

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Studio Executives	Family		STORY / VISUAL DEVELOPMENT									
			Story	TV Animation / Shorts	Generalist Art	Character Design	Visual Development	Pre-Visualization	Modeling	Sculpting <i>(New Family)</i>	Layout	Layout Finaling
12 Head of Production Management 14 Head of Animation Studio 16 Top Creative Executive 18 Head of Virtual Reality 20 Animation Film Director	Brief Job Family Descriptions		Generates and develops story ideas, sequences, storyboards, elements and enhancements throughout production.	Manages the animation process of an animated television or short film production, ensuring that the creative desires, as well as production requirements, are met.	Typically versed in two or more skill sets within the pipeline, including modeling, rigging, texturing and lighting across characters, props and environments. Match here only if incumbent is a true generalist, benchmarked as a separate role.	Creates characters to meet established vision for the production, including look, personality, movement, expression.	Creates and presents concepts and designs for the production, including character, sets, lighting, props, key art. Creates plan views and blue prints.	Creates sequences of shots that convey the story through the application of traditional filmmaking principles in a 3D computer graphics environment.	Creates, builds and maintains models of story elements, including characters, environments, elements and sets, structures.	Creates high-resolution digital sculpted assets of characters, creatures and props using 3D sculpting tools. Work is primarily digital but also may include traditional sculpting for reference, prototyping or scanning.	Creates 3D layouts. Translates sketches into 3D layouts and shot sequences and scenes. May create sets and scenes. Determines camera placement, blocks characters, sets and props. Shepherds shots through final layout.	Polishes and completes final images of frames, shots and/or sequences to ensure visual consistency and technical integrity of 3D layouts.
Production Leadership	Senior Production Leadership / Head of Function	20012 Head of Story	21012 Head of TV Animation / Shorts	22012 Production Designer			25012 Head of Pre-Visualization	26012 Head of Modeling		28012 Head of Layout		
	Pipeline / Sequence Leadership	20016 Story Supv		22016 Animation Art Dir			25016 Pre-Visualization Supv	26016 Model Supv		28016 Layout Supv		
				22016.5 Assoc Animation Art Dir								
				22516 Generalist CG Supv								
Individual Contributor	Principal Individual Contributor	20021 Princ Story Artist			23021 Princ Character Designer	24021 Princ Visual Dev Artist		26021 Princ Modeler		28021 Princ Layout Artist		
	Advanced / Lead Individual Contributor	20023 Adv/Lead Story Artist <i>(New)</i>		22523 Adv/Lead CG Generalist	23023 Adv/Lead Character Designer <i>(New)</i>	24023 Adv/Lead Visual Dev Artist <i>(New)</i>	25023 Adv/Lead Pre-Visualization Artist <i>(New)</i>	26023 Adv/Lead Modeler <i>(New)</i>	26523 Adv/Lead Sculptor <i>(New)</i>	28023 Adv/Lead Layout Artist <i>(New)</i>		
	Senior Individual Contributor	20024 Sr Story Artist		22524 Sr CG Generalist	23024 Sr Character Designer	24024 Sr Visual Dev Artist	25024 Sr Pre-Visualization Artist	26024 Sr Modeler	26524 Senior Sculptor <i>(New)</i>	28024 Sr Layout Artist		
	Individual Contributor	20025 Story Artist		22525 CG Generalist	23025 Character Designer	24025 Visual Dev Artist	25025 Pre-Visualization Artist	26025 Modeler	26525 Sculptor <i>(New)</i>	28025 Layout Artist	28525 Layout Finaling Artist	
	Associate Individual Contributor	20026 Assoc Story Artist		22526 Assoc CG Generalist	23026 Assoc Character Designer	24026 Assoc Visual Dev Artist		26026 Assoc Modeler		28026 Assoc Layout Artist		
Support	Senior Coordinator / Technician											
	Coordinator / Technician					24027.5 Visual Dev Coord						
	Assistant											

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Level \ Family		ANIMATION	TECHNICAL / SHOT PRODUCTION							
		Character Animation	Stop Motion	Fabrication	Character Set-Up / Rigging	3D Environment	Virtual Production	Shading / Texture Painting	Character Simulation	Matte
		300	402	404	410	415	417	420	465	467
Brief Job Family Descriptions		Defines, leads and executes major character animation for productions, including personality and animation style.	Creates animation and character performances in stop motion using puppets, clay figures, interactive props and/or other physical assets that meet the creative vision for a production.	Fabricates components for puppets, clay figures, sets and/or interactive props used in animated, typically stop motion, productions.	Constructs character rigs and animation controls for use by animators, including skeleton, limb, facial expression, skin and hair movement.	Creates 3D environments using modeling, texturing, lighting and other techniques to meet art direction for a production.	Uses on-set virtual production systems to combine live-action footage and computer graphics in real time. Facilitates interactive visualization of digital scenes for a production.	Designs tools and/or texture maps, and creates shading and/or surface qualities of elements, including characters, sets, props and environments.	Creates, models and animates the external features of characters, including hair, fur, cloth, grooming and/or tailoring and dynamic simulation.	Creates digital environments either for animated productions or live-action films.
Production Leadership	Senior Production Leadership / Head of Function	30012 Head of Character Animation	40010 Top Production Technical Role							
	Pipeline / Sequence Leadership		40011 Digital Effects Supervisor							
				40012 CG Supervisor						
		30016 Animation Supv	40216 Stop Motion Supv	40416 Fabrication Supv	41016 Char Set-Up / Rigging Supv	41516 3D Environment Supv	41716 Virtual Prod Supv	42016 Shading and/or Texture Painting Supv	46516 Character Simulation Supv	46716 Matte Supv
Individual Contributor	Principal Individual Contributor	30021 Princ Animator			41021 Princ Char Set-Up / Rigging Tech Dir			42021 Princ Shading / Texture Painting Artist	46521 Princ Character Simulation Tech Dir	46721 Princ Matte Artist
	Advanced / Lead Individual Contributor	30023 Adv/Lead Animator <i>(New)</i>	40223 Adv/Lead Stop Motion Animator <i>(New)</i>	40423 Adv/Lead Fabricator <i>(New)</i>	41023 Adv/Lead Char Set-Up / Rigging Tech Dir <i>(New)</i>	41523 Adv/Lead 3D Environment Artist <i>(New)</i>	41723 Adv/Lead Virtual Prod Tech Dir <i>(New)</i>	42023 Adv/Lead Shading / Texture Painting Artist <i>(New)</i>	46523 Adv/Lead Character Simulation Tech Dir <i>(New)</i>	46723 Adv/Lead Digital Matte Artist <i>(New)</i>
	Senior Individual Contributor	30024 Sr Animator	40224 Sr Stop Motion Animator	40424 Sr Fabricator	41024 Sr Char Set-Up / Rigging Tech Dir	41524 Sr 3D Environment Artist	41724 Sr Virtual Prod Tech Dir	42024 Sr Shading / Texture Painting Artist	46524 Sr Character Simulation Tech Dir	46724 Sr Digital Matte Artist
	Individual Contributor	30025 Animator	40225 Stop Motion Animator	40425 Fabricator	41025 Char Set-Up / Rigging Tech Dir	41525 3D Environment Artist	41725 Virtual Prod Tech Dir	42025 Shading / Texture Painting Artist	46525 Character Simulation Tech Dir	46725 Digital Matte Artist
	Associate Individual Contributor	30026 Assoc Animator			41026 Assoc Char Set-Up / Rigging Tech Dir		41726 Assoc Virtual Prod Tech Dir	42026 Assoc Shading / Texture Painting Artist	46526 Assoc Character Simulation Tech Dir	46726 Assoc Digital Matte Artist
Support	Senior Coordinator / Technician									
	Coordinator / Technician									
	Assistant									

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Level \ Family		TECHNICAL / SHOT PRODUCTION					
		Lighting	Compositing	Rendering	Pipeline Technical Direction	Generalist Technical Direction	On-Set Data Acquisition
		470	471	472	475	476	480
Brief Job Family Descriptions		Designs and implements lighting and shadows of objects, scenes or effects.	Assembles previously created assets to develop final images during production.	Renders and finishes shots, including shading, texture, shadows and refractions, to create final appearance.	Manages and implements technical processes that facilitate single or multiple stages of work in an animation or visual effects production pipeline. Match here if role is responsible for both pipeline technical direction and generalist technical direction.	Provides technical support to all aspects of a production, implementing fixes and solutions in the technical and artistic completion of shots and scenes. Match to 475 Pipeline Technical Direction if role is responsible for both pipeline technical direction and generalist technical direction.	Captures data and reference information during live shoots to be used in the creation of visual effects. Oversees and guarantees the integrity and safety of data from the set to all end users.
Production Leadership	Senior Production Leadership / Head of Function	40010 Top Production Technical Role (continued)					
		40011 Digital Effects Supervisor (continued)					
		40012 CG Supervisor (continued)					
	Pipeline / Sequence Leadership	47012 Head of Lighting					
		47016 Lighting Supv	47116 Compositing Supv	47216 Render Supv	47516 Pipeline Tech Dir Supv	47616 Generalist Tech Dir Supv	
Individual Contributor	Principal Individual Contributor	47021 Princ Lighting Artist		47221 Princ Renderer	47521 Princ Pipeline Tech Dir	47621 Princ Generalist Tech Dir	
	Advanced / Lead Individual Contributor	47023 Adv/Lead Lighting Artist <i>(New)</i>	47123 Adv/Lead Compositor <i>(New)</i>	47223 Adv/Lead Renderer <i>(New)</i>	47523 Adv/Lead Pipeline Tech Dir <i>(New)</i>	47623 Adv/Lead Generalist Tech Dir <i>(New)</i>	
	Senior Individual Contributor	47024 Sr Lighting Artist	47124 Sr Compositor	47224 Sr Renderer	47524 Sr Pipeline Tech Dir	47624 Sr Generalist Tech Dir	
	Individual Contributor	47025 Lighting Artist	47125 Compositor	47225 Renderer	47525 Pipeline Tech Dir	47625 Generalist Tech Dir	48025 On-Set Data Wrangler
	Associate Individual Contributor	47026 Assoc Lighting Artist	47126 Assoc Compositor	47226 Assoc Renderer	47526 Assoc Pipeline Tech Dir	47626 Assoc Generalist Tech Dir	
Support	Senior Coordinator / Technician				47527 Sr Pipeline Coord		
	Coordinator / Technician				47527.5 Pipeline Coord		
	Assistant				47528 Asst Pipeline Coord		

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Level \ Family		EFFECTS / LIVE ACTION							
		Motion Capture	Effects	Generative AI Art <i>(New Family)</i>	Crowds	Stereoscopic Imaging	Rotoscope / Digital Paint Art	Match Moving	Motion Graphics
		483	484	485	486	489	490	495	497
Brief Job Family Descriptions		Directs and produces the necessary motion capture shots and sequences for a production. Manages motion capture studio and equipment.	Creates and animates digital effects for (super) natural phenomena for live-action productions and integrates effects into shots.	Creates and develops visual content using generative artificial intelligence ("AI") tools for animation and visual effects productions. Applies AI-driven techniques to produce animated or visual effects assets.	Manages production and delivery of digital crowds shots. Develops technical tools needed to create crowd animation.	Creates, manages, and delivers 3D assets for a production, establishing the creative and technical approach to delivering 3D shots, including stereoscopic approach and creation of stereo rigs. Ensures quality delivery of 3D shots through post production.	Digitally removes unwanted elements from frames and ensures that voids match frame environment in delivery of final images.	Manipulates software camera to align computer graphics and live-action scenes into final shots.	Designs and animates 2D and 3D motion graphics assets for a production.
Production Leadership	Senior Production Leadership / Head of Function		48412 Head of Effects	48512 Head of Generative AI Art <i>(New)</i>		48912 Head of Stereoscopic Imaging			
	Pipeline / Sequence Leadership	48316 Motion Capture Supv	48416 Effects Supv	48516 Generative AI Art Supv <i>(New)</i>	48616 Crowds Supv	48916 Stereoscopic Supv		49516 Match Moving Supv	
Individual Contributor	Principal Individual Contributor		48421 Princ Effects Artist	48521 Princ Generative AI Artist <i>(New)</i>					
	Advanced / Lead Individual Contributor	48323 Adv/Lead Motion Capture Tech Dir <i>(New)</i>	48423 Adv/Lead Effects Artist <i>(New)</i>	48523 Adv/Lead Generative AI Artist <i>(New)</i>	48623 Adv/Lead Crowds Artist <i>(New)</i>	48923 Adv/Lead Stereoscopic Tech Dir <i>(New)</i>	49023 Adv/Lead Rotoscope / Digital Paint Artist <i>(New)</i>	49523 Adv/Lead Match Mover <i>(New)</i>	49723 Adv/Lead Motion Graphics Artist <i>(New)</i>
	Senior Individual Contributor	48324 Sr Motion Capture Tech Dir	48424 Sr Effects Artist	48524 Sr Generative AI Artist <i>(New)</i>	48624 Sr Crowds Artist	48924 Sr Stereoscopic Tech Dir	49024 Sr Rotoscope / Digital Paint Artist	49524 Sr Match Mover	49724 Sr Motion Graphics Artist
	Individual Contributor	48325 Motion Capture Tech Dir	48425 Effects Artist	48525 Generative AI Artist <i>(New)</i>	48625 Crowds Artist	48925 Stereoscopic Tech Dir	49025 Rotoscope / Digital Paint Artist	49525 Match Mover	49725 Motion Graphics Artist
	Associate Individual Contributor		48426 Assoc Effects Artist	48526 Assoc Generative AI Artist <i>(New)</i>		48926 Assoc Stereoscopic Tech Dir	49026 Assoc Rotoscope / Digital Paint Artist		
Support	Senior Coordinator / Technician		48427 Sr Effects Technician						
	Coordinator / Technician	48327.5 Motion Capture Technician	48427.5 Effects Technician						
	Assistant		48428 Asst Effects Technician						

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Level \ Family		PRODUCING							
		Development	Producing <i>(New Family)</i>	Line Producing	Production Management <i>(New Family)</i>	Animation Writing	Script	Feature Effects Producing	Director's Assistant / Producer's Assistant
		499	500	505	507	510	515	520	525
Brief Job Family Descriptions		Identifies, develops and acquires projects and related talent for the studio. Develops a continuous pipeline of projects for evaluation.	Leads the production of animation and visual effects content from greenlight through completion. Establishes the creative vision and overall direction of productions. Accountable for the creative and business outcomes of projects.	Manages the day-to-day execution of a specific production, including schedules, budgets and crews, to ensure timely, efficient and on-budget completion.	Manages the end-to-end business and operational execution of animation and visual effects productions. Coordinates schedules, budgets, resources and logistics to ensure on-time, on-budget delivery.	Writes and revises scripts for a production from treatment through final draft. May create and develop original stories or contribute to existing projects.	Maintains master production scripts. Supervises, tracks, updates and communicates version changes. Attends and documents dialogue sessions to track changes, line counts and script revisions.	Manages business function for feature effects, including assembling resources, funding and talent; negotiates resources. Creates effects production schedule.	Provides high-level coordinative support and manages day-to-day logistical and administrative needs of the Director and/or Producer on a production.
Production Leadership	Executive	49911 SVP, Development 49912 VP, Development	50012 Exec Producer, VP Level <i>(New)</i>		50711 SVP, Production Mgmt <i>(New)</i> 50712 VP, Production Mgmt <i>(New)</i>				
	Senior Production Leadership / Head of Function	49914 Dir, Development	50013 Producer, Sr Dir Level <i>(New)</i> 50014 Producer, Dir Level <i>(New)</i>	50514 Sr Line Producer	50714 Dir, Production Mgmt <i>(New)</i>			52013 Producer, Feature Effects 52014 Co-Producer, Feature Effects	
	Pipeline / Sequence Leadership		50016 Assoc Producer, Mgr Level <i>(New)</i>	50516 Line Producer	50716 Mgr, Production Mgmt <i>(New)</i>	51016 Story Editor			
Individual Contributor	Principal Individual Contributor	49921 Sr Creative Executive	50021 Princ Producer <i>(New)</i>		50721 Princ Production Mgr <i>(New)</i>				
	Advanced / Lead Individual Contributor								
	Senior Individual Contributor	49924 Creative Executive	50024 Sr Producer <i>(New)</i>		50724 Sr Production Mgr <i>(New)</i>			52024 Digital Effects Producer	
	Individual Contributor	49925 Jr Creative Executive	50025 Producer <i>(New)</i>		50725 Production Mgr <i>(New)</i>	51025 Animation Writer			
	Associate Individual Contributor		50026 Assoc Producer <i>(New)</i>		50726 Assoc Production Mgr <i>(New)</i>				
Support	Senior Coordinator / Technician		50027 Sr Production Coordinator				51527 Script Supervisor		
	Coordinator / Technician	49927.5 Development Coord	50027.5 Production Coordinator				51527.5 Script Coord		52527.5 Director's Asst / Producer's Asst
	Assistant	49928 Development Asst	50028 Production Assistant			51028 Animation Writing Asst			

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Family Level		POST PRODUCTION								
		Post Production	Animated Feature Film Editing	Visual Effects Editing	Special Projects Editing	Animatics Editing	Recording Engineering	Sound Editing	Transfer Operations	Projection
		590	600	605	611	613	615	618	621	630
Brief Job Family Descriptions		Accountable for scheduling, budgeting and resourcing post production elements. Resources, manages and schedules third-party, post-production functions.	Delivers final film edits, including assembly and pacing, to achieve consistency and feel; makes decisions and trade-offs regarding cost, schedule and quality.	Updates and incorporates required versions of visual effects shots into current cuts of visual effects / live-action sequences.	Delivers final edits for projects such as marketing content, trailers, short films and interstitials. Includes assembly and pacing to achieve consistency, feel.	Creates, edits and delivers animatics, produced by shooting successive sections of a storyboard and adding a soundtrack, that serve as an animation reference.	Sets up and operates recording equipment and records sounds, including dialog, soundtracks and special effects, to meet direction.	Provides creative and technical sound support for projects in production, including editing sound effects and music and mixing reels for screenings.	Prepares a range of media assets for transfer from existing format to designated format according to technical specifications.	Sets up, operates and coordinates a variety of media equipment, including motion picture, picture projecting and sound reproducing equipment, to produce coordinated effects on screen.
Production Leadership	Executive									
	Senior Production Leadership / Head of Function	59012 Head of Post Prodn	60012 Editor, Animated Feature Film							
	Pipeline / Sequence Leadership	59016 Post Prodn Supv					61816 Sound Editing Supv			
Individual Contributor	Principal Individual Contributor	59021 Princ Post Prodn Adminr	60021 Assoc Editor, Animated Feature Film							
	Advanced / Lead Individual Contributor	59023 Adv/Lead Post Prodn Adminr <i>(New)</i>		60523 Adv/Lead Visual Effects Editor <i>(New)</i>	61123 Adv/Lead Special Projects Editor <i>(New)</i>	61323 Adv/Lead Animatics Editor <i>(New)</i>	61523 Adv/Lead Recording Engineer <i>(New)</i>	61823 Adv/Lead Sound Editor <i>(New)</i>		
	Senior Individual Contributor	59024 Sr Post Prodn Adminr		60524 Sr Visual Effects Editor	61124 Sr Asst Editor, Special Projects	61324 Sr Animatics Editor	61524 Sr Recording Engineer	61824 Sr Sound Editor		63024 Sr Projectionist
	Individual Contributor	59025 Post Prodn Adminr	60025 First Asst Editor, Animated Feature Film	60525 Visual Effects Editor	61125 First Asst Editor, Special Projects	61325 Animatics Editor	61525 Recording Engineer	61825 Sound Editor	62125 Transfer Operator	63025 Projectionist
	Associate Individual Contributor		60026 Second Asst Editor, Animated Feature Film	60526 Assoc Visual Effects Editor	61126 Second Asst Editor, Special Projects	61326 Assoc Animatics Editor	61526 Assoc Recording Engineer	61826 Assoc Sound Editor		
Support	Senior Coordinator / Technician									
	Coordinator / Technician	59027.5 Post Prodn Coord								
	Assistant	59028 Post Prodn Asst	60028 Editorial Asst	60528 Visual Effects Editing Asst						

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Family Level		TECHNOLOGY SYSTEMS AND SUPPORT							
		Production Systems Administration	Production Systems / Tools Software Engineering	Pipeline Software Engineering	Color Science	Archive	Digital Resource Management	Audio Visual Technician	Information Technology Support
		800	810	830	850	860	870	875	890
Brief Job Family Descriptions		Manages studio's production and editing hardware / software infrastructure, including system configuration, security, maintenance, operation and improvements.	Designs, develops and engineers production and editing hardware / software systems, and develops, tests and implements tools for use by artists and technical directors in the production pipeline.	Designs, develops and implements software that unites the multiple elements of the production pipeline, joining multiple platforms and production functionalities.	Ensures the technical quality and integrity of colors rendered throughout production pipeline. Oversees image processing technology.	Maintains the organization's content and asset archives and is accountable for storage and retrieval.	Manages the scheduling of digital resources for the organization's production and editing systems. Prioritizes and adjusts resource allocations.	Sets up, operates and troubleshoots audio visual ("AV") equipment, ensuring technical support for video conferences, presentations, meetings and events. Coordinates AV maintenance, training and equipment upgrades.	Ensures the availability, functionality and support of hardware and software systems. Monitors computer systems, identifies faults, troubleshoots and resolves system problems.
Operations Management	Executive	80012 Top Technology Executive							
	Director	80014 Dir, Systems Admin	81014 Dir, Prodn Systems / Tools SWE	83014 Dir, Pipeline SWE		86014 Dir, Archive			
	Senior Manager	80015 Sr Mgr, Systems Admin	81015 Sr Mgr, Prodn Systems / Tools SWE	83015 Sr Mgr, Pipeline SWE	85015 Sr Mgr, Color Science	86015 Sr Mgr, Archive	87015 Sr Mgr, Digital Resource		
	Manager	80016 Mgr, Systems Admin	81016 Mgr, Prodn Systems / Tools SWE	83016 Mgr, Pipeline SWE	85016 Mgr, Color Science	86016 Mgr, Archive	87016 Mgr, Digital Resource	87516 Mgr, A/V Tech 89016 Mgr, IT Support	
Individual Contributor	Principal Individual Contributor		81021 Princ Prodn Systems / Tools SWE	83021 Princ Pipeline SWE	85021 Colorist	86021 Princ Archivist			
	Advanced Individual Contributor		81023 Adv Prodn Systems / Tools SWE	83023 Adv Pipeline SWE	85023 Adv Color Scientist	86023 Adv Archivist			
	Senior Individual Contributor	80024 Sr Systems Adminr	81024 Sr Prodn Systems / Tools SWE	83024 Sr Pipeline SWE	85024 Sr Color Scientist	86024 Sr Archivist	87024 Sr Render Farm Wrangler		
	Individual Contributor	80025 Systems Adminr	81025 Prodn Systems / Tools SWE	83025 Pipeline SWE	85025 Color Scientist	86025 Archivist	87025 Render Farm Wrangler	87525 A/V Tech 89025 IT Support Engineer	
	Associate Individual Contributor	80026 Assoc Systems Adminr	81026 Assoc Prodn Systems / Tools SWE	83026 Assoc Pipeline SWE			87526 Assoc A/V Tech		
Support	Senior Coordinator / Technician								
	Coordinator / Technician							89027.5 IT Support Coord	
	Assistant								

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Family Level		GENERAL AND ADMINISTRATIVE						
		Legal and Business Affairs 905	Legal 906	Casting 907	Music 908	Composing 909	Production Accounting 910	Production Finance 911
Brief Job Family Descriptions		Protects ordinary and special activities of the organization. Provides legal advice and consultation to organization when formulating policies, practices and agreements. Negotiates and structures deals with third parties for talent, content, art, technology, production and post production resources.	Protects ordinary and special activities of the organization. Provides legal advice and consultation to protect the company when formulating policies, practices and agreements. Ensures regulatory compliance.	Sources, screens and selects talent for productions. Makes contributions to "look and feel" of productions through talent evaluation and selection. Specializes in evaluating voice talent.	Identifies, negotiates for, acquires and develops music and/or artists to write and/or perform music to meet the creative vision of the production. Directs recording of music from pre-production through final mixing.	Creates original musical arrangements to meet the creative vision of the production.	Tracks, analyzes and reports on expenses of a production. Provides project cost reports to management.	Develops budgets, variances, forecasts, scenarios and financial recommendations for production management. Develops financial models and budget recommendations.
Operations Management	Top	90510 Top Legal & Business Affairs Executive	90610 Top Legal Executive		90810 Top Music Executive		91010 Top Prodn Finance and Accounting Executive	
	Vice President	90512 VP, Legal & Business Affairs	90612 VP, Legal	90712 VP, Casting	90812 VP, Music		91012 VP, Prodn Finance and Accounting	
	Director	90514 Dir, Legal & Business Affairs	90614 Dir, Legal (Counsel)	90714 Dir, Casting	90814 Dir, Music	90914 Dir, Composing	91014 Dir, Prodn Accounting	
	Senior Manager			90715 Sr Casting Supv	90815 Sr Mgr, Music		91115 Sr Mgr, Prodn Finance	
	Manager			90716 Casting Supv	90816 Mgr, Music		91116 Mgr, Prodn Finance	
	Associate Manager							
Individual Contributor	Principal Individual Contributor			90721 Princ Casting Adminr			91121 Princ Prodn Financial Analyst	
	Advanced Individual Contributor			90723 Adv Casting Adminr		90923 Adv Composer	91023 Adv Prodn Accountant 91123 Adv Prodn Financial Analyst	
	Senior Individual Contributor		90624 Senior Paralegal	90724 Sr Casting Adminr		90924 Sr Composer	91024 Sr Prodn Accountant 91124 Sr Prodn Financial Analyst	
	Individual Contributor		90625 Paralegal	90725 Casting Adminr		90925 Composer	91025 Prodn Accountant 91125 Prodn Financial Analyst	
	Associate Individual Contributor			90726 Assoc Casting Adminr			91026 Assoc Prodn Accountant 91126 Assoc Prodn Financial Analyst	
Support	Senior Coordinator / Technician			90727 Sr Casting Coord			91027 Sr Prodn Accounting Coord 91127 Sr Prodn Finance Coord	
	Coordinator / Technician	90527.5 Legal & Business Affairs Coord		90727.5 Casting Coord	90827.5 Music Coord		91027.5 Prodn Accounting Coord 91127.5 Prodn Finance Coord	
	Assistant			90728 Casting Asst		90928 Composing Asst	91028 Prodn Accounting Asst	

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Family Level		GENERAL AND ADMINISTRATIVE (CONT'D)					
		Sourcing and Procurement 917	Physical Asset Management 922	Artist Management 925	Recruiting 929	Training 930	Talent Development Outreach 935
		Brief Job Family Descriptions					
Brief Job Family Descriptions		Plans, implements and administers sourcing and procurement projects that meet technical, production and/or administrative business requirements. Identifies, negotiates with and forms supply agreements with vendors.	Ensures accurate tracking, organization and management of physical assets, including production and post production props, equipment, hardware and software. Tags assets to identify, locate and monitor resources throughout their lifecycle. Develops and maintains databases that track assets.	Manages professional development of creative or technical production talent; assesses skills; creates development plans; assigns talent to projects. May be responsible for resourcing and scheduling artist talent for assignment on productions.	Develops, administers and executes staffing strategies, programs and processes to ensure recruitment of required talent.	Assesses production training needs. Designs, recommends and provides training to ensure artistic, technical skills meet production needs. Manages third-party and internal training resources.	Ensures a continuous talent pipeline, establishing relationships with organizations that provide art, animation, film and technology talent.
Operations Management	Top			92510 Top Artist Management Executive			
	Vice President			92512 VP, Artist Management			
	Director			92514 Dir, Artist Management	92914 Dir, Recruiting	93014 Dir, Training	93514 Dir, Talent Development Outreach
	Senior Manager			92515 Sr Mgr, Artist Management		93015 Sr Mgr, Training	93515 Sr Mgr, Talent Development Outreach
	Manager	91716 Mgr, Sourcing and Procurement	92216 Mgr, Physical Asset Management	92516 Mgr, Artist Management	92916 Mgr, Recruiting	93016 Mgr, Training	93516 Mgr, Talent Development Outreach
	Associate Manager			92517 Assoc Mgr, Artist Management			
Individual Contributor	Principal Individual Contributor						
	Advanced Individual Contributor				92923 Adv Recruiter <i>(New)</i>	93023 Adv Trainer	
	Senior Individual Contributor	91724 Sr Sourcing and Procurement Specialist	92224 Sr Physical Asset Manager		92924 Sr Recruiter	93024 Sr Trainer	
	Individual Contributor	91725 Sourcing and Procurement Specialist	92225 Physical Asset Manager		92925 Recruiter	93025 Trainer	93525 Talent Development Outreach Specialist
	Associate Individual Contributor			92526 Artist Management Assoc			
Support	Senior Coordinator / Technician						
	Coordinator / Technician		92227.5 Physical Asset Management Coord	92527.5 Artist Management Coord			93527.5 Talent Development Outreach Coord
	Assistant						

2026 Croner Animation & Visual Effects Compensation Survey - Position Grids

Family Level		GENERAL AND ADMINISTRATIVE (CONT'D)							
		Human Resources Business Partnership <i>(New Family)</i>	Cultural Consulting	Inclusion and Belonging	Communications	Marketing / Promotions	Exhibits Design <i>(New Family)</i>	Facilities Management	Administrative Assistance
		936	937	938	939	940	943	945	950
Brief Job Family Descriptions		Partners with business leaders to align human resources strategies with business objectives. Provides guidance on workforce planning, organizational design, talent management, employee relations and change management to support business performance.	Provides insight and guidance on cultural matters to ensure that content is representative of the people, cultures and backgrounds being portrayed in productions, and is in accordance with the organization's overall diversity and inclusion strategy and policies.	Develops and implements strategic and operational plans to increase 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 communicates the organization's desired image and messages to stakeholders, external parties and internal staff. Evaluates public and media response. May include public relations and/or community affairs and/or corporate communications functions.	Creates assets and collateral to promote film, home entertainment and digital releases for delivery on a variety of media formats.	Curates and designs exhibitions that showcase creative, production and technical work for internal and external audiences.	Plans, maintains and improves the physical plant, including buildings, utilities, equipment, machinery and other facility infrastructure.	Provides support and specialized assistance to relieve executives, management and/or staff of daily organizational and/or administrative tasks.
Operations Management	Top					94010 Top Marketing / Promotions Executive			
	Vice President	93612 VP, HR Bus Partnership <i>(New)</i>				94012 VP, Marketing / Promotions			
	Director	93614 Dir, HR Bus Partnership <i>(New)</i>		93814 Dir, Inclusion and Belonging	93914 Dir, Communications	94014 Dir, Marketing / Promotions		94514 Dir, Facilities Management	95014 Chief of Staff
	Senior Manager	93615 Sr Mgr, HR Bus Partnership <i>(New)</i>			93915 Sr Mgr, Communications	94015 Sr Mgr, Marketing / Promotions	94315 Sr Mgr, Exhibits Design <i>(New)</i>		
	Manager	93616 Mgr, HR Bus Partnership <i>(New)</i>		93816 Mgr, Inclusion and Belonging		94016 Mgr, Marketing / Promotions	94316 Mgr, Exhibits Design <i>(New)</i>	94516 Mgr, Facilities Management	
	Associate Manager								
Individual Contributor	Principal Individual Contributor		93721 Cultural Consultant						
	Advanced Individual Contributor					94023 Adv Marketing / Promotions Specialist			95080 Asst to Chair / CEO 95081 Asst to C-Level (excl. Chair / CEO) 95082 Asst to Pres 95083 Asst to EVP 95084 Asst to SVP 95085 Asst to VP 95086 Asst to below VP
	Senior Individual Contributor	93624 Sr HR Bus Partner <i>(New)</i>				94024 Sr Marketing / Promotions Specialist	94324 Sr Exhibits Designer <i>(New)</i>		
	Individual Contributor	93625 HR Bus Partner <i>(New)</i>				94025 Marketing / Promotions Specialist	94325 Exhibits Designer <i>(New)</i>		
	Associate Individual Contributor	93626 Assoc HR Bus Partner <i>(New)</i>							
Senior Coordinator / Technician				93927 Sr Communications Coord					
Support	Coordinator / Technician	93627.5 HR Bus Partnership Coord <i>(New)</i>		93827.5 Inclusion and Belonging Coord	93927.5 Communications Coord	94027.5 Marketing / Promotions Coord		94527.5 Facilities Management Coord	
	Assistant							94528 Facilities Management Asst	