

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

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Housing/Community Development Positions		Media/Journalism Positions		Program Mgmt Positions, Other than Social Services/Mental Health	
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	Medical & Clinic Services Positions		Social Services & Mental Health Positions	
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
Human Resources Positions		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
Information Technology Positions		742	Patient Financial Services Manager	894	Behavior Therapist
555	Director, Information Technology/Services	744	Patient Accounts Representative	895	Peer Counselor/Peer Support Group Facilitator
560	Information Technology Manager	745	Health Information Coordinator		
562	Systems Administrator	748	Medical Records Clerk	Volunteer, Membership & Marketing Positions	
563	Software Engineer	750	Billing Clerk	905	Volunteer Director
565	Database Administrator	752	Receptionist (Medical)	906	Volunteer Coordinator
570	Network Technician	761	Physical Therapist	910	Communications Director
575	Personal Computer Technician	762	Occupational Therapist	911	Communications Manager
576	Tech Support Specialist	763	Speech Pathologist	915	Public Relations Manager
580	Data Entry Operator	764	Physical Rehabilitation Assistant	916	Content Marketing Manager
585	Web Site Developer	765	Certified Massage Therapist	917	Marketing Coordinator
				918	Social Media Coordinator
Legal Services & Community Organizing Positions		Operations Positions		920	Graphic Artist
598	Director of Legal Services	655	Facilities Manager	921	Writer/Editor
600	Managing Attorney	660	Maintenance Supervisor	925	Membership Director or Manager
602	Staff Attorney	665	Maintenance Technician or Specialist	930	Membership Assistant
605	Attorney, Legal Aid/Advocacy	670	Gardener	931	Customer Service Representative
610	Attorney, Corporate	675	Janitor or Custodian	935	Community Outreach Coordinator
615	Paralegal	679	Transit Driver		
620	Legal Secretary/Assistant	680	Driver		
624	Senior Community Organizer	683	Security Manager		
625	Community Organizer	685	Security Guard or Officer		
630	Campaign Director	688	Purchasing Manager		
632	Campaign Manager	690	Purchasing Coordinator or Specialist		
635	Campaign Coordinator	691	Inventory Coordinator		
638	Campaign Assistant				