

Valuing Our Nonprofit Workforce:
2017 Compensation Benefits Survey of Nonprofits in Connecticut, Massachusetts, New York State, Rhode Island and Adjoining Communities
Presented by Third Sector New England

New jobs for 2017 are shown in red type.

Jobs with revised titles and/or descriptions for 2017 are shown in blue type.

| Code | Job Title | Code | Job Title | Code | Job Title |
|--------------------------------------|--|--|--|--|--|
| Executive Positions | | Community Activism and Advocacy Positions | | Education & Recreation Positions | |
| 005 | Executive Director/Chief Executive Officer | 140 | Grass Roots Program Manager | 250 | School Principal |
| 010 | Associate Director/Chief Operating Officer | 142 | Grass Roots Activist/Advocate | 253 | Director, Education Programs |
| 015 | Chief Programs Officer | 144 | Field Director (Regional, National) | 254 | Admissions Director |
| 020 | Chief Communications Officer | 146 | Lead Organizer | 255 | Outside of School Program Manager |
| 025 | Chief Development Officer | 148 | Organizer | 256 | Educator or Teacher, Adult Education |
| 030 | Chief Human Resources Officer | 150 | Community Liaison | 257 | Curriculum Specialist |
| 035 | Chief Information Officer | | | 258 | Site Supervisor |
| 105 | Chief Financial Officer | | | 259 | Teacher, K – 12 |
| Administrative Positions | | Cultural, Artistic, Performing Arts Positions | | 262 | Teacher, Pre-School |
| 055 | Director, Administration | 154 | Artistic Director | 265 | Teaching Assistant, K-12 |
| 060 | Regional Manager/Center Manager | 155 | Curator | 268 | Teaching Assistant, Pre-School |
| 065 | Office Manager | 156 | Resident Director | 269 | Special Education Teacher |
| 070 | Executive Assistant | 157 | Instructor | 270 | Tutor |
| 075 | Administrative Assistant, Senior Level | 158 | Resident Designer | 271 | Child Care Assistant |
| 080 | Administrative Assistant, Intermediate Level | 160 | Production Manager/Coordinator | 272 | Community Educator |
| 085 | Administrative Assistant, Junior Level | 162 | Stage Manager | 274 | Life Guard/Swim Instructor |
| 090 | Receptionist | 163 | Costume Shop Manager | 277 | Recreation or Activity Leader, Children or Youth |
| 093 | Business Development Manager | 165 | Box Office/Sales Manager | 278 | Recreation or Activity Leader, Adults |
| 094 | Contracts Administrator | 166 | Technical Staff | 280 | Fitness Instructor |
| 095 | Quality Assurance Manager | 167 | Production Assistant | | |
| 096 | Quality Assurance Specialist | 180 | Actor | Employment/Work Training Positions | |
| Accounting/Finance Positions | | 181 | Instrumental Musician | 305 | Job Developer |
| 110 | Controller | 185 | Visitor Services Manager | 310 | Vocational/Career Counselor |
| 115 | Accounting Manager | 186 | Visitor Services Specialist | 315 | Job Coach |
| 120 | Accounting Supervisor | 190 | Director of Exhibits | | |
| 124 | Senior Accountant | 192 | Exhibit Developer | Food, Food Service, Food Bank | |
| 125 | Staff Accountant | 193 | Exhibit Designer | 355 | Food Service Manager or Supervisor |
| 126 | Payroll Specialist | 194 | Exhibit Fabricator | 360 | Nutritionist/Dietician |
| 130 | Accounting Clerk | 196 | Exhibit Guide/Docent | 363 | Chef |
| 218 | Grants Manager/Administrator | | | 365 | Cook |
| Animal Care/Control Positions | | Development Positions | | 370 | Food Service Assistant/Worker |
| 780 | Veterinarian | 205 | Director, Development | 375 | Food Bank Manager |
| 782 | Veterinary Clinic Manager | 210 | Development Manager | 377 | Food Bank Assistant/Clerk |
| 784 | Humane Officer | 211 | Development Manager, Annual Giving | 379 | Warehouse Manager |
| 785 | Senior Registered Veterinary Technician | 212 | Development Manager, Major Gifts | 380 | Warehouse Worker |
| 786 | Registered Veterinary Technician | 213 | Development Manager, Capital Campaign | 385 | Agricultural Worker |
| 788 | Veterinary Technician | 214 | Development Manager, Planned Giving | | |
| 790 | Animal Care Worker | 215 | Grant Proposal Writer, All Types of Funding | Government Affairs, Legislative Advocacy & Policy Positions | |
| 791 | Animal Adoption Counselor | 216 | Grant Proposal Writer, Government Funding | 390 | Director or Manager, Government Affairs |
| 795 | Animal Shelter Manager | 217 | Development Research Analyst | 392 | Director or Manager, Policy |
| 797 | Animal Behaviorist | 220 | Special Event Coordinator | 394 | Research Analyst |
| 799 | Humane Educator | 222 | Direct Mail Coordinator | 396 | Research Assistant |
| | | 225 | Development Associate | 398 | Lobbyist |
| | | 235 | Canvass Director (Citizen Outreach Director) | | |
| | | 240 | Canvasser (Citizen Outreach Worker) | | |

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| Housing and Residential Programs and Services Positions | |
| 420 | Director Housing or Residential Services |
| 421 | Manager Housing or Residential Services |
| 422 | Coordinator Housing or Residential Services |
| 424 | Property Supervisor |
| 425 | Director, Property Management |
| 426 | Property Manager |
| 427 | Shelter Manager/Supervisor |
| 428 | Occupancy Specialist |
| 429 | Desk Clerk |
| 430 | Program Director, Housing/Homelessness Prevention |
| 435 | Program Manager, Housing/Homelessness Prevention |
| 440 | Case Manager Housing |
| 444 | Shelter Coordinator |
| 445 | Housing Advocate |
| Human Resources Positions | |
| 505 | Director, Human Resources |
| 510 | Human Resources Manager |
| 512 | Human Resources Generalist |
| 514 | Benefits Manager |
| 515 | Human Resources Representative or Specialist |
| 520 | Human Resources Assistant |
| Information Technology Positions | |
| 555 | Director, Information Technology/Services |
| 560 | Information Technology Manager |
| 562 | Systems Administrator |
| 565 | Database Administrator |
| 570 | Network Technician |
| 575 | Personal Computer Technician/Help Desk |
| 580 | Data Entry Assistant |
| 585 | Web Site Developer |
| 590 | Accidental Techie |
| Legal Services Positions | |
| 600 | Managing Attorney |
| 605 | Legal Aid Attorney |
| 610 | In House Counsel |
| 615 | Paralegal |
| 620 | Legal Secretary/Assistant |
| 625 | Legal Advocate |
| Maintenance & Grounds Positions | |
| 655 | Facilities Manager |
| 660 | Security Guard or Officer |
| 663 | Maintenance Supervisor |
| 665 | Maintenance Technician or Specialist |
| 670 | Driver |
| 675 | Janitor or Custodian |
| 676 | Gardener |

| Code | Job Title |
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| Medical & Clinic Services Positions | |
| 702 | Director, Medical Services |
| 704 | Clinic Director |
| 706 | Physician, Family/General Practice |
| 707 | Physician, Internal Medicine |
| 708 | Physician, Obstetrics & Gynecology |
| 709 | Physician, Pediatrics |
| 710 | Physician, Other Specialty |
| 712 | Director of Nursing |
| 714 | Registered Nurse |
| 716 | Advanced Practice Nurse Practitioner |
| 718 | Physician's Assistant |
| 720 | Licensed Practical Nurse/Licensed Vocational Nurse |
| 722 | Medical Assistant |
| 724 | Health Educator |
| 726 | Dental Director |
| 728 | Dentist |
| 729 | Registered Dental Hygienist |
| 730 | Dental Assistant |
| 732 | Laboratory Technician/Technologist |
| 734 | Phlebotomist |
| 736 | Radiology Technician |
| 738 | Community Health Worker |
| 740 | Case Manager, Medical |
| 742 | Patient Financial Services Manager |
| 744 | Patient Accounts Representative |
| 746 | Medical Records Transcriber |
| 748 | Medical Records Clerk |
| 750 | Billing Clerk |
| 752 | Receptionist (Medical) |
| 761 | Physical Therapist |
| 762 | Occupational Therapist |
| 763 | Speech Pathologist |
| Real Estate, Community and Economic Development Positions | |
| 770 | Director of Real Estate Development |
| 771 | Construction Manager |
| 772 | Real Estate Developer |
| 773 | Asset Manager (Financial Analyst) |
| 774 | Asset Manager (Compliance and Monitoring) |
| 775 | Director, Economic Development |
| 779 | Program Manager: Economic Development |
| Retail Gift/Thrift Shop Positions | |
| 805 | Gift/Thrift Shop Manager |
| 810 | Gift/Thrift Shop Retail Sales Clerk |
| 815 | Customer Service Representative |
| 820 | Cashier |

| Code | Job Title |
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| Social Services & Mental Health Positions | |
| 853 | Program Director |
| 856 | Program Manager |
| 859 | Program Coordinator |
| 862 | Program Assistant |
| 865 | Psychiatrist |
| 867 | Clinical Supervisor |
| 868 | Licensed Clinical Social Worker |
| 871 | Psychiatric Social Worker |
| 874 | Psychologist |
| 875 | Chaplain/Clergy |
| 876 | Behavior Analyst |
| 877 | Therapeutic Counselor, MFCC/MFT |
| 878 | Clinician (Pre-license) |
| 879 | Case Manager, Master Level |
| 880 | Case Manager |
| 882 | Counselor, Master Level |
| 883 | Counselor |
| 885 | Child or Family Advocate |
| 886 | Eligibility Specialist |
| 889 | Senior or Adult Program Assistant |
| 890 | Children or Youth Program Assistant |
| 891 | Personal Attendant/Home Health Care Worker |
| 892 | Direct Care Counselor |
| 893 | Outreach Worker |
| 894 | Prevention Worker |
| 895 | Rehabilitation Specialist |
| 896 | Relief Staff |
| Volunteer Management, Marketing & Communications Positions | |
| 905 | Volunteer Director |
| 906 | Volunteer Coordinator |
| 910 | Communications Director/Manager |
| 915 | Public Relations Manager |
| 917 | Marketing Coordinator |
| 920 | Graphic Artist/Designer |
| 921 | Writer/Editor |
| 925 | Membership Director/Manager |
| 930 | Membership Assistant/Coordinator |
| 935 | Social Media Specialist |
| 940 | Customer Service Representative |
| Other Program or Issues-based Campaign Positions | |
| 950 | Program or Campaign Director |
| 955 | Program or Campaign Manager |
| 960 | Program or Campaign Coordinator |
| 965 | Program or Campaign Assistant |
| 970 | Trainer, Outside Constituents |