

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

### Need More Info?

# 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



**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?**

### 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?

### **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



### **Need More Info?**