

Executive & Senior Management 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
CompPlus – WCBC's online data sorting tool	FREE	\$2,050
Salary Increases	FREE	\$2,050
Board of Directors	N/A	\$2,900



Need More Info?

Positions

Corporate & Operations:

Executive Leadership

1. President/CEO
2. President (Subsidiary)
3. Chief Operating Officer
4. Group Vice President/Group General Manager
5. Division Vice President/General Manager
6. Vice President, Operations (Non-Manufacturing)
7. Chief of Staff

Corporate Governance & Board Support

8. Corporate Governance Director
9. Corporate Governance Manager

Strategic Planning & Business Performance

10. Vice President, Strategic Planning
11. Strategic Planning Director
12. Vice President, Corporate Development
13. Corporate Development Director

ESG, Sustainability & Corporate Responsibility

14. Vice President, ESG & Sustainability
15. ESG (Environmental, Social, and Governance) Director

Business Continuity & Risk Management

16. Enterprise Risk Management/Business Continuity Director

Corporate Services Management

17. Vice President, Administration
18. Corporate Services/Administration Director

Procurement, Supply Chain & Purchasing

19. Vice President, Supply Chain
20. Supply Chain Director
21. Purchasing Director

Operations Management

22. Operations Director (Non-Manufacturing)

Project & Program Management

23. Project Management Office (PMO) Director

Facilities, Real Estate & Infrastructure Management

24. Vice President, Real Estate Development
25. Real Estate Development Director
26. Vice President, Construction
27. Construction Director
28. Vice President, Infrastructure & Capital Projects
29. Facilities/Infrastructure Director

Finance:

Financial Management/General Finance

30. Vice President, Finance/CFO
31. Vice President, Finance & Administration
32. Finance Director

Taxation

33. Vice President, Tax
34. Tax Director

Audit & Compliance

35. Vice President, Internal Audit
36. Internal Audit Director
37. Vice President, Compliance
38. Compliance Director

Financial Planning & Analysis (FP&A)

39. Financial Planning & Analysis (FP&A) Director
40. Finance Systems & Technology Director

Risk Management

41. Vice President, Risk Management
42. Financial Risk Management Director

Treasury, Banking & Insurance

43. Vice President, Investments
44. Vice President, Treasury
45. Treasurer
46. Vice President, Insurance & Risk Financing
47. Insurance Director

Economics, Actuarial & Analytics

48. Chief Economist



Human Resources:

General HR Operations

- 49. Vice President, Human Resources
- 50. Human Resources Director

HRIS & People Analytics

- 51. Vice President, HR Technology & People Analytics

Staffing & Talent Acquisition

- 52. Vice President, Talent Acquisition
- 53. Talent Acquisition Director

Learning & Development

- 54. Vice President, Learning & Development
- 55. Learning & Development Director

Employee & Labour Relations

- 56. Vice President, Employee & Labour Relations
- 57. Labour Relations Director

Total Compensation

- 58. Vice President, Compensation & Benefits

Occupational Health & Safety and Wellness

- 59. Vice President, Occupational Health & Safety
- 60. Occupational Health & Safety Director

Diversity, Equity and Inclusion (DEI)

- 61. Vice President, Diversity, Equity & Inclusion (DEI)
- 62. Diversity, Equity, and Inclusion Director

Organizational Development & Change Management

- 63. Vice President, Organizational Development & Change
- 64. Organizational Development & Change Director

Information Technology:

General IT Leadership & Operations

- 65. Vice President, Information Technology
- 66. Information Technology Director

Scientific & Technical:

General Operations

- 67. Vice President, Engineering
- 68. Engineering Director

Operations, Manufacturing & Logistics:

General Operations

- 69. Vice President, Operations (Manufacturing)
- 70. Operations Director

Marketing, Sales & Customer Engagement:

Marketing & Branding

- 71. Vice President, Marketing
- 72. Marketing Director
- 73. Vice President, Marketing & Sales
- 74. Marketing & Sales Director

Sales & Account Management

- 75. Vice President, Sales
- 76. Sales Director

Customer Experience & Support

- 77. Vice President, Customer Experience
- 78. Customer Experience Director
- 79. Vice President, Customer Service
- 80. Customer Service Director

Communications, Public Relations & Event

- 81. Vice President, Communications
- 82. Communications Director

Business Development & Partnerships

- 83. Vice President, Business Development
- 84. Business Development Director
- 85. Vice President, Strategic Partnerships
- 86. Strategic Partnerships Director

Legal, Compliance & Regulatory Affairs:

Legal

- 87. Vice President, Legal
- 88. Legal Director

Compliance

- 89. Vice President, Compliance
- 90. Compliance Director

Regulatory

- 91. Vice President, Regulatory Affairs
- 92. Regulatory Affairs Director

Ethics & Corporate Governance

- 93. Corporate Secretary

Government Affairs & Policy

- 94. Vice President, Government Affairs
- 95. Government Affairs Director

