

Corporate & Administration Survey

Information Sheet



Content

CompEssentials segments the data into the most commonly used breakdowns so you can quickly target salary levels. Results supplied in both excel and pdf formats.

CompPlus, our online tool, enables you to generate customized reports. Participants receive complimentary access to CompPlus.

Geographic Coverage

British Columbia
Alberta
Saskatchewan
Manitoba
Ontario

Data Collected

salary ranges
base salaries
total cash
quality of match
hours of work

Perks of Participating



NO PURCHASE REQUIRED

RECEIVE A COPY OF OUR SALARY INCREASE SURVEY reporting actual & projected salary increases

RECEIVE A 50% DISCOUNT

RECEIVE COMPLIMENTARY ACCESS TO COMPPLUS, WCBC'S ONLINE TOOL

Pricing

CompEssentials	Early Bird Price	Participant Price	Non-Participant Price
Corporate & Administrative	\$1,424	\$1,449	\$2,900
Information Technology	\$999	\$1,024	\$2,050
Marketing & Sales	\$999	\$1,024	\$2,050
Engineering & Technical	\$999	\$1,024	\$2,050
Manufacturing & Logistics	\$999	\$1,024	\$2,050
Executive & Senior Management	\$1,574	\$1,599	\$3,200
Consulting Engineers	\$2,899	\$2,999	\$6,000
Group Insurance & Retirement Benefits	\$524	\$549	\$1,100
Compensation Policies & Practices	\$524	\$549	\$1,100
CompPlus – WCBC's online data sorting tool	FREE	FREE	\$2,050
Salary Increases	FREE	FREE	\$2,050
Board of Directors	N/A	N/A	\$2,900

Early Bird Price effective until April 1st

Participant Price effective April 1st



Suite 502, 595 Howe Street
Vancouver, BC V6C 2T5

Need More Info?

Megan Lizee | 604 683 9155
www.wcbc.ca | wcbc@wcbc.ca
wcbc.ca/published-surveys/



Positions

Corporate & Operations:

Corporate Governance & Board Support

1. Governance Officer
2. Board Administrator

Strategic Planning & Business Performance

3. Strategic Planning Manager
4. Strategic Planning Analyst – Senior
5. Strategic Planning Analyst
6. Corporate Development Manager
7. Corporate Development Analyst – Senior
8. Corporate Development Analyst

ESG, Sustainability & Corporate Responsibility

9. ESG (Environmental, Social, and Governance) Manager
10. ESG (Environmental, Social, and Governance) Analyst – Senior
11. ESG (Environmental, Social, and Governance) Analyst

Business Continuity & Risk Management

12. Enterprise Risk Manager/Business Continuity Manager
13. Business Continuity & Risk Analyst – Senior
14. Business Continuity & Risk Analyst

Corporate Services Management

15. Corporate Services/Administration Manager
16. Corporate Services Coordinator/Administrator

Procurement, Supply Chain & Purchasing

17. Supply Chain Manager
18. Supply Chain Analyst - Senior
19. Supply Chain Analyst
20. Materials Manager
21. Demand Planner
22. Purchasing Manager
23. Buyer - Senior
24. Buyer
25. Purchasing Clerk
26. Procurement/Purchasing Coordinator
27. Vendor Relationship Manager

Operations Management

28. Operations Manager (Non-Manufacturing)
29. Operations Analyst - Senior
30. Operations Analyst

Project & Program Management

31. Project Management Office (PMO) Manager
32. Project Coordinator/Administrator
33. Contract Manager
34. Contract Administrator
35. Proposal Manager
36. Proposal Writer
37. Proposal Coordinator

Facilities, Real Estate & Infrastructure Management

38. Real Estate Development Manager
39. Property Manager
40. Assistant Property Manager
41. Construction Manager
42. Estimator - Senior (Capital Projects)
43. Estimator (Capital Projects)
44. Facilities Coordinator/Technician

Finance:

Financial Management/General Finance

45. Finance Director
46. Finance Manager (General Finance)

Accounting

47. Corporate Controller
48. Division/Regional Controller
49. Assistant Controller
50. Accounting Manager
51. Accountant - Senior
52. Accountant - Intermediate
53. Accountant - Junior
54. General Ledger (GL) Accountant
55. Revenue Accountant
56. Cost Accounting Manager
57. Cost Accountant
58. Cost Accounting Clerk
59. Accounting Clerk Supervisor
60. Accounting Clerk - Senior
61. Accounting Clerk - Intermediate
62. Accounting Clerk - Junior

Billing & Credit Analysis

63. Credit Manager
64. Credit Analyst - Senior
65. Credit Analyst
66. Collections Specialist
67. Credit/Collection Clerk

Need More Info?

Megan Lizee | 604 683 9155
www.wcbc.ca | wcbc@wcbc.ca
wcbc.ca/published-surveys/





Taxation

- 68. Tax Director
- 69. Tax Manager
- 70. Tax Accountant - Senior
- 71. Tax Accountant
- 72. Tax Clerk

Audit & Compliance

- 73. Internal Audit Director
- 74. Internal Audit Manager
- 75. Internal Auditor - Senior
- 76. Internal Auditor
- 77. Compliance Director
- 78. Compliance Manager
- 79. Compliance Officer
- 80. Compliance Analyst

Financial Planning & Analysis (FP&A)

- 81. Financial Planning & Analysis (FP&A) Director
- 82. Financial Planning & Analysis (FP&A) Manager
- 83. Financial Analyst - Senior
- 84. Financial Analyst
- 85. Budget Manager
- 86. Budget Analyst - Senior
- 87. Budget Analyst
- 88. Finance Systems & Technology Director

Risk Management

- 89. Financial Risk Management Director
- 90. Financial Risk Manager
- 91. Financial Risk Analyst - Senior
- 92. Financial Risk Analyst

Treasury, Banking & Insurance

- 93. Treasurer
- 94. Assistant Treasurer
- 95. Treasury Manager
- 96. Treasury Analyst - Senior
- 97. Treasury Analyst
- 98. Insurance Director
- 99. Insurance Manager
- 100. Insurance Analyst
- 101. Insurance Clerk

Economics, Actuarial & Analytics

- 102. Economist - Senior
- 103. Economist
- 104. Actuarial Manager
- 105. Actuary
- 106. Actuarial Analyst

Financial Systems & Technology

- 107. Finance Technology Manager
- 108. Financial Systems Analyst/Specialist
- 109. Finance Systems Administrator

Human Resources:

General HR Operations

- 110. Human Resources Director
- 111. Human Resources Manager
- 112. HR Generalist - Senior
- 113. HR Generalist
- 114. HR Coordinator
- 115. HR Assistant
- 116. HR Clerk

HRIS & People Analytics

- 117. HRIS & People Analytics Manager
- 118. HRIS Analyst - Senior
- 119. HRIS Analyst
- 120. People Analytics Manager
- 121. People Analytics Analyst - Senior
- 122. HRIS/HR Technology Coordinator

Staffing & Talent Acquisition

- 123. Talent Acquisition Director
- 124. Talent Acquisition Manager
- 125. Recruiter - Senior
- 126. Recruiter
- 127. Technical Recruiter
- 128. Recruitment Coordinator

Learning & Development

- 129. Learning & Development Director
- 130. Learning & Development Manager
- 131. Learning & Development Specialist - Senior
- 132. Learning & Development Specialist
- 133. Leadership Development Specialist
- 134. Learning Facilitator/Trainer
- 135. Learning Coordinator

Payroll

- 136. Payroll Director
- 137. Payroll Manager
- 138. Payroll Supervisor
- 139. Payroll & Benefits Specialist
- 140. Payroll Specialist - Senior
- 141. Payroll Specialist
- 142. Payroll Clerk

Need More Info?

Megan Lizee | 604 683 9155
www.wcbc.ca | wcbc@wcbc.ca
wcbc.ca/published-surveys/





Employee & Labour Relations

- 143. Labour Relations Director
- 144. Labour Relations Manager
- 145. Labour Relations Analyst - Senior
- 146. Labour Relations Analyst
- 147. Labour Relations Coordinator
- 148. Employee Relations Manager
- 149. Employee Relations Coordinator

Total Compensation

- 150. Compensation Manager
- 151. Compensation Analyst - Senior
- 152. Compensation Analyst
- 153. Compensation Coordinator
- 154. Benefits Manager
- 155. Benefits Analyst - Senior
- 156. Benefits Administrator
- 157. Benefits Analyst
- 158. Benefits Coordinator

Occupational Health & Safety and Wellness

- 159. Occupational Health & Safety Director
- 160. Occupational Health & Safety Manager
- 161. Occupational Health & Safety Specialist - Senior
- 162. Occupational Health & Safety Specialist
- 163. Occupational Health & Safety Coordinator
- 164. Occupational Health Nurse
- 165. Wellness Specialist
- 166. Wellness Coordinator
- 167. Mental Health Specialist

Diversity, Equity and Inclusion (DEI)

- 168. Diversity, Equity, and Inclusion Director
- 169. Diversity, Equity, and Inclusion Manager
- 170. Diversity, Equity & Inclusion Analyst - Senior
- 171. Diversity, Equity, & Inclusion Analyst
- 172. Diversity, Equity & Inclusion Specialist
- 173. Diversity, Equity & Inclusion Coordinator

Organizational Development & Change

Management

- 174. Organizational Development & Change Director
- 175. Organizational Development & Change Manager
- 176. Change Management Specialist
- 177. Organizational Development Specialist
- 178. Organizational Development & Change Coordinator

Administrative Services:

Administrative & Executive Assistants

- 179. Executive Assistant - Senior
- 180. Executive Assistant
- 181. Administrative Assistant - Senior
- 182. Administrative Assistant - Intermediate
- 183. Administrative Assistant - Junior
- 184. Legal Administrative Assistant - IV
- 185. Legal Administrative Assistant - III
- 186. Legal Administrative Assistant - II
- 187. Legal Administrative Assistant - I

Office Administration & Support

- 188. Clerk - Senior
- 189. Clerk - Intermediate
- 190. Clerk - Junior
- 191. Office Assistant

Reception & Office Services

- 192. Receptionist
- 193. Office Services Clerk
- 194. Mail Clerk

Document & Records Management

- 195. Records Manager
- 196. Records Management Specialist
- 197. Records Management Coordinator
- 198. Records Management Clerk
- 199. Document Control Coordinator
- 200. Document Control Specialist
- 201. Digital Archivist
- 202. Librarian
- 203. Library Technician
- 204. Library Clerk

Administrative Management & Oversight

- 205. Administrative Services Manager
- 206. Office Manager
- 207. Office Administrator
- 208. Clerical Supervisor/Administrative Services Supervisor

Legal, Compliance & Regulatory Affairs:

Legal

- 209. Legal Director
- 210. Legal Counsel - Senior
- 211. Legal Counsel
- 212. Paralegal - III
- 213. Paralegal - II
- 214. Paralegal - I

Need More Info?

Megan Lizee | 604 683 9155
www.wcbc.ca | wcbc@wcbc.ca
wcbc.ca/published-surveys/



**Compliance**

- 215. Compliance Director
- 216. Compliance Manager
- 217. Compliance Specialist

Regulatory

- 218. Regulatory Affairs Director
- 219. Regulatory Affairs Manager
- 220. Regulatory Affairs Specialist - Senior
- 221. Regulatory Affairs Coordinator

Ethics & Corporate Governance

- 222. Corporate Secretary

Government Affairs & Policy

- 223. Government Affairs Director
- 224. Government Affairs Manager
- 225. Policy Analyst