

## Fair Pay for Northern California Nonprofits: The 2021 Compensation Benefits Survey

New jobs for 2021 are shown in red type.

Jobs with modified job titles and/or job descriptions for 2021 are shown in blue type.

Code	Job Title	Code	Job Title	Code	Job Title
<b>Executive Positions</b>		<b>Cultural, Artistic, Performing Arts Positions (continued)</b>		<b>Employment/Work Training Positions</b>	
005	Executive Director/Chief Executive Officer	160	Production Manager/Coordinator	305	Job Developer
010	Associate Director/Chief Operating Officer	162	Stage Manager	310	Vocational Counselor
015	Chief Programs Officer	163	Costume Shop Manager	315	Job Coach
020	Chief Communications Officer	165	Box Office/Sales Manager		
025	Chief Development Officer	166	Technical Staff	<b>Environmental/Conservation Positions</b>	
030	Chief Human Resources Officer	167	Production Assistant	320	Director of Conservation
035	Chief Information Officer	168	Box Office Assistant	325	Land Stewardship Manager
040	Chief Strategy Officer	180	Actor	330	Land Acquisition Manager
105	Chief Financial Officer	181	Instrumental Musician	333	Stewardship Project Manager
		185	Visitor Services Manager	335	Restoration Specialist
		186	Visitor Services Specialist	340	Tree Technician
		190	Director of Exhibits	343	Field Crew Member
		192	Exhibit Developer	345	Weatherization/Energy Program Assessor/Inspector
		194	Exhibit Designer	348	Weatherization/Energy Program Crew Leader
		195	Exhibit Graphic Designer	350	Weatherization/Energy Program Crew Member
		196	Exhibit Fabricator	352	Naturalist/Environmental Educator
		197	Archivist		
		198	Exhibit Guide/Docent	<b>Food Service Positions</b>	
<b>Administrative Positions</b>		<b>Development Positions</b>		355	Food Service Manager or Supervisor
055	Director, Administration/Operations	205	Director, Development	360	Registered Dietician
060	Regional Manager/Center Manager	210	Development Manager	361	Nutritionist
065	Office Manager	211	Development Manager, Annual Giving	363	Nutrition Assistant
070	Executive Assistant	212	Development Manager, Major Gifts	365	Cook
075	Administrative Assistant, Senior Level	213	Development Manager, Capital Campaign	370	Food Service Assistant/Worker
080	Administrative Assistant, Intermediate Level	214	Development Manager, Planned Giving		
085	Administrative Assistant, Junior Level	215	Grant Proposal Writer, All Types of Funding	<b>Foundation/Philanthropy Positions</b>	
090	Receptionist	216	Grant Proposal Writer, Government Funding	960	Program Officer
093	Business Development Manager	217	Development Officer	965	Program Associate
094	Contracts Administrator	220	Special Event Coordinator	970	Grants Manager/Administrator
095	Quality Assurance Manager	222	Direct Mail Coordinator		
096	Quality Assurance Specialist	225	Development Associate	<b>Gift/Thrift Shop, Warehouse &amp; Food Bank Positions</b>	
<b>Accounting/Finance Positions</b>		<b>Education &amp; Recreation Positions</b>		453	Director of Retail Operations
106	Director of Finance & Administration	250	School Principal	455	Gift/Thrift Shop Manager
110	Controllor	253	Director, Education	460	Gift/Thrift Shop Retail Sales Clerk
115	Accounting Manager	254	Admissions Director	461	Warehouse Operations Director
120	Accounting Supervisor	255	Curriculum Specialist	462	Warehouse Manager
124	Senior Accountant	256	Educator or Teacher, Adult Education	465	Warehouse Worker
125	Staff Accountant	257	Academic Counselor	480	Food Bank Manager
126	Payroll Specialist	258	Site Supervisor	485	Food Bank Assistant/Clerk
130	Accounting Clerk	259	Teacher, K – 12		
135	Cashier	262	Teacher, Pre-School	<b>Government Affairs &amp; Research Positions</b>	
<b>Animal Care/Control Positions</b>		265	Teaching Assistant, K-12	380	Director or Manager, Government Affairs
780	Veterinarian	268	Teaching Assistant, Pre-School	381	Advocacy Manager
781	Director of Animal Services	269	Special Education Teacher	382	Data Manager
782	Veterinary Clinic Manager	270	Tutor	383	Lobbyist
784	Humane Officer	271	Child Care Assistant	384	Policy Analyst
785	Senior Registered Veterinary Technician	272	Community Educator	385	Staff Scientist
786	Registered Veterinary Technician	273	Recreation Program Manager	386	Senior Scientist
788	Veterinary Technician	274	Life Guard/Swim Instructor	387	Research Analyst: Social Sciences
789	Animal Care Manager	275	After School Instructor	388	Research Analyst: Technology
790	Animal Care Worker	276	Instructional Aide	389	Scientific Data Analyst
791	Animal Adoption Counselor	277	Recreation or Activity Leader, Children or Youth	390	Research Assistant
792	Animal Adoption Manager	278	Recreation or Activity Leader, Adults	391	Science Analyst
793	Animal Intake Manager	280	Fitness Instructor	393	Librarian
795	Animal Shelter Manager	282	Camp Director	396	Library Assistant
797	Animal Behaviorist	284	Assistant Camp Director		
799	Humane Educator				
<b>Cultural, Artistic, Performing Arts Positions</b>					
154	Artistic Director				
155	Curator				
156	Resident Director				
157	Resident Designer				

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Code	Job Title	Code	Job Title	Code	Job Title
<b>Housing/Community Development Positions</b>		<b>Media/Journalism Positions</b>		<b>Program Mgmt Positions, Other than Social Services/Mental Health</b>	
410	Director of Real Estate Development	642	Editor in Chief	805	Program Director/Administrator, Other
411	Project Developer	645	Digital Editor	810	Program Manager/Administrator, Other
412	Construction Manager	650	Media Producer	815	Program Coordinator, Other
420	Director of Resident/Community Services			820	Program Assistant, Other
421	Program Manager, Resident/Community Services	<b>Medical &amp; Clinic Services Positions</b>		<b>Social Services &amp; Mental Health Positions</b>	
422	Resident Services Coordinator	702	Director, Medical Services	853	Program Director/Administrator, Social Services/Mental Health
423	Director of Property Management	704	Clinic Director	856	Program Manager/Administrator, Social Services/Mental Health
424	Property Supervisor	706	Physician, Family/General Practice	859	Program Coordinator, Social Services/Mental Health
425	Site Administrator	707	Physician, Internal Medicine	862	Program Assistant, Social Services/Mental Health
426	Shelter Manager	708	Physician, Obstetrics & Gynecology	865	Psychiatrist
427	Shelter Supervisor	709	Physician, Pediatrics	867	Clinical Supervisor
428	Occupancy Specialist	710	Physician, Other Specialty	868	Licensed Clinical Social Worker
429	Desk Clerk	712	Director of Nursing	871	Psychiatric Social Worker
430	Program Manager: Housing	714	Registered Nurse	874	Psychologist
431	Program Manager: Economic Development	716	Nurse Practitioner	875	Chaplain/Clergy
432	Asset Manager (Compliance & Monitoring)	718	Physician's Assistant	876	Behavior Analyst
433	Asset Manager (Financial Analyst)	720	Licensed Vocational/Practical Nurse	877	Therapeutic Counselor, MFCC/MFT
434	Shelter Coordinator	721	Licensed Psychiatric Technician	878	Clinician (Pre-license MFT/ACSW)
435	Assistant Site Administrator	722	Medical Assistant, Certified	879	Case Manager, Master Level
438	Loan Officer	723	Medical Assistant, Non-Certified	880	Case Manager
		724	Health Educator	882	Counselor, Master Level
<b>Human Resources Positions</b>		726	Dental Director	883	Counselor
505	Director, Human Resources	728	Dentist	884	Substance Abuse Counselor
510	Human Resources Manager	729	Registered Dental Hygienist	885	Family Advocate
512	Human Resources Generalist	730	Registered Dental Assistant	886	Eligibility Specialist
513	HRIS Manager	731	Dental Assistant	887	Intake Coordinator
514	Benefits Manager	732	Laboratory Technician/Technologist	888	Resource & Referral Counselor
515	Human Resources Representative or Specialist	733	Laboratory Assistant	889	Senior or Adult Program Assistant
516	Recruiter	734	Phlebotomist	890	Children or Youth Program Assistant
517	Training & Development Manager	736	Radiology Technician	891	Personal Attendant/Home Health Care Worker
520	Human Resources Assistant	738	Community Health Worker	892	Direct Care Counselor
		740	Case Manager, Medical	893	Rehabilitation Specialist
		742	Patient Financial Services Manager	894	Behavior Therapist
		744	Patient Accounts Representative	895	Peer Counselor/Peer Support Group Facilitator
		745	Health Information Coordinator		
		748	Medical Records Clerk	<b>Volunteer, Membership &amp; Marketing Positions</b>	
		750	Billing Clerk	905	Volunteer Director
		752	Receptionist (Medical)	906	Volunteer Coordinator
		761	Physical Therapist	910	Communications Director
		762	Occupational Therapist	911	Communications Manager
		763	Speech Pathologist	915	Public Relations Manager
		764	Physical Rehabilitation Assistant	916	Content Marketing Manager
		765	Certified Massage Therapist	917	Marketing Coordinator
				918	Social Media Coordinator
				920	Graphic Artist
				921	Writer/Editor
				925	Membership Director or Manager
				930	Membership Assistant
				931	Customer Service Representative
				935	Community Outreach Coordinator
<b>Information Technology Positions</b>		<b>Operations Positions</b>			
555	Director, Information Technology/Services	655	Facilities Manager		
560	Information Technology Manager	660	Maintenance Supervisor		
562	Systems Administrator	665	Maintenance Technician or Specialist		
563	Software Engineer	670	Gardener		
565	Database Administrator	675	Janitor or Custodian		
570	Network Technician	679	Transit Driver		
575	Personal Computer Technician	680	Driver		
576	Tech Support Specialist	683	Security Manager		
580	Data Entry Operator	685	Security Guard or Officer		
585	Web Site Developer	688	Purchasing Manager		
		690	Purchasing Coordinator or Specialist		
		691	Inventory Coordinator		
<b>Legal Services &amp; Community Organizing Positions</b>					
598	Director of Legal Services				
600	Managing Attorney				
602	Staff Attorney				
605	Attorney, Legal Aid/Advocacy				
610	Attorney, Corporate				
615	Paralegal				
620	Legal Secretary/Assistant				
624	Senior Community Organizer				
625	Community Organizer				
630	Campaign Director				
632	Campaign Manager				
635	Campaign Coordinator				
638	Campaign Assistant				