

# Survey Position Grids

Family  Level		LOCAL ADVERTISING SALES			
		Local Advertising Sales	Digital Sales	Local National Sales	Integrated Sales and Marketing
		100	105	110	120
<b>Brief Job Family Descriptions</b>		Sells local advertising on media networks. May be accountable for television, radio or multiple platforms, including digital.	Sells local digital advertising products for television, radio or digital networks.	Sells advertising to national accounts based in a region.	Manages integrated advertising sales and marketing activities that use all available corporate resources to maximize campaigns for major clients.
<b>Division-Wide (Corporate)</b>		10010 Top Local Advertising Sales Executive	10510 Top Digital Sales Executive	11010 Top Local National Sales Executive	12010 Top Integrated Sales and Marketing Executive
<b>Regional / Market</b>		10011 Regional / Market Sales Mgmt	10511 Regional / Market Digital Sales Mgmt	11011 Regional / Market Local National Sales Mgmt	12011 Regional / Market Integrated Sales and Marketing Mgmt
<b>Senior Director</b>		10013 Senior General Sales Mgr			
<b>Director</b>		10014 General Sales Mgr	10514 Digital Sales Dir	11014 Local National Sales Dir	
<b>Senior Manager</b>		10015 Senior Local Sales Mgr			
<b>Manager</b>		10016 Local Sales Mgr	10516 Digital Sales Mgr	11016 Local National Sales Mgr	12016 Integrated Sales and Marketing Mgr
<b>Supervisor</b>					
<b>Senior Individual Contributor</b>		10025 Account Executive	10525 Digital Sales Account Executive	11025 Local National Sales Account Executive	12025 Integrated Sales and Marketing Account Executive
<b>Journey Individual Contributor</b>					
<b>Associate Individual Contributor</b>					
<b>Coordinator</b>		10027 Sales Coordinator			
<b>Assistant</b>		10028 Sales Assistant			



# Survey Position Grids

Family  Level		LOCAL ADVERTISING SALES (continued)						
		Sales Planning	Sales Operations	Sales Account Service Management	Inventory Management	Traffic	Continuity	Media Operations
		130	132	135	140	150	160	165
<b>Brief Job Family Descriptions</b>		Provides sales and pricing analysis and forecasting. Provides proposal and presentations for sales team. May have accountability for a single station and/or within a central hub.	Tracks and reports on sales revenues and commissions, analyzes sales metrics, implements and monitors advertising contracts, and manages the master production schedule.	Manages the support and service of customers after the sale, ensures advertising performance and expectations, analyzes campaign performance.	Analyzes and allocates available commercial inventory for television / radio / digital. Manages long- and short-term inventory.	Readies, uploads and places as sold. Ensures quality assurance and compliance with contract terms. Communicates traffic statistics to advertisers. May have accountability for a single station and/or within a central hub.	Manages advertisement upload log and ensures proper separation of commercials.	Encodes local advertisements and adjusts equipment for high-quality audio and video playback. Monitors insertion equipment and makes adjustments to ensure quality.
<b>Division-Wide (Corporate)</b>		13000 Top Sales Planning Executive						
<b>Regional / Market</b>		13011 Regional / Market Head, Sales Planning						
<b>Vice President (if not Head)</b>		13012 VP, Sales Planning	13212 VP, Sales Operations			15012 VP, Traffic		
<b>Director (if not Head)</b>		13014 Dir, Sales Planning	13214 Dir, Sales Operations			15014 Dir, Traffic		
<b>Manager (if not Head)</b>		13016 Mgr, Sales Planning	13216 Mgr, Sales Operations		14016 Mgr, Inventory	15016 Mgr, Traffic	16016 Mgr, Continuity	
<b>Supervisor (if not Head)</b>						15017 Supv, Traffic		
<b>Senior Individual Contributor</b>		13024 Sr Sales Planner						
<b>Journey Individual Contributor</b>		13025 Sales Planner	13225 Sales Operations Individual Contributor	13525 Sales Account Service Mgr	14025 Inventory Analyst	15025 Traffic Specialist	16025 Continuity Specialist	16525 Media Ops Tech (Non-Exempt)
<b>Associate Individual Contributor</b>								16526 Assoc Media Ops Tech (Non-Exempt)
<b>Coordinator</b>		13027 Sales Planning Coord		13527 Sales Account Service Coord		15027 Traffic Coord		
<b>Assistant</b>								

# Survey Position Grids

Family  Level		TELEVISION STATIONS						
		TV Management	TV Digital Content	TV Broadcast Operations and Engineering	TV Master Control	TV Engineering Maintenance	TV Transmission Engineering	TV Newsroom Operations
		204	210	212	213	214	215	216
<b>Brief Job Family Descriptions</b>		Oversees local stations and is accountable for profit and loss, ratings growth and distribution of brand and content on multiple platforms.	Creates and maintains digital content for website and mobile applications for television networks and ensures content quality and alignment with editorial policy and brand. Monitors website and mobile analytics.	Oversees the station's facilities and equipment and building operations.	Monitors quality of incoming and outgoing on-air programming. May have accountability for a single station and/or a central hub.	Maintains and repairs technical equipment and facilities that support the audio and visual production and broadcast operations of station.	Ensures seamless transmission, quality and integrity of television signals to and from the station. Operates television transmission equipment and troubleshoots technical issues.	Manages day-to-day operations and logistics of the newsroom, including quality control for station broadcasts. Supervises and schedules news production staff. Coordinates live broadcast news feeds. Manages new equipment training and vehicle maintenance. Responsible for maintenance of equipment on news vehicles and new equipment training.
<b>Division-Wide (Corporate)</b>		20410 TV President	21010 TV Division Head, Digital Content	21210 TV Division Head, Bcast Ops and Engrg				
<b>Head of Function</b>	<b>Regional (multi-market)</b>	20410.5 TV Region Head, General Mgr	21010.5 TV Region Head, Digital Content					
	<b>Market / Station</b>	20411 TV Market / Station Head, General Mgr		21211 TV Head, Bcast Ops and Engrg				
<b>Vice President (if not Head)</b>		20412 TV VP, Market / Station General Mgr		21212 TV VP, Bcast Ops and Engrg				
<b>Director (if not Head)</b>			21014 TV Dir, Digital Content	21214 TV Dir, Bcast Ops and Engrg	21314 TV Dir, Master Control			
<b>Manager (if not Head)</b>			21016 TV Mgr, Digital Content	21216 TV Chief Engr	21316 TV Mgr, Master Control	21416 TV Mgr, Engrg Maintenance		21616 TV Mgr, Newsroom Operations
<b>Supervisor (if not Head)</b>				21217 TV Assistant Chief Engr	21317 TV Supv, Master Control			
<b>Senior Individual Contributor</b>			21024 TV Sr Digital Prdn Specialist	21224 TV Sr Engr	21324 TV Sr Master Control Operator	21424 TV Sr Engrg Maintenance Tech	21524 TV Sr Transmission Engr	
<b>Journey Individual Contributor</b>			21025 TV Digital Prdn Specialist	21225 TV Engr	21325 TV Master Control Operator	21425 TV Engrg Maintenance Tech (Non-Exempt)	21525 TV Transmission Engr	
<b>Associate Individual Contributor</b>				21226 TV Assoc Engr	21326 TV Assoc Master Control Operator	21426 TV Assoc Engrg Maintenance Tech (Non-Exempt)	21526 TV Assoc Transmission Engr	
<b>Coordinator</b>								21627 TV Newsroom Operations Coord
<b>Assistant</b>								

# Survey Position Grids

Family  Level		TELEVISION STATIONS (continued)								
		TV Programming	TV Producing	TV Digital Content Producing	TV Ad Producing	TV News Producing	TV News Directing	TV News Writing	TV Assignment Desk	TV Content Editorial
		236	240	241	242	243	244	245	248	252
<b>Brief Job Family Descriptions</b>		Directs broadcast programming for station(s). Develops program and schedule, including negotiating for and acquiring content.	Manages the production of content for daily programs or program group. Ensures production quality of programs produced. May participate in editorial development and/or editing of program content.	Manages the production of digital assets and content for television networks. Adapts television content for web distribution. Ensures production quality of digital assets published.	Develops and produces commercials for station(s). Manages scheduling and quality control of commercials produced.	Oversees the editorial development and production processes of news programs and features. Adapts television news content for digital distribution. Delivers high-quality, relevant news programs and/or content across multiple platforms.	Oversees on-air newscasts. Develops on-air news product that enhances brand and meets compliance.	Writes and edits materials for on-air news broadcasts. Conducts interviews for broadcasts.	Assigns, schedules and dispatches staff to ensure top stories are covered to meet deadlines. Oversees story ideas.	Oversees and executes daily content for newsroom, including generating story ideas, positioning breaking news coverage and editing content. Sets and ensures editorial voice for content.
<b>Division-Wide (Corporate)</b>						24410 TV Division Head, News				
<b>Head of Function</b>	<b>Regional (multi-market)</b>	23610.5 TV Region Head, Prgrg				24410.5 TV Region Head, News <i>(New)</i>				
	<b>Market / Station</b>	23611 TV Head, Prgrg				24411 TV Market / Station Head, News				
<b>Vice President (if not Head)</b>		23612 TV VP, Prgrg					24412 TV VP, News Dir			
<b>Director (if not Head)</b>		23614 TV Dir, Prgrg	24014 TV Executive Producer			24314 TV Dir, News Producing	24414 TV News Dir			
<b>Manager (if not Head)</b>		23616 TV Mgr, Prgrg	24016 TV Mgr, Producing	24116 TV Mgr, Digital Content Producing	24216 TV Mgr, Ad Producing	24316 TV Mgr, News Producing	24416 TV Assistant News Dir	24816 TV Mgr, Assignment Desk	25216 TV Mgr, Managing Editor	
<b>Supervisor (if not Head)</b>		23617 TV Supv, Prgrg			24217 TV Supv, Ad Producing			24817 TV Supv, Assignment Desk		
<b>Senior Individual Contributor</b>			24024 TV Sr Producer	24124 TV Sr Digital Content Producer	24224 TV Sr Ad Producer	24324 TV Sr News Producer		24824 TV Sr Assignment Editor	25224 TV Sr Content Editor	
<b>Journey Individual Contributor</b>			24025 TV Producer	24125 TV Digital Content Producer	24225 TV Ad Producer	24325 TV News Producer	24525 TV News Writer	24825 TV Assignment Editor	25225 TV Content Editor	
<b>Associate Individual Contributor</b>			24026 TV Assoc Producer	24126 TV Assoc Digital Content Producer		24326 TV Assoc News Producer			25226 TV Assoc Content Editor	
<b>Coordinator</b>					24227 TV Ad Producing Coord				25227 TV Content Editing Coord	
<b>Assistant</b>			24028 TV Prdn Assistant			24328 TV News Producing Assistant				

# Survey Position Grids

Family  Level		TELEVISION STATIONS (continued)					
		TV Directing	TV Technical Directing	TV Photography / Videography	TV Video Editing	TV Data Journalism	TV Multimedia Journalism
		256	260	265	267	268	269
<b>Brief Job Family Descriptions</b>		Plans and directs live shows and features, and may include on-air newscasts. Plans shots and directs crew. Instructs on-air talent and makes adjustments during broadcast.	Sets up, operates and troubleshoots equipment during production or broadcast.	Gathers field news, sports or features stories using video and audio equipment. Transmits stories to station.	Edits video and sound using linear or digital editing systems. Delivers finished, edited video segments for inclusion in broadcasts and/or for distribution on digital platforms.	Tells news stories through data analysis and visualization. Collaborates with producers, editors and/or reporters to deliver broadcast, streaming and/or digital news content based in data.	Generates news, sports or features story ideas and produces stories from beginning to end, including conceptualizing, writing, shooting, producing and editing.
<b>Division-Wide</b> (Corporate)							
<b>Head of Function</b>	<b>Regional (multi-market)</b>						
	<b>Market / Station</b>						
<b>Vice President</b> (if not Head)							
<b>Director</b> (if not Head)						26814 TV Dir, Data Journalism	
<b>Manager</b> (if not Head)			26016 TV Mgr, Technical Directing	26516 TV Chief Photographer / Videographer		26816 TV Mgr, Data Journalism	
<b>Supervisor</b> (if not Head)				26517 TV Supv, Photography / Videography			
<b>Senior Individual Contributor</b>		25624 TV Show Dir		26524 TV Sr Photographer / Videographer	26724 TV Sr Video Editor		
<b>Journey Individual Contributor</b>		25625 TV Assistant Dir	26025 TV Technical Dir	26525 TV Photographer / Videographer	26725 TV Video Editor	26825 TV Data Journalist	26925 TV Multimedia Journalist
<b>Associate Individual Contributor</b>					26726 TV Assoc Video Editor		
<b>Coordinator</b>							
<b>Assistant</b>							

# Survey Position Grids

Family  Level		TELEVISION STATIONS (continued)					Hair, Makeup and Wardrobe <i>(New Family)</i>
		TV Anchoring	TV Anchoring / Reporting	TV Sports Anchoring	TV Reporting	TV Meteorology	
		271	273	274	275	277	
<b>Brief Job Family Descriptions</b>		Hosts the prime news slot for the station. Delivers compelling and trustworthy news and stories that drive audience loyalty.	Anchors a minor news slot and primarily reports from the field. Delivers compelling and trustworthy news and stories that drive audience loyalty.	Presents sports-related news and information on television newscasts or sports-related channels and programs. Delivers compelling sports news and stories that drive audience loyalty.	Covers news stories for daily live newscasts.	Prepares and presents daily weather segments in studio and from the field.	Develops and executes a vision for the aesthetic and styling of hair, makeup and/or wardrobe during television broadcasts.
<b>Division-Wide</b> (Corporate)							
<b>Head of Function</b>	<b>Regional (multi-market)</b>						
	<b>Market / Station</b>						
<b>Vice President</b> (if not Head)							
<b>Director</b> (if not Head)							
<b>Manager</b> (if not Head)						27716 TV Mgr, Chief Meteorologist	
<b>Supervisor</b> (if not Head)						27717 TV Supv, Meteorology	
<b>Senior Individual Contributor</b>						27724 TV Sr Meteorologist	
<b>Journey Individual Contributor</b>		27125 TV Anchor	27325 TV Anchor / Reporter	27425 TV Sports Anchor	27525 TV Reporter	27725 TV Meteorologist	28025 TV Hair, Makeup and Wardrobe <i>(New)</i>
<b>Associate Individual Contributor</b>							
<b>Coordinator</b>							
<b>Assistant</b>							



# Survey Position Grids

Family  Level		TELEVISION STATIONS (continued)						
		TV Marketing	TV Communications / Public Affairs	TV Promotions	TV Promotions Producing	TV Creative Services	TV Research	Audience Development and Search Engine Optimization (New Family)
		282	284	286	287	289	290	295
<b>Brief Job Family Descriptions</b>		Oversees the creation, production and activation of multi-platform marketing programs.	Develops and implements the station's public affairs program, including scheduling, community outreach, managing station public service inventory and FCC reporting. Oversees media relations.	Enhances brand awareness and audience growth through events, contests and promotional campaigns across media platforms.	Produces and schedules promotional projects related to programming, image, sales and marketing.	Develops promotional strategies for television and creates the supporting advertising and promotional campaigns and materials for delivery across multiple platforms.	Conducts audience research to inform programming, marketing and sales planning for television.	Drives audience growth through SEO and content distribution across digital platforms. Uses data and analytics to optimize content performance and inform audience development.
<b>Division-Wide (Corporate)</b>		28210 TV Division Head, Mktg				28910 TV Division Head, Creative Services	29010 TV Division Head, Research	
<b>Head of Function</b>	<b>Regional (multi-market)</b>					28910.5 TV Region Head, Creative Services	29010.5 TV Region Head, Research	
	<b>Market / Station</b>	28211 TV Head, Mktg	28411 TV Head, Comm / Public Affairs	28611 TV Head, Promotions		28911 TV Market / Station Head, Creative Services	29011 TV Market / Station Head, Research	
<b>Vice President (if not Head)</b>		28212 TV VP, Mktg	28412 TV VP, Comm / Public Affairs	28612 TV VP, Promotions		28912 TV VP, Creative Services	29012 TV VP, Research	29512 TV VP, Audience Dev and SEO (New)
<b>Director (if not Head)</b>		28214 TV Dir, Mktg	28414 TV Dir, Comm / Public Affairs	28614 TV Dir, Promotions		28914 TV Dir, Creative Services	29014 TV Dir, Research	29514 TV Dir, Audience Dev and SEO (New)
<b>Manager (if not Head)</b>		28216 TV Mgr, Mktg	28416 TV Mgr, Comm / Public Affairs	28616 TV Mgr, Promotions		28916 TV Mgr, Creative Services	29016 TV Mgr, Research	29516 TV Mgr, Audience Dev and SEO (New)
<b>Supervisor (if not Head)</b>						28917 TV Supv, Creative Services		
<b>Senior Individual Contributor</b>					28724 TV Sr Promotions Writer / Producer	28924 TV Sr Graphic Artist / Designer	29024 TV Sr Research Analyst	
<b>Journey Individual Contributor</b>		28225 TV Mktg Specialist	28425 TV Comm / Public Affairs Specialist		28725 TV Promotions Writer / Producer	28925 TV Graphic Artist / Designer	29025 TV Research Analyst	29525 TV Audience Dev and SEO Specialist (New)
<b>Associate Individual Contributor</b>						28926 TV Assoc Graphic Artist / Designer	29026 TV Assoc Research Analyst	
<b>Coordinator</b>		28227 TV Mktg Coord		28627 TV Promotions Coord				
<b>Assistant</b>								

# Survey Position Grids

Family  Level		RADIO STATIONS					
		Radio Management	Radio Digital Content	Radio Broadcast Operations and Engineering	Radio Transmission Engineering	Radio Engineering Maintenance	Radio Business Operations
		404	410	412	413	414	436
<b>Brief Job Family Descriptions</b>		Oversees local stations and is accountable for profit and loss, ratings growth and distribution of brand and content on multiple platforms.	Creates and maintains digital content for website and mobile applications for radio networks and ensures content quality and alignment with editorial policy and brand.	Oversees the station's facilities and equipment and building operations.	Ensures seamless transmission, quality and integrity of radio signals to and from the station. Operates radio transmission equipment and troubleshoots technical issues.	Maintains and repairs technical equipment and facilities that support the audio production and broadcast operations of station.	Is accountable for the business-related program elements supporting programming, including negotiating talent agreements and contracts and managing syndication.
<b>Division-Wide (Corporate)</b>		40410 Radio President	41010 Radio Division Head, Digital Content	41210 Radio Division Head, Bcast Ops and Engrg			
<b>Head of Function</b>	<b>Regional (multi-market)</b>	40410.5 Radio Region Head, General Mgr	41010.5 Radio Region Head, Digital Content				
	<b>Market / Station</b>	40411 Radio Market / Station Head, General Mgr		41211 Radio Head, Bcast Ops and Engrg			
<b>Vice President (if not Head)</b>		40412 Radio VP, Market / Station General Mgr		41212 Radio VP, Bcast Ops and Engrg			
<b>Director (if not Head)</b>			41014 Radio Dir, Digital Content				
<b>Manager (if not Head)</b>			41016 Radio Mgr, Digital Content	41216 Radio Chief Engr		41416 Radio Mgr, Engrg Maintenance	43616 Radio Mgr, Business Ops
<b>Supervisor (if not Head)</b>				41217 Radio Assistant Chief Engr			
<b>Senior Individual Contributor</b>			41024 Radio Sr Digital Prdn Specialist	41224 Radio Sr Engr	41324 Radio Sr Transmission Engr	41424 Radio Sr Engrg Maintenance Tech	
<b>Journey Individual Contributor</b>			41025 Radio Digital Prdn Specialist	41225 Radio Engr	41325 Radio Transmission Engr	41425 Radio Engrg Maintenance Tech (Non-Exempt)	
<b>Associate Individual Contributor</b>				41226 Radio Assoc Engr	41326 Radio Assoc Transmission Engr	41426 Radio Assoc Engrg Maintenance Tech (Non-Exempt)	
<b>Coordinator</b>							
<b>Assistant</b>							

# Survey Position Grids

Family  Level		RADIO STATIONS (continued)				
		Radio Programming	Radio Producing	Radio Digital Content Producing	Radio Ad Producing	Radio News Producing
		444	446	447	448	449
<b>Brief Job Family Descriptions</b>		Directs broadcast programming for station(s). Develops program and schedule, including negotiating for and acquiring content.	Manages the production of content for daily programs or program group. Ensures production quality of programs produced.	Manages the production of digital assets and content for radio networks. Adapts radio content for web distribution. Ensures production quality of digital assets published.	Develops and produces commercials for station(s). Manages scheduling and quality control of commercial delivery.	Oversees the editorial development and production processes of news programs and features. Adapts radio news content for digital distribution. Delivers high-quality, relevant news programs and content across multiple platforms.
<b>Division-Wide (Corporate)</b>						
<b>Head of Function</b>	<b>Regional (multi-market)</b>	44410.5 Radio Region Head, Prgrg				
	<b>Market / Station</b>	44411 Radio Head, Prgrg				
<b>Vice President (if not Head)</b>		44412 Radio VP, Prgrg				
<b>Director (if not Head)</b>		44414 Radio Dir, Prgrg				
<b>Manager (if not Head)</b>		44416 Radio Mgr, Prgrg	44616 Radio Mgr, Producing	44716 Radio Mgr, Digital Content Producing		44916 Radio Mgr, News Producing
<b>Supervisor (if not Head)</b>		44417 Radio Supv, Prgrg				
<b>Senior Individual Contributor</b>					44824 Radio Sr Ad Producer	
<b>Journey Individual Contributor</b>			44625 Radio Producer	44725 Radio Digital Content Producer	44825 Radio Ad Producer	44925 Radio News Producer
<b>Associate Individual Contributor</b>		44426 Radio Board Operator				
<b>Coordinator</b>						
<b>Assistant</b>						

# Survey Position Grids

Family  Level		RADIO STATIONS (continued)							
		Radio Production	Radio Sound Editing	Radio News Directing	Radio News Writing	Radio Sports Directing	Radio Marketing	Radio Imaging	Radio Communications / Public Affairs
		450	454	456	464	468	470	472	474
<b>Brief Job Family Descriptions</b>		Manages production quality of broadcasts and commercial production scheduling and logistics.	Creates and edits sound and audio elements using sound mixing and editing systems. Delivers finished, edited audio for local radio programs, promotions and events.	Develops on-air newscasts. Develops on-air news product that enhances brand and meets compliance.	Writes and edits materials for on-air news broadcasts. Conducts interviews for broadcasts.	Directs on-air sports broadcasts, determines sports assignments and broadcast priorities. Manages logistics broadcast logistics of live sporting events.	Oversees the creation, production and activation of multi-platform marketing programs.	Creates broadcast elements that identify the station's brand.	Oversees media relations and the station's public affairs program, including scheduling, community outreach, managing station public service inventory and FCC reporting.
<b>Division-Wide (Corporate)</b>				45610 Radio Division Head, News Dir			47010 Radio Division Head, Mktg		
<b>Head of Function</b>	<b>Regional (multi-market)</b>								
	<b>Market / Station</b>			45611 Radio Head, News Dir			47011 Radio Head, Mktg		47411 Radio Head, Comm / Public Affairs
<b>Vice President (if not Head)</b>				45612 Radio VP, News Dir			47012 Radio VP, Mktg		47412 Radio VP, Comm / Public Affairs
<b>Director (if not Head)</b>		45014 Radio Dir, Prdn		45614 Radio News Dir		46814 Radio Dir, Sports	47014 Radio Dir, Mktg	47214 Radio Dir, Imaging	
<b>Manager (if not Head)</b>				45616 Radio Assistant News Dir			47016 Radio Mgr, Mktg		47416 Radio Mgr, Comm / Public Affairs
<b>Supervisor (if not Head)</b>									
<b>Senior Individual Contributor</b>									
<b>Journey Individual Contributor</b>			45425 Radio Sound Editor	45625 Radio News Editor	46425 Radio News Writer		47025 Radio Mktg Specialist	47225 Radio Imaging Specialist	
<b>Associate Individual Contributor</b>				45626 Radio Desk Assistant					
<b>Coordinator</b>									
<b>Assistant</b>									



# Survey Position Grids

Family  Level		RADIO STATIONS (continued)					
		Radio Promotions	Radio Promotions Producing	Radio Event Planning	Radio Creative Services	Radio Research	Radio Non-Traditional Revenue
		476	480	482	485	490	492
<b>Brief Job Family Descriptions</b>		Enhances brand awareness and audience growth through events, contests and promotional campaigns across media platforms.	Produces and schedules promotional projects related to programming, image, sales and marketing.	Plans and executes events to enhance station awareness.	Develops promotional strategy for radio networks and creates the supporting advertising and promotional campaigns and materials for delivery across multiple platforms.	Conducts audience research to inform programming, marketing and sales planning for radio networks.	Develops and executes plans to drive revenue to the station through non-traditional revenue streams.
<b>Division-Wide</b> (Corporate)					48510 Radio Division Head, Creative Services	49010 Radio Division Head, Research	
<b>Head of Function</b>	<b>Regional (multi-market)</b>				48510.5 Radio Region Head, Creative Services	49010.5 Radio Region Head, Research	
	<b>Market / Station</b>				48511 Radio Market / Station Head, Creative Services	49011 Radio Market / Station Head, Research	
<b>Vice President</b> (if not Head)					48512 Radio VP, Creative Services	49012 Radio VP, Research	
<b>Director</b> (if not Head)					48514 Radio Dir, Creative Services	49014 Radio Dir, Research	
<b>Manager</b> (if not Head)		47616 Radio Mgr, Promotions		48216 Radio Mgr, Event Planning	48516 Radio Mgr, Creative Services	49016 Radio Mgr, Research	49216 Radio Mgr, Non-Traditional Revenue
<b>Supervisor</b> (if not Head)					48517 Radio Supv, Creative Services		
<b>Senior Individual Contributor</b>			48024 Radio Sr Promotions Producer		48524 Radio Sr Graphic Artist / Designer	49024 Radio Sr Research Analyst	
<b>Journey Individual Contributor</b>			48025 Radio Promotions Producer		48525 Radio Graphic Artist / Designer	49025 Radio Research Analyst	49225 Radio Non-Traditional Revenue Analyst
<b>Associate Individual Contributor</b>					48526 Radio Assoc Graphic Artist / Designer	49026 Radio Assoc Research Analyst	
<b>Coordinator</b>		47627 Radio Promotions Coord		48227 Radio Event Planning Coord			
<b>Assistant</b>		47628 Radio Promotions Assistant					

# Survey Position Grids

Family  Level		GENERAL AND ADMINISTRATIVE						
		Administrative Assistance	Facilities	Information Technology	Finance and Accounting	Station Business Management	Credit and Collections	Human Resources / Business Partnership
		510	512	515	520	523	525	530
<b>Brief Job Family Descriptions</b>		Supports the General Management function for television, radio or digital networks, providing administrative, scheduling and other assistance.	Plans, maintains and improves the physical plant, including buildings, utilities, equipment, machinery and other facility infrastructure.	Oversees computer network systems and broadcast operations for television, radio or digital networks, including system security, hardware and software upgrades, installation and configuration, help desk, backups and recovery.	Plans and directs financial operations and strategic business planning for television, radio or digital networks, including financial analysis, accounting, tax and compliance.	Manages and may execute a broad range of administrative activities, including finance and accounting, human resources, information technology and/or facilities, typically for smaller local stations that do not have specialized administrative functions.	Extends credit, directs the collections process and accounts receivable reporting and manages collections vendors for television, radio or digital networks.	Develops and administers human resources programs for television, radio or digital networks, including recruitment, training, compensation, benefits and HRIS. Ensures compliance with laws and regulations. Partners with business leaders to align human resources practices with business objectives.
<b>Division-Wide (Corporate)</b>				51510 Division Head, IT	52010 Division Head, Finance and Acctg			53010 Division Head, HR / Business Partnership
<b>Head of Function</b>	<b>Regional (multi-market)</b>			51510.5 Region Head, IT	52010.5 Region Head, Finance and Acctg			53010.5 Region Head, HR / Business Partnership
	<b>Market / Station</b>			51511 Market / Station Head, IT	52011 Market / Station Head, Finance and Acctg			53011 Market / Station Head, HR / Business Partnership
<b>Vice President (if not Head)</b>				51512 VP, IT	52012 VP, Finance and Acctg			53012 VP, HR / Business Partnership
<b>Director (if not Head)</b>				51514 Dir, IT	52014 Dir, Finance and Acctg		52514 Dir, Credit and Collections	53014 Dir, HR / Business Partnership
<b>Manager (if not Head)</b>			51216 Mgr, Facilities	51516 Mgr, IT	52016 Mgr, Finance and Acctg	52316 Station Business Mgr	52516 Mgr, Credit and Collections	53016 Mgr, HR / Business Partnership
<b>Supervisor (if not Head)</b>								
<b>Senior Individual Contributor</b>				51524 Sr IT Specialist	52024 Sr Financial Analyst <i>(New)</i> 52024.1 Sr Accountant <i>(New)</i>			
<b>Journey Individual Contributor</b>			51225 Facilities Specialist	51525 IT Specialist	52025 Financial Analyst 52025.1 Accountant		52525 Credit and Collections Analyst	53025 HR Generalist / Business Partner
<b>Associate Individual Contributor</b>				51526 Assoc IT Specialist				53026 Assoc HR Generalist / Business Partner <i>(New)</i>
<b>Coordinator</b>		51027 Admin Assistant to General Mgr			52027 Finance and Acctg Coord			
<b>Assistant</b>								