

2021 Wage and Benefit Survey of Southwestern Pennsylvania Nonprofit Organizations

New jobs for the 2021 survey are in red type.

Code	Job Title	Code	Job Title	Code	Job Title
Executive Positions		Cultural, Artistic, Performing Arts Positions		Employment/Work Training Positions	
005	Executive Director/Chief Executive Officer	154	Artistic Director	305	Job Developer
010	Associate Director/Chief Operating Officer	155	Curator	310	Vocational Counselor
015	Director, Program(s)	156	Resident Director	315	Job Coach
020	Chief Communications Officer	157	Resident Designer		
025	Chief Development Officer	158	Subscription/Group Sales Manager	Food Service Positions	
030	Chief Human Resources Officer	160	Production Manager/Coordinator	355	Food Service Manager or Supervisor
035	Chief Information Officer	161	House Manager	360	Nutritionist/Dietician
040	Chief Strategy Officer	162	Stage Manager	365	Cook
105	Chief Financial Officer	163	Costume Shop Manager	370	Food Service Assistant/Worker
		165	Box Office/Sales Manager		
Administrative Positions		166	Technical Staff	Foundation/Philanthropy Positions	
055	Director, Administration	167	Production Assistant	960	Program Officer
060	Regional Manager/Center Manager	180	Actor	965	Program Associate
065	Office Manager	181	Instrumental Musician	970	Grants Manager/Administrator
070	Executive Assistant	185	Visitor Services Manager		
075	Administrative Assistant, Senior Level	186	Visitor Services Specialist	Gift/Thrift Shop, Warehouse & Food Bank/Pantry Positions	
080	Administrative Assistant, Intermediate Level	190	Director of Exhibits	455	Gift/Thrift Shop Manager
085	Administrative Assistant, Junior Level	192	Exhibit Developer	460	Gift/Thrift Shop Retail Sales Clerk
090	Receptionist	194	Exhibit Designer	462	Warehouse Manager
093	Business Development Manager	196	Exhibit Fabricator	465	Warehouse Worker
094	Contracts Administrator	198	Exhibit Guide/Docent	480	Food Bank/Pantry Manager
095	Quality Assurance Manager			485	Food Bank/Pantry Assistant/Clerk
096	Quality Assurance Specialist				
Accounting/Finance Positions		Development Positions		Government Affairs Advocacy & Research Positions	
110	Controller	205	Director, Development	380	Director or Manager, Government Affairs
115	Accounting Manager	210	Development Manager	382	Data Manager
120	Accounting Supervisor	211	Development Manager, Annual Giving	383	Lobbyist
124	Senior Accountant	212	Development Manager, Major Gifts	385	Staff Scientist
125	Staff Accountant	213	Development Manager, Capital Campaign	387	Research Analyst: Social Sciences
126	Payroll Specialist	214	Development Manager, Planned Giving	388	Research Analyst: Technology/Life Sciences
130	Accounting Clerk	215	Grant Proposal Writer, All Types of Funding	390	Research Assistant
135	Cashier	216	Grant Proposal Writer, Government Funding		
Animal Care/Control Positions		220	Special Event Coordinator	Housing/Community Development Positions	
780	Veterinarian	222	Direct Mail Coordinator	410	Director of Real Estate Development
782	Veterinary Clinic Manager	225	Development Associate	411	Project Developer
784	Humane Officer	Education & Recreation Positions		412	Construction Manager
785	Senior Registered Veterinary Technician	250	School Principal	420	Director of Resident/Community Services
786	Registered Veterinary Technician	253	Director, Education	421	Program Manager, Resident/Community Services
788	Veterinary Technician	254	Admissions Director	422	Resident Services Coordinator
790	Animal Care Worker	255	Curriculum Specialist	423	Director of Property Management
791	Animal Adoption Counselor	256	Educator or Teacher, Adult Education	424	Property Supervisor
795	Animal Shelter Manager	258	Site Supervisor	425	Site Administrator
797	Animal Behaviorist	259	Teacher, K - 12	426	Shelter Manager
799	Humane Educator	262	Teacher, Pre-School	427	Shelter Supervisor
		265	Teaching Assistant, K-12	428	Occupancy Specialist
		268	Teaching Assistant, Pre-School	429	Desk Clerk
		269	Special Education Teacher, K-12	430	Program Manager: Housing
		270	Tutor	431	Program Manager: Economic Development
		271	Child Care Assistant	432	Asset Manager (Compliance & Monitoring)
		272	Community Educator	433	Asset Manager (Financial Analyst)
		273	Recreation Program Manager	434	Shelter Coordinator
		274	Life Guard/Swim Instructor		
		277	Recreation or Activity Leader, Children or Youth		
		278	Recreation or Activity Leader, Adults		
		280	Fitness Instructor		

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Human Resources Positions		Medical & Clinic Services Positions		Social Services & Mental Health Positions	
505	Director, Human Resources	702	Director, Medical Services	853	Program Director/Administrator, Social Services/Mental Health
510	Human Resources Manager	704	Clinic Director	856	Program Manager/Administrator, Social Services/Mental Health
512	Human Resources Generalist	706	Physician, Family/General Practice	859	Program Coordinator, Social Services/Mental Health
514	Benefits Manager	707	Physician, Internal Medicine	862	Program Assistant, Social Services/Mental Health
515	Human Resources Representative or Specialist	708	Physician, Obstetrics & Gynecology	865	Psychiatrist
520	Human Resources Assistant	709	Physician, Pediatrics	867	Clinical Supervisor
Information Technology Positions		710	Physician, Other Specialty	868	Licensed Clinical Social Worker
555	Director, Information Technology/Services	712	Director of Nursing	871	Psychiatric Social Worker
560	Information Technology Manager	714	Registered Nurse	874	Psychologist
562	Systems Administrator	716	Nurse Practitioner	875	Chaplain/Clergy
565	Database Administrator	718	Physician's Assistant	876	Behavior Analyst
570	Network Technician	720	Licensed Vocational/Practical Nurse	877	Therapeutic Counselor, MFCC/MFT
575	Personal Computer Technician	722	Medical Assistant	878	Clinician (Pre-license)
576	Technical Support Specialist	724	Health Educator	879	Case Manager, Master Level
580	Data Entry Operator	726	Dental Director	880	Case Manager
585	Web Site Developer	728	Dentist	882	Counselor, Master Level
590	Accidental Techie	729	Registered Dental Hygienist	883	Counselor
Legal Services & Community Organizing Positions		730	Dental Assistant	885	Family Advocate
600	Managing Attorney	732	Laboratory Technician/Technologist	886	Eligibility Specialist
602	Staff Attorney	734	Phlebotomist	887	Intake Coordinator
605	Attorney, Legal Aid/Advocacy	736	Radiology Technician	889	Senior or Adult Program Assistant
610	Attorney, Corporate	738	Community Health Worker	890	Children or Youth Program Assistant
615	Paralegal	740	Case Manager, Medical	891	Personal Attendant/Home Health Care Worker
620	Legal Secretary/Assistant	742	Patient Financial Services Manager	892	Direct Care Counselor
625	Community Organizer	744	Patient Accounts Representative	893	Rehabilitation Specialist
Library Positions		746	Medical Records Transcriber	894	Behavior Therapist
441	Library Director	748	Medical Records Clerk	Volunteer, Membership & Marketing Positions	
442	Assistant Library Director	750	Billing Clerk	905	Volunteer Director
443	Library Department Head	752	Receptionist (Medical)	906	Volunteer Coordinator
444	Library Branch Manager	761	Physical Therapist	910	Communications Director or Manager
445	Librarian (MLS)	762	Occupational Therapist	915	Public Relations Manager
446	Librarian (formerly job #393, revised job description)	763	Speech Pathologist	916	Marketing Director or Manager
447	Library Program and Service Coordinator	Program Management Positions, Other than Social Services/Mental Health		917	Marketing Coordinator
448	Library Assistant/Customer Service Assistant (formerly job #396, revised job description)	805	Program Director/Administrator, Other	918	Social Media Coordinator
449	Library Clerk	810	Program Manager/Administrator, Other	920	Graphic Artist
Maintenance, Grounds & Purchasing Positions		815	Program Coordinator, Other	921	Writer/Editor
655	Facilities Manager	820	Program Assistant, Other	925	Membership Director or Manager
660	Maintenance Supervisor			930	Membership Assistant
665	Maintenance Technician or Specialist			931	Customer Service Representative
670	Gardener			935	Community Outreach Coordinator
675	Janitor or Custodian				
680	Driver				
685	Security Guard or Officer				
690	Purchasing Coordinator or Specialist				