

2021 Compensation & Benefits Survey of King County Nonprofit Organizations

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	335	Restoration Specialist
		185	Visitor Services Manager	340	Tree Technician
Administrative Positions		186	Visitor Services Specialist	343	Field Crew Member
055	Director, Administration/Operations	190	Director of Exhibits	345	Weatherization/Energy Program Assessor/Inspector
060	Regional Manager/Center Manager	192	Exhibit Developer	348	Weatherization/Energy Program Crew Leader
065	Office Manager	194	Exhibit Designer	350	Weatherization/Energy Program Crew Member
070	Executive Assistant	195	Exhibit Graphic Designer	352	Naturalist/Environmental Educator
075	Administrative Assistant, Senior Level	196	Exhibit Fabricator		
080	Administrative Assistant, Intermediate Level	197	Archivist	Food Service Positions	
085	Administrative Assistant, Junior Level	198	Exhibit Guide/Docent	355	Food Service Manager or Supervisor
090	Receptionist			360	Registered Dietician
093	Business Development Manager	Development Positions		361	Nutritionist
094	Contracts Administrator	205	Director, Development	363	Nutrition Assistant
095	Quality Assurance Manager	210	Development Manager	365	Cook
096	Quality Assurance Specialist	211	Development Manager, Annual Giving	370	Food Service Assistant/Worker
		212	Development Manager, Major Gifts		
Accounting/Finance Positions		213	Development Manager, Capital Campaign	Foundation/Philanthropy Positions	
106	Director of Finance & Administration	214	Development Manager, Planned Giving	960	Program Officer
110	Controller	215	Grant Proposal Writer, All Types of Funding	965	Program Associate
115	Accounting Manager	216	Grant Proposal Writer, Government Funding	970	Grants Manager/Administrator
120	Accounting Supervisor	217	Development Officer		
124	Senior Accountant	220	Special Event Coordinator	Gift/Thrift Shop, Warehouse & Food Bank Positions	
125	Staff Accountant	222	Direct Mail Coordinator	453	Director of Retail Operations
126	Payroll Specialist	225	Development Associate	455	Gift/Thrift Shop Manager
130	Accounting Clerk			460	Gift/Thrift Shop Retail Sales Clerk
135	Cashier	Education & Recreation Positions		461	Warehouse Operations Director
		250	School Principal	462	Warehouse Manager
Animal Care/Control Positions		253	Director, Education	465	Warehouse Worker
780	Veterinarian	254	Admissions Director	480	Food Bank Manager
781	Director of Animal Services	255	Curriculum Specialist	485	Food Bank Assistant/Clerk
782	Veterinary Clinic Manager	256	Educator or Teacher, Adult Education		
784	Humane Officer	257	Academic Counselor	Government Affairs & Research Positions	
785	Senior Registered Veterinary Technician	258	Site Supervisor	380	Director or Manager, Government Affairs
786	Registered Veterinary Technician	259	Teacher, K - 12	381	Advocacy Manager
788	Veterinary Technician	262	Teacher, Pre-School	382	Data Manager
789	Animal Care Manager	265	Teaching Assistant, K-12	383	Lobbyist
790	Animal Care Worker	268	Teaching Assistant, Pre-School	384	Policy Analyst
791	Animal Adoption Counselor	269	Special Education Teacher	385	Staff Scientist
792	Animal Adoption Manager	270	Tutor	386	Senior Scientist
793	Animal Intake Manager	271	Child Care Assistant	387	Research Analyst: Social Sciences
795	Animal Shelter Manager	272	Community Educator	388	Research Analyst: Technology
797	Animal Behaviorist	273	Recreation Program Manager	389	Scientific Data Analyst
799	Humane Educator	274	Life Guard/Swim Instructor	390	Research Assistant
		275	After School Instructor	391	Science Analyst
Cultural, Artistic, Performing Arts Positions		276	Instructional Aide	393	Librarian
154	Artistic Director	277	Recreation or Activity Leader, Children or Youth	396	Library Assistant
155	Curator	278	Recreation or Activity Leader, Adults		
156	Resident Director	280	Fitness Instructor		
157	Resident Designer	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 Practical Nurse	877	Therapeutic Counselor, MFCC/MFT
434	Shelter Coordinator	722	Medical Assistant, Certified	878	Clinician (Pre-license MFT/ACSW)
435	Assistant Site Administrator	723	Medical Assistant, Non-Certified	879	Case Manager/Social Worker, Master Level
438	Loan Officer	724	Health Educator	880	Case Manager/Social Worker
		726	Dental Director	882	Counselor, Master Level
Human Resources Positions		728	Dentist	883	Counselor
505	Director, Human Resources	729	Registered Dental Hygienist	884	Substance Use Disorder Professional
510	Human Resources Manager	730	Registered Dental Assistant	885	Family Advocate
512	Human Resources Generalist	731	Dental Assistant	886	Eligibility Specialist
513	HRIS Manager	732	Laboratory Technician/Technologist	887	Intake Coordinator
514	Benefits Manager	733	Laboratory Assistant	888	Resource & Referral Counselor
515	Human Resources Representative or Specialist	734	Phlebotomist	889	Senior or Adult Program Assistant
516	Recruiter	736	Radiology Technician	890	Children or Youth Program Assistant
520	Human Resources Assistant	738	Community Health Worker	891	Personal Attendant/Home Health Care Worker
		740	Case Manager, Medical	892	Direct Care Counselor
Information Technology Positions		742	Patient Financial Services Manager	893	Rehabilitation Specialist
555	Director, Information Technology/Services	744	Patient Accounts Representative	894	Certified Behavior Technician
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 or Manager
575	Personal Computer Technician	762	Occupational Therapist	915	Public Relations Manager
576	Tech Support Specialist	763	Speech Pathologist	916	Content Marketing Manager
580	Data Entry Operator	764	Physical Rehabilitation Assistant	917	Marketing Coordinator
585	Web Site Developer	765	Certified Massage Therapist	918	Social Media Coordinator
				920	Graphic Artist
Legal Services & Community Organizing Positions				921	Writer/Editor
598	Director of Legal Services	Operations Positions		925	Membership Director or Manager
600	Managing Attorney	655	Facilities Manager	930	Membership Assistant
602	Staff Attorney	660	Maintenance Supervisor	931	Customer Service Representative
605	Attorney, Legal Aid/Advocacy	665	Maintenance Technician or Specialist	935	Community Outreach Coordinator
610	Attorney, Corporate	670	Gardener		
615	Paralegal	675	Janitor or Custodian		
620	Legal Secretary/Assistant	679	Transit Driver		
624	Senior Community Organizer	680	Driver		
625	Community Organizer	683	Security Manager		
630	Campaign Director	685	Security Guard or Officer		
632	Campaign Manager	688	Purchasing Manager		
635	Campaign Coordinator	690	Purchasing Coordinator or Specialist		
638	Campaign Assistant				