Research			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	68216 Mgr, Consumer Insights / Analytics		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 Spec			68023 Adv Market Research Analyst	68123 Adv UX / Usability Researcher	68223 Adv Consumer Insights / Analytics Analyst	68323 Adv Bus Competitive Research Analyst	68423 Adv Gameplay Analyst
<b>Senior IC</b>	<b>24</b>	65024 Sr Esports Spec	65324 Sr Esports League Ops Spec	66324 Sr Esports Events / Prdns Spec	68024 Sr Market Research Analyst	68124 Sr UX / Usability Researcher	68224 Sr Consumer Insights / Analytics Analyst	68324 Sr Bus Competitive Research Analyst	68424 Sr Gameplay Analyst
<b>Journey IC</b>	<b>25</b>	65025 Esports Spec	65325 Esports League Ops Spec	66325 Esports Events / Prdns Spec	68025 Market Research Analyst	68125 UX / Usability Researcher	68225 Consumer Insights / Analytics Analyst	68325 Bus Competitive Research Analyst	68425 Gameplay Analyst
<b>Associate IC</b>	<b>26</b>	65026 Assoc Esports Spec	65326 Assoc Esports League Ops Spec			68126 Assoc UX / Usability Researcher	68226 Assoc Consumer Insights / Analytics Analyst		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

Family  Level		DATA AND ANALYTICS (CONT'D)				DIGITAL COMMERCE	
		Data Science 685	Data Analytics 686	Database Administration 688	Business Intelligence Engineering 690	Website 700	Website Development 710
<b>Brief Job Family Descriptions</b>		Analyzes large amounts of data using advanced statistical, data mining and predictive analyses to inform product and marketing decisions.	Advances game design, experience, performance and player engagement through data mining and statistical modeling. Works with developers, marketing and business leaders to frame questions and create data collection and data-modeling frameworks that meet information gathering needs.	Develops and designs database strategies, monitors and maintains databases, and enhances database performance and capacity.	Configures software to query dynamic databases to extract analytical information that inform business strategy and product decisions.	Maintains the organization's website(s) and/or e-commerce storefront(s), including design, content, technical functionality and troubleshooting.	Creates and maintains the technical functionality of web pages for assigned websites. Develops and maintains front-end tools and applications to create desired functionality.
<b>Top Executive</b>	<b>10</b>	67010 Top Data and Analytics Executive (continued)					
<b>Senior Vice President</b>	<b>11</b>						
<b>Vice President</b>	<b>12</b>	68512 VP, Data Science / Analytics					71012 VP, Website Dev
<b>Senior Director</b>	<b>13</b>						
<b>Director</b>	<b>14</b>	68514 Dir, Data Science	68614 Dir, Data Analytics	68814 Dir, Database Administration	69014 Dir, Bus Intelligence Engrng	70014 Dir, Website	
<b>Senior Manager</b>	<b>15</b>	68515 Sr Mgr, Data Science	68615 Sr Mgr, Data Analytics	68815 Sr Mgr, Database Administration		70015 Sr Mgr, Website	71015 Sr Mgr, Website Dev
<b>Manager</b>	<b>16</b>	68516 Mgr, Data Science	68616 Mgr, Data Analytics	68816 Mgr, Database Administration	69016 Mgr, Bus Intelligence Engrng	70016 Mgr, Website	71016 Mgr, Website Dev
<b>Supervisor</b>	<b>17</b>						
<b>Lead</b>	<b>18</b>	68518 Lead Data Scientist	68618 Lead Data Analyst		69018 Lead Bus Intelligence Engrng		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
<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 Adminr	69023 Adv Bus Intelligence Engrng		
<b>Senior IC</b>	<b>24</b>	68524 Sr Data Scientist	68624 Sr Data Analyst	68824 Sr Database Adminr	69024 Sr Bus Intelligence Engrng	70024 Sr Website Producer	71024 Sr Website Developer
<b>Journey IC</b>	<b>25</b>	68525 Data Scientist	68625 Data Analyst	68825 Database Adminr	69025 Bus Intelligence Engrng	70025 Website Producer	71025 Website Developer
<b>Associate IC</b>	<b>26</b>	68526 Assoc Data Scientist	68626 Assoc Data Analyst	68826 Assoc Database Adminr	69026 Assoc Bus Intelligence Engrng	70026 Assoc Website Producer	71026 Assoc Website Developer
<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		DISTRIBUTION AND PARTNERSHIPS 715	BUSINESS DEVELOPMENT 720	STRATEGY AND CORPORATE DEVELOPMENT 730	OPERATIONAL STRATEGY AND PLANNING (New Family) 735	LICENSING 760	MERCHANDISING 775
		Manages and executes key partnership programs for games products. Delivers against partnerships vision and annual business goals.	Identifies and pursues new business, partnership and joint venture opportunities, including event sponsorships. Performs financial analysis and due diligence and structures and negotiates business contracts. Not accountable for mergers and acquisitions.	Identifies, analyzes, negotiates for and develops new corporate development opportunities, including mergers, acquisitions, divestitures and other strategic alliances that support growth objectives.	Drives and implements cross-organization operational strategies, goals and initiatives, and optimizes operational effectiveness and efficiency. Sets performance metrics, and partners with business leaders to review and adjust strategies and operations to improve business outcomes.	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.
<b>Brief Job Family Descriptions</b>							
<b>Top Executive</b>	<b>10</b>						
<b>Senior Vice President</b>	<b>11</b>	71511 SVP, Distribution & Partnerships	72011 SVP, Bus Dev	73011 SVP, Strategy & Corporate Dev		76011 SVP, Licensing	
<b>Vice President</b>	<b>12</b>	71512 VP, Distribution & Partnerships	72012 VP, Bus Dev	73012 VP, Strategy & Corporate Dev		76012 VP, Licensing	77512 VP, Merch
<b>Senior Director</b>	<b>13</b>	71513 Sr Dir, Distribution & Partnerships <i>(New)</i>	72013 Sr Dir, Bus Dev		73513 Sr Dir, Operational Strategy & Planning <i>(New)</i>	76013 Sr Dir, Licensing <i>(New)</i>	
<b>Director</b>	<b>14</b>	71514 Dir, Distribution & Partnerships	72014 Dir, Bus Dev	73014 Dir, Strategy & Corporate Dev	73514 Dir, Operational Strategy & Planning <i>(New)</i>	76014 Dir, Licensing	77514 Dir, Merch
<b>Senior Manager</b>	<b>15</b>	71515 Sr Mgr, Distribution & Partnerships <i>(New)</i>	72015 Sr Mgr, Bus Dev			76015 Sr Mgr, Licensing <i>(New)</i>	
<b>Manager</b>	<b>16</b>	71516 Mgr, Distribution & Partnerships	72016 Mgr, Bus Dev	73016 Mgr, Strategy & Corporate Dev		76016 Mgr, Licensing	77516 Mgr, Merch
<b>Supervisor</b>	<b>17</b>						
<b>Lead</b>	<b>18</b>						
<b>Principal IC</b>	<b>21</b>			73021 Principal Strategy & Corporate Dev Analyst			
<b>Sr Adv IC</b>	<b>22</b>	71522 Sr Adv Distribution & Partnerships Spec <i>(New)</i>			73522 Sr Adv Operational Strategy & Planning Spec <i>(New)</i>		
<b>Advanced IC</b>	<b>23</b>	71523 Adv Distribution & Partnerships Spec <i>(New)</i>	72023 Adv Bus Dev Analyst		73523 Adv Operational Strategy & Planning Spec <i>(New)</i>		
<b>Senior IC</b>	<b>24</b>	71524 Sr Distribution & Partnerships Spec	72024 Sr Bus Dev Analyst	73024 Sr Strategy & Corporate Dev Analyst		76024 Sr Licensing Spec	77524 Sr Merch Spec
<b>Journey IC</b>	<b>25</b>	71525 Distribution & Partnerships Spec	72025 Bus Dev Analyst			76025 Licensing Spec	77525 Merch Spec
<b>Associate IC</b>	<b>26</b>	71526 Assoc Distribution & Partnerships Spec <i>(New)</i>	72026 Assoc Bus Dev Analyst				77526 Assoc Merch Spec
<b>Coordinator</b>	<b>27</b>					76027 Licensing Coord	77527 Merch 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		SOFTWARE PRODUCT SALES – INTERNATIONAL		SALES SUPPORT				
		International Sales (Country) 820	International Sales (Multi-Country Region) 822	Sales Analysis 840	Sales Administration 850	Account Management 860	Sales Marketing 870	Sales Operations 875
<b>Brief Job Family Descriptions</b>		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.	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.	Administers and supports sales activities for the organization's software products, including order entry, sales contract compliance, sales revenue and commission tracking and reporting. Supports sales forecasting and trend analyses. May be accountable for product fulfillment / distribution.
<b>Top Executive</b>	<b>10</b>							
<b>Senior Vice President</b>	<b>11</b>							
<b>Vice President</b>	<b>12</b>	82012 Country Head, Sales						
<b>Senior Director</b>	<b>13</b>						87013 Sr Dir, Sales Marketing	87513 Sr Dir, Sales Ops <i>(New)</i>
<b>Director</b>	<b>14</b>	82014 Dir, Regional Sales (Country)	82214 Dir, Regional Sales (Multi-Country Region)	84014 Dir, Sales Analysis	85014 Dir, Sales Admin		87014 Dir, Sales Marketing	87514 Dir, Sales Ops <i>(New)</i>
<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	87515 Sr Mgr, Sales Ops <i>(New)</i>
<b>Manager</b>	<b>16</b>	82016 Mgr, Regional Sales (Country)	82216 Mgr, Regional Sales (Multi-Country Region)	84016 Mgr, Sales Analysis	85016 Mgr, Sales Admin		87016 Mgr, Sales Marketing	87516 Mgr, Sales Ops
<b>Supervisor</b>	<b>17</b>							
<b>Lead</b>	<b>18</b>					86018 Lead Account Mgr <i>(New)</i>		
<b>Principal IC</b>	<b>21</b>							
<b>Sr Adv IC</b>	<b>22</b>							87522 Sr Adv Sales Ops Spec <i>(New)</i>
<b>Advanced IC</b>	<b>23</b>					86023 Adv Account Mgr <i>(New)</i>		87523 Adv Sales Ops Spec <i>(New)</i>
<b>Senior IC</b>	<b>24</b>	82024 Key Accts Rep (Selling)		84024 Sr Sales Analyst		86024 Sr Account Mgr	87024 Sr Sales Marketing Spec	87524 Sr Sales Ops Spec
<b>Journey IC</b>	<b>25</b>			84025 Sales Analyst		86025 Account Mgr	87025 Sales Marketing Spec	87525 Sales Ops Spec
<b>Associate IC</b>	<b>26</b>				85026 Sr Sales Coord		87026 Assoc Sales Marketing Spec	87526 Assoc Sales Ops Spec
<b>Coordinator</b>	<b>27</b>				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	Intellectual Property / Patent Legal Services / Counsel	Contracts Administration	Information Technology	Business Functional Analysis	Finance and Accounting	Finance	Accounting
		930	932	935	950	953	955	960	965
<b>Brief Job Family Descriptions</b>		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.	Develops, implements and maintains accounting systems and their required entries, reconciliation and reporting. Complies with approved accounting principles. Participates in and supports regular and special audits.
<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		
<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	96012 VP, Finance	96512 VP, Accounting / Controller
<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	96013 Sr Dir, Finance	96513 Sr Dir, Accounting / Asst Controller
<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	96014 Dir, Finance	96514 Dir, Accounting
<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	96515 Sr Mgr, Accounting <i>(New)</i>
<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	96516 Mgr, Accounting
<b>Supervisor</b>	<b>17</b>								
<b>Lead</b>	<b>18</b>				95018 Lead IT Engrn	95318 Lead Bus Functional Analyst			
<b>Principal IC</b>	<b>21</b>				95021 Principal IT Engrn				
<b>Sr Adv IC</b>	<b>22</b>				95022 Sr Adv IT Engrn <i>(New)</i>				
<b>Advanced IC</b>	<b>23</b>				95023 Adv IT Engrn <i>(New)</i>	95323 Adv Bus Functional Analyst			
<b>Senior IC</b>	<b>24</b>	93024 Sr Paralegal		93524 Sr Contracts Adminr	95024 Sr IT Engrn	95324 Sr Bus Functional Analyst		96024 Sr Financial Analyst	96524 Sr Accountant
<b>Journey IC</b>	<b>25</b>	93025 Paralegal		93525 Contracts Adminr	95025 IT Engrn	95325 Bus Functional Analyst		96025 Financial Analyst	96525 Accountant
<b>Associate IC</b>	<b>26</b>	93026 Assoc Paralegal		93526 Assoc Contracts Adminr	95026 Assoc IT Engrn	95326 Assoc Bus Functional Analyst		96026 Assoc Financial Analyst	96526 Assoc Accountant
<b>Coordinator</b>	<b>27</b>							96027 Financial Coord	96527 Accounting 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
<b>Journey Support</b>	<b>33</b>				95033 Help Desk Coord				96533 Bookkeeper
<b>Entry Support</b>	<b>34</b>								

# Survey Position Grids

Family  Level		GENERAL AND ADMINISTRATIVE (CONT'D)							
		Human Resources 975	Compensation 976	Benefits 977	HRIS / Human Resources Analytics 978	Recruiting 981	Technical Recruiting 982	Recruitment Sourcing 983	Recruiting Operations 985
		Brief Job Family Descriptions							
<b>Top Executive</b>	<b>10</b>								
<b>Senior Vice President</b>	<b>11</b>	97511 SVP, HR	97611 SVP, Compensation & Benefits						
<b>Vice President</b>	<b>12</b>	97512 VP, HR	97612 VP, Compensation	97712 VP, Benefits	97812 VP, HRIS / HR Analytics	98112 VP, Recruiting	98212 VP, Tech Recruiting		
<b>Senior Director</b>	<b>13</b>	97513 Sr Dir, HR	97613 Sr Dir, Compensation <i>(New)</i>	97713 Sr Dir, Benefits <i>(New)</i>	97813 Sr Dir, HRIS / HR Analytics <i>(New)</i>	98113 Sr Dir, Recruiting	98213 Sr Dir, Tech Recruiting		
<b>Director</b>	<b>14</b>	97514 Dir, HR	97614 Dir, Compensation	97714 Dir, Benefits	97814 Dir, HRIS / HR Analytics	98114 Dir, Recruiting	98214 Dir, Tech Recruiting		98514 Dir, Recruiting Ops
<b>Senior Manager</b>	<b>15</b>	97515 Sr Mgr, HR	97615 Sr Mgr, Compensation <i>(New)</i>	97715 Sr Mgr, Benefits <i>(New)</i>	97815 Sr Mgr, HRIS / HR Analytics <i>(New)</i>	98115 Sr Mgr, Recruiting	98215 Sr Mgr, Tech Recruiting		98515 Sr Mgr, Recruiting Ops <i>(New)</i>
<b>Manager</b>	<b>16</b>	97516 Mgr, HR	97616 Mgr, Compensation	97716 Mgr, Benefits	97816 Mgr, HRIS / HR Analytics	98116 Mgr, Recruiting	98216 Mgr, Tech Recruiting		98516 Mgr, Recruiting Ops
<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>		97622 Sr Adv Compensation Analyst <i>(New)</i>	97722 Sr Adv Benefits Analyst <i>(New)</i>	97822 Sr Adv HRIS / HR Analytics Analyst <i>(New)</i>				
<b>Advanced IC</b>	<b>23</b>	97523 Adv HR Spec / Bus Partner	97623 Adv Compensation Analyst <i>(New)</i>	97723 Adv Benefits Analyst <i>(New)</i>	97823 Adv HRIS / HR Analytics Analyst <i>(New)</i>				
<b>Senior IC</b>	<b>24</b>	97524 Sr HR Spec / Bus Partner	97624 Sr Compensation Analyst	97724 Sr Benefits Analyst	97824 Sr HRIS / HR Analytics Analyst	98124 Sr Recruiter	98224 Sr Tech Recruiter	98324 Sr Recruitment Sourcer	98524 Sr Recruiting Ops Spec
<b>Journey IC</b>	<b>25</b>	97525 HR Spec / Bus Partner	97625 Compensation Analyst	97725 Benefits Analyst	97825 HRIS / HR Analytics Analyst	98125 Recruiter	98225 Tech Recruiter	98325 Recruitment Sourcer	98525 Recruiting Ops Spec
<b>Associate IC</b>	<b>26</b>	97526 Assoc HR Spec / Bus Partner				98126 Assoc Recruiter	98226 Assoc Tech Recruiter	98326 Assoc Recruitment Sourcer	98526 Assoc Recruiting Ops Spec
<b>Coordinator</b>	<b>27</b>	97527 HR Coord	97627 Compensation Coord	97727 Benefits Coord	97827 HRIS / HR Analytics Coord	98127 Recruiting Coord	98227 Tech Recruiting Coord	98327 Recruitment Sourcing Coord	98527 Recruiting Ops 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	Inclusion and Belonging 993	Learning and Development 994	Outsourcing Administration 995	Office of the CEO 996	Administration 997
		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 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 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.
Brief Job Family Descriptions							
Top Executive	10						
Senior Vice President	11						
Vice President	12						
Senior Director	13						
Director	14		99314 Dir, Inclusion & Belonging		99514 Dir, Outsourcing Admin	99614 Chief of Staff (Dir Level)	
Senior Manager	15						
Manager	16		99316 Mgr, Inclusion & Belonging	99416 Mgr, Learning & Development	99516 Mgr, Outsourcing Admin	99616 Chief of Staff (Mgr Level)	
Supervisor	17				99517 Supv, Outsourcing Admin		
Lead	18		99318 Lead Inclusion & Belonging Spec	99418 Lead Learning & Development Spec			
Principal IC	21						
Sr Adv IC	22						
Advanced IC	23						
Senior IC	24	99224 Sr Internal Communications Spec	99324 Sr Inclusion & Belonging Spec		99524 Sr Outsourcing Mgr	99624 Chief of Staff (Sr IC Level)	
Journey IC	25	99225 Internal Communications Spec		99425 Learning & Development Spec	99525 Outsourcing Mgr		99725 Office Manager
Associate IC	26				99526 Assoc Outsourcing Mgr		
Coordinator	27				99527 Outsourcing Coord		
Assistant	28						
Lead Support	31						99781 Executive Assistant to Senior Management
Senior Support	32						99782 Executive Assistant to Head of Studio 99784 Assistant to Senior Vice President
Journey Support	33						99785 Assistant to Vice President 99786 Assistant to Levels Below Vice President
Entry Support	34						99787 Administrative Support Generalist 99788 Receptionist