

Fair Pay for Southern California Nonprofits: The 2022 Compensation & Benefits Survey

New jobs for 2022 are shown in red type.

Jobs with modified job titles and/or job descriptions for 2022 are shown in blue type.

Executive Positions

005	Executive Director/Chief Executive Officer
010	Associate Director/Chief Operating Officer
015	Chief Programs Officer
020	Chief Communications Officer
025	Chief Development Officer
030	Chief Human Resources Officer
035	Chief Information Officer
040	Chief Strategy Officer
105	Chief Financial Officer

Administrative Positions

055	Director, Administration/Operations
060	Regional Manager/Center Manager
065	Office Manager
070	Executive Assistant
075	Administrative Assistant, Senior Level
080	Administrative Assistant, Intermediate Level
085	Administrative Assistant, Junior Level
090	Receptionist
093	Business Development Manager
094	Contracts Administrator
095	Quality Assurance Manager
096	Quality Assurance Specialist
098	Diversity, Equity & Inclusion Director (new for 2022)

Accounting/Finance Positions

106	Director of Finance & Administration
110	Controller
115	Accounting Manager
120	Accounting Supervisor
124	Senior Accountant
125	Staff Accountant
126	Payroll Specialist
130	Accounting Clerk
135	Cashier

Animal Care/Control Positions

780	Veterinarian
781	Director of Animal Services
782	Veterinary Clinic Manager
784	Humane Officer
785	Senior Registered Veterinary Technician
786	Registered Veterinary Technician
788	Veterinary Technician
789	Animal Care Manager
790	Animal Care Worker
791	Animal Adoption Counselor
792	Animal Adoption Manager
793	Animal Intake Manager
795	Animal Shelter Manager
797	Animal Behaviorist
799	Humane Educator

Cultural, Artistic, Performing Arts Positions

154	Artistic Director
155	Curator
156	Resident Director
157	Resident Designer

Cultural, Artistic, Performing Arts Positions (continued)

160	Production Manager/Coordinator
162	Stage Manager
163	Costume Shop Manager
165	Box Office/Sales Manager
166	Technical Staff
167	Production Assistant
168	Box Office Assistant
180	Actor
181	Instrumental Musician
185	Visitor Services Manager
186	Visitor Services Specialist
190	Director of Exhibits
192	Exhibit Developer
194	Exhibit Designer
195	Exhibit Graphic Designer
196	Exhibit Fabricator
197	Archivist
198	Exhibit Guide/Docent

Development Positions

205	Director, Development
210	Development Manager
211	Development Manager, Annual Giving
212	Development Manager, Major Gifts
213	Development Manager, Capital Campaign
214	Development Manager, Planned Giving
215	Grant Proposal Writer, All Types of Funding
216	Grant Proposal Writer, Government Funding
217	Development Officer
220	Special Event Coordinator
222	Direct Mail Coordinator
225	Development Associate

Education & Recreation Positions

250	School Principal
253	Director, Education
254	Admissions Director
255	Curriculum Specialist
256	Educator or Teacher, Adult Education
257	Academic Counselor
258	Site Supervisor
259	Teacher, K – 12
262	Teacher, Pre-School
265	Teaching Assistant, K-12
268	Teaching Assistant, Pre-School
269	Special Education Teacher
270	Tutor
271	Child Care Assistant
272	Community Educator
273	Recreation Program Manager
274	Life Guard/Swim Instructor
275	After School Instructor
276	Instructional Aide
277	Recreation or Activity Leader, Children or Youth
278	Recreation or Activity Leader, Adults
280	Fitness Instructor
282	Camp Director
284	Assistant Camp Director
285	Teaching Artist (new for 2022)

Employment/Work Training Positions

305	Job Developer
310	Vocational Counselor
315	Job Coach

Environmental/Conservation Positions

320	Director of Conservation
325	Land Stewardship Manager
330	Land Acquisition Manager
333	Stewardship Project Manager
335	Restoration Specialist
340	Tree Technician
343	Field Crew Member
345	Weatherization/Energy Program Assessor/Inspector
348	Weatherization/Energy Program Crew Leader
350	Weatherization/Energy Program Crew Member
352	Naturalist/Environmental Educator

Food Service Positions

355	Food Service Manager or Supervisor
360	Registered Dietician
361	Nutritionist
363	Nutrition Assistant
365	Cook
370	Food Service Assistant/Worker

Foundation/Philanthropy Positions

960	Program Officer
965	Program Associate
970	Grants Manager/Administrator

Gift/Thrift Shop, Warehouse & Food Bank Positions

453	Director of Retail Operations
455	Gift/Thrift Shop Manager
460	Gift/Thrift Shop Retail Sales Clerk
461	Warehouse Operations Director
462	Warehouse Manager
465	Warehouse Worker
480	Food Bank Manager
485	Food Bank Assistant/Clerk

Government Affairs & Research Positions

380	Director or Manager, Government Affairs
381	Advocacy Manager
382	Data Manager
383	Lobbyist
384	Policy Analyst
385	Staff Scientist
386	Senior Scientist
387	Research Analyst: Social Sciences
388	Research Analyst: Technology
389	Scientific Data Analyst
390	Research Assistant
391	Science Analyst
393	Librarian
396	Library Assistant

Housing/Community Development Positions

410	Director of Real Estate Development
411	Project Developer
412	Construction Manager
420	Director of Resident/Community Services
421	Program Manager, Resident/Community Services
422	Resident Services Coordinator
423	Director of Property Management
424	Property Supervisor
425	Site Administrator
426	Shelter Manager
427	Shelter Supervisor
428	Occupancy Specialist
429	Desk Clerk
430	Program Manager: Housing
431	Program Manager: Economic Development
432	Asset Manager (Compliance & Monitoring)
433	Asset Manager (Financial Analyst)
434	Shelter Coordinator
435	Assistant Site Administrator
438	Loan Officer

Human Resources Positions

505	Director, Human Resources
510	Human Resources Manager
512	Human Resources Generalist
513	HRIS Manager
514	Benefits Manager
515	Human Resources Representative or Specialist
516	Recruiter
517	Training & Development Manager
520	Human Resources Assistant

Information Technology Positions

555	Director, Information Technology/Services
560	Information Technology Manager
562	Systems Administrator
563	Software Engineer
565	Database Administrator
570	Network Technician
575	Personal Computer Technician
576	Tech Support Specialist
580	Data Entry Operator
585	Web Site Developer

Legal Services & Community Organizing Positions

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

Media/Journalism Positions

642	Editor in Chief
645	Digital Editor
650	Media Producer

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	Nurse Practitioner
718	Physician's Assistant
720	Licensed Vocational/Practical Nurse
721	Licensed Psychiatric Technician
722	Medical Assistant, Certified
723	Medical Assistant, Non-Certified
724	Health Educator
726	Dental Director
728	Dentist
729	Registered Dental Hygienist
730	Registered Dental Assistant
731	Dental Assistant
732	Laboratory Technician/Technologist
733	Laboratory Assistant
734	Phlebotomist
736	Radiology Technician
738	Community Health Worker
740	Case Manager, Medical
742	Patient Financial Services Manager
744	Patient Accounts Representative
745	Health Information Coordinator
748	Medical Records Clerk
750	Billing Clerk
752	Receptionist (Medical)
761	Physical Therapist
762	Occupational Therapist
763	Speech Pathologist
764	Physical Rehabilitation Assistant
765	Certified Massage Therapist

Operations Positions

655	Facilities Manager
660	Maintenance Supervisor
665	Maintenance Technician or Specialist
670	Gardener
675	Janitor or Custodian
679	Transit Driver
680	Driver
683	Security Manager
685	Security Guard or Officer
688	Purchasing Manager
690	Purchasing Coordinator or Specialist
691	Inventory Coordinator
692	Workplace Safety Coordinator (new for 2022)

Program Mgmt Positions, Other than Social Services/Mental Health

805	Program Director/Administrator, Other
810	Program Manager/Administrator, Other
815	Program Coordinator, Other
820	Program Assistant, Other

Social Services & Behavioral Health Positions

853	Program Director/Administrator, Social Services/Behavioral Health
856	Program Manager/Administrator, Social Services/Behavioral Health
859	Program Coordinator, Social Services/Behavioral Health
862	Program Assistant, Social Services/Behavioral Health
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 MFT II/ACSW)
879	Case Manager/Social Worker, Master Level
880	Case Manager/Social Worker
882	Counselor, Master Level
883	Counselor
884	Substance Abuse Counselor
885	Family Advocate
886	Eligibility Specialist
887	Intake Coordinator
888	Resource & Referral Counselor
889	Senior or Adult Program Assistant
890	Children or Youth Program Assistant
891	Personal Attendant/Home Health Care Worker
892	Direct Care Counselor
893	Rehabilitation Specialist
894	Behavior Therapist
895	Peer Support Group Facilitator
896	Peer Specialist (Certified) (new for 2022)
897	Supervisor of Peer Services (new for 2022)

Volunteer, Membership & Marketing Positions

905	Volunteer Director
906	Volunteer Coordinator
910	Communications Director
911	Communications Manager
915	Public Relations Manager
916	Content Marketing Manager
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