

Survey Position Grid

Family		GENERAL MANAGEMENT		NEW PRDTS / LINES OF BUS	PROGRAMMING							
		99		100	200	210	220	230	235	250	260	261
		Multiple Ntwk Co (MN) or Natl Brdcast Ntwk (NBN)	Single Ntwk Co (SN)	Digital Media	Programming	Program Acquisitions	Original Programming	Program Development	Current Programming	Program Scheduling	Talent Relations	Show Booking
Brief Job Family Descriptions		Top executives of the corporation or heads of networks.		Directs and implements digital media activities involving the development and/or distribution of content on digital platforms such as the Internet and mobile.	Oversees / supports activities in any area of programming.	Negotiates for and acquires programs that enhance the network's competitive standing, ratings, identity and advertising sales.	Develops, selects and tracks production of original programming for the network.	Develops pipeline of new programming content.	Provides creative direction for new and returning scripted series. Serves as creative "voice of network" to a show.	Develops and distributes schedules for programming, interstitials or both.	Selects talent and coordinates logistical arrangements for on-air talent working on shows, promotions or events.	Implements and coordinates on-air guest booking for programs, typically for high-profile talent and/or shows.
Management	Top	1 CEO, MN and/or NBN 11 Ntwk Group Pres, MN 12 Ntwk Pres/GM, MN 13 Intl Ntwk Pres/GM, MN 13.5 COO-Intl Ops	14 CEO, SN		20 Top Programming Executive (at Multiple Network Company, Network Group or Genre) 20.5 Top Network Programming Executive (of Single Network Company or 2nd Level of Network Group or Genre)							
	EVP	17 COO 17.5 COO, SN		10010 EVP, Digital Media		21010 EVP, Prgm Acq	22010 EVP, Original Prgmg	23010 EVP, Prgm Dev	23510 EVP, Current Prgmg	25010 EVP, Prgm Sched	26010 EVP, Talent Relations	
	SVP			10011 SVP, Digital Media		21011 SVP, Prgm Acq	22011 SVP, Original Prgmg	23011 SVP, Prgm Dev	23511 SVP, Current Prgmg	25011 SVP, Prgm Sched	26011 SVP, Talent Relations	
	VP			10012 VP, Digital Media		21012 VP, Prgm Acq	22012 VP, Original Prgmg	23012 VP, Prgm Dev	23512 VP, Current Prgmg	25012 VP, Prgm Sched	26012 VP, Talent Relations	
	Senior Director			10013 Sr Dir, Digital Media		21013 Sr Dir, Prgm Acq	22013 Sr Dir, Original Prgmg	23013 Sr Dir, Prgm Dev	23513 Sr Dir, Current Prgmg	25013 Sr Dir, Prgm Sched	26013 Sr Dir, Talent Relations	
	Director			10014 Dir, Digital Media		21014 Dir, Prgm Acq	22014 Dir, Original Prgmg	23014 Dir, Prgm Dev	23514 Dir, Current Prgmg	25014 Dir, Prgm Sched	26014 Dir, Talent Relations	
	Senior Manager			10015 Sr Mgr, Digital Media		21015 Sr Mgr, Prgm Acq	22015 Sr Mgr, Original Prgmg	23015 Sr Mgr, Prgm Dev	23515 Sr Mgr, Current Prgmg	25015 Sr Mgr, Prgm Sched	26015 Sr Mgr, Talent Relations	
	Manager			10016 Mgr, Digital Media		21016 Mgr, Prgm Acq	22016 Mgr, Original Prgmg	23016 Mgr, Prgm Dev	23516 Mgr, Current Prgmg	25016 Mgr, Prgm Sched	26016 Mgr, Talent Relations	
	Supervisor											
	Lead			10018 Lead Digital Media Analyst								
Professional Individual Contributor	Senior											
	Journey			10025 Digital Media Analyst		21025 Prgm Acq Specialist					26025 Talent Relations Specialist	26125 Show Booker
	Assoc											
Operating Individual Contributor / Support	Lead Operator											
	Senior Operator									25044 Sr Program Scheduler		
	Operator									25045 Program Scheduler		
	Associate											
	Senior Coordinator											
	Coordinator					20052 Programming Coord (Any Area of Programming)					26052 Talent Relations Coord	
	Assistant											

Survey Position Grid

Family Level		PRODUCTION - CREATIVE									340	350
		270	300	305	310	315	325	330	331	338		
		Music Content	Producing	Coordinating Producing	Prediting	Multimedia Producing	Assignment Editing	Content or News Editing	Digital Journalist	Content Research		
Brief Job Family Descriptions		Supervises and produces music to be inserted into content such as live action movies, series, programs, music video and soundtrack albums.	Leads the creative and content aspects, and production processes, of programs, features and/or digital content.	Responsible for content quality and administrative and personnel management of assigned programs.	Writes, produces and edits on-air promotions and/or programming for the network. Makes the full scope of creative, content, production and many editorial decisions.	Develops, produces and directs short video clips and media projects from concept to completion for distribution across platforms.	Coordinates assignments of the news gathering staff.	Manages the development and implementation of daily editorial content for news or sports shows for traditional and/or digital media.	Writes digital content and content updates for website, social media, apps, digital editions, and other editorially based digital channels.	Researches original content for broadcast, typically for news, live sporting events, studio shows and programs.	Manages the business, logistical and technical aspects of productions.	Schedules resources required in the production and post production of programming and/or live events. Does not schedule programming for the network.
Management	Top	21 Top Production Executive										
	EVP											
	SVP	27011 SVP, Music Content	30011 Sr Exec Producer								34011 SVP, Prodn	
	VP	27012 VP, Music Content	30012 Exec Producer				33012 VP, Content or News Editing				34012 VP, Prodn	35012 VP, Resource Scheduling
	Senior Director											
	Director	27014 Dir, Music Content		30514 Sr Coordinating Producer		31514 Dir, Multimedia Producing	33014 Dir, Content or News Editing				34014 Dir, Prodn	35014 Dir, Resource Scheduling
	Senior Manager											
	Manager	27016 Mgr, Music Content	30016 Sr Producer (Management)	30516 Coordinating Producer		31516 Mgr, Multimedia Producing	33016 Mgr, Content or News Editing			33816 Mgr, Content Research		35016 Mgr, Resource Scheduling
	Supervisor						33017 Assistant Mgr, Content or News Editing					
	Lead				31518 Lead Multimedia Producer							
Professional Individual Contributor	Senior		30024 Sr Producer		31024 Sr Preditior	31524 Sr Multimedia Producer					34024 Sr Prodn Mgr	35024 Sr Resource Scheduler
	Journey		30025 Producer		31025 Preditior	31525 Multimedia Producer	32525 News Assignment Editor		33125 Digital Journalist		34025 Prodn Mgr	35025 Resource Scheduler
	Assoc		30026 Assoc Producer		31026 Assoc Preditior	31526 Assoc Multimedia Producer						
Operating Individual Contributor / Support	Lead Operator											
	Senior Operator							33044 Sr Content or News Editor				
	Operator							33045 Content or News Editor		33845 Content Researcher		
	Associate											
	Senior Coordinator						34050 Sr Prodn Coord (Any Area of Prodn)					
	Coordinator	27052 Music Coord					34052 Prodn Coord (Any Area of Prodn)					
	Assistant						34054 Prodn Assistant (Any Area of Prodn)					

Survey Position Grid

Family Level		PRODUCTION - TECHNICAL											
		360	Studio / Remote Production									376	
			361	362	363	364	365	366	367	368	369		370
Technical Operations	Show Direction	Technical Direction	Camera Operations	Audio Technology	Editorial Graphics Producing	Lighting	Photography	Stylists	Digital Production Technology	Remote Operations	Network Operations Coordination		
Brief Job Family Descriptions		Manages technical production staff and equipment required to produce programs.	Plans and directs live shows and features.	Ensures smooth operation of technical equipment and services during shoots in studio or at remote locations.	Photographs subjects using TV or broadcast or video recording cameras in studio or at remote locations.	Sets up, adjusts and operates audio equipment, both digital and analog, in studio or at remote locations.	Creates and executes on-screen graphics streams for assigned programs and features which may or may not be live.	Carries out a wide range of skilled production tasks related to lighting and electricity.	Designs and arranges photographic shoots including arranging for venues, actors, objects and lighting. Edits, evaluates and presents footage.	Develops and executes a vision for the aesthetic and technical styling during photo shoots of products and/or apparel and/or people.	Operates software and hardware systems and applications during assigned productions to support and enrich show concepts and production values for digital broadcasts.	Carries out technical, operational aspects of remote events such as live sporting events, remote studio shows, music events, special productions.	Coordinates the accurate production and timely delivery of tape or digital masters to broadcast center for air.
Management	Top	24 Top Engineering and Operations Executive											
	EVP												
	SVP												
	VP	36012 VP, Tech Ops							36712 VP, Photography			37012 VP, Remote Ops	37612 VP, Ntwk Ops Coord
	Senior Director												
	Director	36014 Dir, Tech Ops	36114 Show Dir						36714 Dir, Photography			37014 Dir, Remote Ops	37614 Dir, Ntwk Ops Coord
	Senior Manager												
	Manager	36016 Mgr, Tech Ops	36116 Asst Show Dir						36716 Mgr, Photography				37616 Mgr, Ntwk Ops Coord
	Supervisor	36017 Supv, Tech Ops											
	Lead												
Professional Individual Contributor	Senior											37024 Sr Remote Ops Mgr	
	Journey											37025 Remote Ops Mgr	
	Assoc												
Operating Individual Contributor / Support	Lead Operator	36037 Lead Tech Opr											
	Senior Operator			36244 Tech Dir					36744 Sr Photographer	36844 Sr Stylist			37644 Sr Network Ops Coord
	Operator			36245 Studio / Remote Tech	36345 Camera Operator	36445 Audio Tech	36545 Edtrl Graphics Coord	36645 Lighting Tech	36745 Photographer	36845 Stylist	36945 Digital Production Tech	37045 Remote Operations Coord	37645 Network Ops Coord
	Associate												
	Senior Coordinator												
	Coordinator												
	Assistant												

Survey Position Grid

Family Level		PRODUCTION - TECHNICAL (cont'd)							POST PRODUCTION			
		377	378	379	382	383	384	385	391	400	401	402
		Closed Captioning	Quality Control	Media Operations	Broadcast Operations	Master Control	Broadcast Engineering (SB=Server-Based)	Transmission Engineering	Digital Mastering / Encoding Services	Post Production	Audio Editing / Mixing	Character Generation
Brief Job Family Descriptions		Implements closed captioning activities in compliance with federally mandated standards.	Conducts technical quality control processes that evaluate third-party and internally produced programming.	Responsible for processing, readying and recording media content according to specification.	Manages broadcast operations staff and/or equipment required for on-air and digital delivery of programming, including ingest and outgo.	Carries out or coordinates technical aspects of the on-air delivery of programs, including ingest and outgo.	Ensures traditional broadcast equipment and server-based broadcast hardware and software systems are available, maintained, robust and upgraded.	Ensures the transmission of signals to the company from remote locations and from the company to affiliate cable operators.	Formats program content for broadcast or distribution over linear networks and non-linear networks such as On Demand, Internet and wireless.	Manages or implements post production services for television or digital media platforms.	Edits and mixes audio and sound for TV or digital media platforms using specialized editing equipment.	Generates text and other characters on the screen using specialized character generating equipment.
Management	Top	24 Top Engineering and Operations Executive (cont'd)										
	EVP				38210 EVP, Brdcst Ops							
	SVP				38211 SVP, Brdcst Ops					40011 SVP, Post Prodn		
	VP				38212 VP, Brdcst Ops		38412 VP, Broadcast Engr	38512 VP, Trans Engr		40012 VP, Post Prodn		
	Senior Director				38213 Sr Dir, Brdcst Ops							
	Director			37914 Dir, Media Ops	38214 Dir, Brdcst Ops		38414 Dir, Broadcast Engr	38514 Dir, Trans Engr	39114 Dir, Dig Mastering / Encoding Servs	40014 Dir, Post Prodn		
	Senior Manager				38215 Sr Mgr, Brdcst Ops							
	Manager		37816 Mgr, QC	37916 Mgr, Media Ops	38216 Mgr, Brdcst Ops	38316 Mgr, Mstr Cntrl Ops	38416 Mgr, Broadcast Engr	38516 Mgr, Trans Engr	39116 Mgr, Dig Mastering / Encoding Servs	40016 Mgr, Post Prodn		
	Supervisor				38217 Supv, Brdcst Ops	38317 Supv, Mstr Cntrl Ops				40017 Supv, Post Prodn		
	Lead											
Professional Individual Contributor	Senior		37824 Sr QC Tech		38224 Sr Brdcst Engr (Electromchncl)		38424 Sr Broadcast Engineer (SB)		39124 Sr Encoder			
	Journey				38225 Brdcst Engr (Electromchncl)		38425 Broadcast Engineer (SB)					
	Assoc											
Operating Individual Contributor / Support	Lead Operator					38337 Lead Mstr Cntrl Ops						
	Senior Operator			37944 Sr Media Tech		38344 Sr Mstr Cntrl Ops				40044 Sr Editor		
	Operator	37745 Closed Cptng Coord	37845 QC Tech	37945 Media Tech	38245 Brdcst Coord	38345 Mstr Cntrl Ops		38545 Trans Engr 38545.1 Trans Opr	39145 Encoding Coord	40045 Editor	40145 Audio Editor / Mixer	40245 Char Gentrng Equip Opr
	Associate					38346 Assoc Mstr Cntrl Ops				40046 Editing Assistant		
	Senior Coordinator											
	Coordinator											
	Assistant											

Survey Position Grid

Family Level		LIBRARY		ON-AIR PROMOTIONS		CREATIVE SERVICES						
		430	440	445	460	463	470	471	472	475	480	490
		Library	Digital Assets	On-Air Promotions	Writing / Producing	Copywriting	Creative Design	Production Art	Motion Graphics Design	Effects Design	Creative Services	Photo Editing
Brief Job Family Descriptions		Develops, organizes, maintains and enhances content and asset archives, both for tapes and digital media.	Develops, organizes, maintains and enhances the company's archive of digital assets.	Designs, directs and implements on-air promotions, including spots for individual programs, interstitial, generic spots.	Writes and edits scripts, assembles talent and production resources of assigned on-air promotions or programs for TV or digital media platforms.	Copywrites marketing communications, such as print brochures, website content, social media communications and online promotional content.	Responsible for art and design work for internal clients. Ensures that the creative objectives and needs of internal broadcast, print or digital clients are fully defined and met.	Implements retouching, cleanup, color correction and image manipulation of high volume of art assets in an art production environment.	Designs and produces animations and graphics in motion for show and brand promotions using current graphic design software.	Designs, creates and animates visual effects needed to create a believable and enhanced world for animated or live action productions and integrates effects into shots.	Executes creative content of marketing programs and materials, on-air, print and/or digital.	Plans, researches, secures, reviews, selects and reads photographs to meet editorial direction.
Management	Top											
	EVP			44510 EVP, On-Air Promos								
	SVP			44511 SVP, On-Air Promos			47011 SVP, Creative Design				48011 SVP, Creative Svcs	
	VP	43012 VP, Library and/or Dig Assets		44512 VP, On-Air Promos			47012 VP, Creative Design				48012 VP, Creative Svcs	
	Senior Director			44513 Sr Dir, On-Air Promos			47013 Sr Dir, Creative Design				48013 Sr Dir, Creative Svcs	
	Director	43014 Dir, Library and/or Dig Assets		44514 Dir, On-Air Promos			47014 Dir, Creative Design		47214 Dir, Motion Graphics Design		48014 Dir, Creative Svcs	
	Senior Manager			44515 Sr Mgr, On-Air Promos			47015 Sr Art Dir				48015 Sr Mgr, Creative Svcs	
	Manager	43016 Mgr, Library and/or Dig Assets		44516 Mgr, On-Air Promos			47016 Art Dir		47216 Mgr, Motion Graphics Design		48016 Mgr, Creative Svcs	
	Supervisor											
	Lead					47018 Lead Designer		47218 Lead Motion Graphics Artist				
Professional Individual Contributor	Senior				46024 Sr Writer / Producer		47024 Sr Designer		47224 Sr Motion Graphics Artist			49024 Sr Photo Editor
	Journey				46025 Writer / Producer	46325 Copywriter	47025 Designer		47225 Motion Graphics Artist	47525 Effects Artist	48025 Creative Svcs Traffic / Project Mgr	49025 Photo Editor
	Assoc				46026 Assoc Writer / Producer		47026 Assoc Designer		47226 Assoc Motion Graphics Artist	47526 Assoc Effects Artist		
Operating Individual Contributor / Support	Lead Operator											
	Senior Operator	43044 Sr Librarian	44044 Sr Dig Assets Specialist									
	Operator	43045 Librarian	44045 Dig Assets Specialist				47145 Prodn Artist					
	Associate											
	Senior Coordinator											
	Coordinator	43052 Library Coord										
	Assistant											

Survey Position Grid

Level	Family	MARKETING							600 BROADCASTER AFFILIATE RELATIONS	610 MEDIA RELATIONS	615 COMMUNITY AFFAIRS	
		500	505	510	515	570	580	585				590
		Marketing	Marketing Strategy	Consumer Marketing	Brand / Product Marketing	Digital / Social Media Marketing	Digital Partner Marketing	Media Planning				Events Marketing
Brief Job Family Descriptions		Includes consumer marketing, events marketing, advertising sales marketing and affiliate marketing.	Develops and guides the execution of marketing strategies to reach target audiences and drive viewership.	Develops and oversees marketing programs directed to consumers to increase viewership, brand awareness, subscribers and market share.	Develops, oversees execution of marketing programs and campaigns for specific assigned brands / products.	Develops and oversees the execution of marketing strategies and campaigns on digital and social media platforms.	Develops marketing strategies and campaigns to maximize reach across digital distribution partners including digital media properties, aggregators and other emerging digital distribution vehicles.	Develops corporate / network media plans that specify the channels, platforms and resources used in campaigns.	Develops, executes company sponsored special events or company participation in outside special events.	Manages, maintains and enhances relationships with affiliated television broadcast stations.	Develops, directs, implements media relations strategies, tactics, plans that enhance positive coverage of company.	Develops, implements community outreach efforts demonstrating the company's commitment to communities.
Management	Top	22 Top Marketing Executive (at Multiple Network Company, Network Group or Genre) 22.5 Top Network Marketing Executive (of Single Network Company or 2nd Level of Network Group or Genre)								23 Top Communications Exec (at Multiple Network Company, Network Group or Genre) 23.5 Top Network Communications Exec (of Single Network Company or 2nd Level of Network Group or Genre)		
	EVP	50010 EVP, Marketing										
	SVP		50511 SVP, Mktg Strategy	51011 SVP, Consumer Mktg			58011 SVP, Digital Partner Mktg	58511 SVP, Media Planning		60011 SVP, Broadcaster Aff Rel	61011 SVP, Media Relations	
	VP		50512 VP, Mktg Strategy	51012 VP, Consumer Mktg	51512 VP, Brand / Product Mktg	57012 VP, Digital / Social Media Mktg	58012 VP, Digital Partner Mktg	58512 VP, Media Planning	59012 VP, Events Mktg	60012 VP, Broadcaster Aff Rel	61012 VP, Media Relations	61512 VP, Community Affairs
	Senior Director		50513 Sr Dir, Mktg Strategy	51013 Sr Dir, Consumer Mktg	51513 Sr Dir, Brand / Product Mktg	57013 Sr Dir, Digital / Social Media Mktg		58513 Sr Dir, Media Planning	59013 Sr Dir, Events Mktg		61013 Sr Dir, Media Relations	
	Director		50514 Dir, Mktg Strategy	51014 Dir, Consumer Mktg	51514 Dir, Brand / Product Mktg	57014 Dir, Digital / Social Media Mktg	58014 Dir, Digital Partner Mktg	58514 Dir, Media Planning	59014 Dir, Events Mktg	60014 Dir, Broadcaster Aff Rel	61014 Dir, Media Relations	61514 Dir, Community Affairs
	Senior Manager		50515 Sr Mgr, Mktg Strategy	51015 Sr Mgr, Consumer Mktg	51515 Sr Mgr, Brand / Product Mktg	57015 Sr Mgr, Digital / Social Media Mktg		58515 Sr Mgr, Media Planning	59015 Sr Mgr, Events Mktg		61015 Sr Mgr, Media Relations	
	Manager		50516 Mgr, Mktg Strategy	51016 Mgr, Consumer Mktg	51516 Mgr, Brand / Product Mktg	57016 Mgr, Digital / Social Media Mktg	58016 Mgr, Digital Partner Mktg	58516 Mgr, Media Planning	59016 Mgr, Events Mktg	60016 Mgr, Broadcaster Aff Rel	61016 Mgr, Media Relations	61516 Mgr, Community Affairs
	Supervisor											
	Lead											
Professional Individual Contributor	Senior		50524 Sr Mktg Strategy IC	51024 Sr Consumer Mktg IC		57024 Sr Digital / Social Media Mktg IC					61024 Sr Publicist	
	Journey		50525 Mktg Strategy IC	51025 Consumer Mktg IC	51525 Brand / Product Mktg IC	57025 Digital / Social Media Mktg IC	58025 Digital Partner Mktg IC	58525 Media Planner	59025 Events Mktg IC		61025 Publicist	61525 Community Affairs IC
	Assoc		50526 Assoc Mktg Strategy IC	51026 Assoc Consumer Mktg IC		57026 Assoc Digital / Social Media Mktg IC					61026 Assoc Publicist	
Operating Individual Contributor / Support	Lead Operator											
	Senior Operator											
	Operator											
	Associate											
	Senior Coordinator											
	Coordinator		50052 Mktg Coord (Any Area of Mktg)									61552 Community Affairs Coord
	Assistant										61054 Publicity Assistant	

Survey Position Grid

Family		RESEARCH AND ANALYTICS					ADVERTISING SALES						
		620	622	625	630	632	700	705	710	715	720	722	725
		Market and/or Audience Research	Consumer Insights and Analytics	Data Science	Business Intelligence Engineering	Extract Transform and Load Developing	Advertising Sales	Sales Account Management	Sales Planning	Sales Analysis	Integrated Sales and Marketing	Advertising Solutions	Advertising Sales Marketing
Brief Job Family Descriptions		Develops, directs, implements the conduct or acquisition of research information to increase sales and market share.	Conducts research and analysis and delivers consumer insights to inform business decisions and improve the consumer experience on all platforms.	Analyzes very large data sets in real time databases to inform business decisions and improve products and processes.	Configures software to query dynamic databases to extract required analytical information and reports for business units.	Designs, develops and maintains data solutions and processes that extract data from various sources, transform the data based on internal and external user needs and load the data into a destination database.	Advertising sales personnel responsible for achieving assigned advertising revenue targets on television and digital platforms.	Supports sales personnel during the sales cycle, manages accounts on a daily basis after the close of sale, maintaining regular contact.	Provides pricing and profitability analyses and sales planning support to the sales organization.	Compiles, analyzes and reports on sales revenues to support decisions about sales programs and to evaluate sales performance.	Manages integrated advertising sales and marketing activities that use all available corporate resources to maximize campaigns for major clients.	Proposes and creates innovative television and/or digital advertising campaigns for new or current customers to increase advertising sales revenue and to highlight and enhance the customer's brands.	Develops marketing programs, advertising products and pricing packages to be presented by advertising sales personnel.
Management	Top		62202 Top Consumer Insights and Analytics Executive				70002 Top Ad Sales Executive						
	EVP						70010 EVP, Ad Sales		71010 EVP, Sales Planning				
	SVP	62011 SVP, Research	62211 SVP, Consumer Insights and Analytics				70011 SVP, Ad Sales		71011 SVP, Sales Planning		72011 SVP, Int. Sales & Mktg	72211 SVP, Ad Solutions	72511 SVP, Ad Sales Mktg
	VP	62012 VP, Research	62212 VP, Consumer Insights and Analytics		63012 VP, Bus Intell Engrng		70012 VP, Ad Sales		71012 VP, Sales Planning		72012 VP, Int. Sales & Mktg	72212 VP, Ad Solutions	72512 VP, Ad Sales Mktg
	Senior Director	62013 Sr Dir, Research	62213 Sr Dir, Consumer Insights and Analytics						71013 Sr Dir, Sales Planning		72013 Sr Dir, Int. Sales & Mktg		
	Director	62014 Dir, Research	62214 Dir, Consumer Insights and Analytics	62514 Dir, Data Science	63014 Dir, Bus Intell Engrng		70014 Dir, Ad Sales		71014 Dir, Sales Planning		72014 Dir, Int. Sales & Mktg	72214 Dir, Ad Solutions	72514 Dir, Ad Sales Mktg
	Senior Manager	62015 Sr Mgr, Research	62215 Sr Mgr, Consumer Insights and Analytics	62515 Sr Mgr, Data Science					71015 Sr Mgr, Sales Planning		72015 Sr Mgr, Int. Sales & Mktg		
	Manager	62016 Mgr, Research	62216 Mgr, Consumer Insights and Analytics	62516 Mgr, Data Science	63016 Mgr, Bus Intell Engrng				71016 Mgr, Sales Planning		72016 Mgr, Int. Sales & Mktg	72216 Mgr, Ad Solutions	72516 Mgr, Ad Sales Mktg
	Supervisor											72217 Supv, Ad Solutions	
Lead													
Professional Individual Contributor	Senior	62024 Sr Research Analyst	62224 Sr Consumer Insights and Analytics Analyst	62524 Sr Data Scientist	63024 Sr Bus Intell Engr		70024 Sr Ad Sales Acct Exec		71024 Sr Sales Planner	71524 Sr Sales Analyst			
	Journey	62025 Research Analyst	62225 Consumer Insights and Analytics Analyst	62525 Data Scientist	63025 Bus Intell Engr	63225 Extract Transform and Load Developer	70025 Ad Sales Acct Exec		71025 Sales Planner	71525 Sales Analyst			
	Assoc	62026 Assoc Research Analyst					70026 Assoc Ad Sales Acct Exec		71026 Assoc Sales Planner				
Operating Individual Contributor / Support	Lead Operator												
	Senior Operator												
	Operator												
	Associate												
	Senior Coordinator							70550 Ad Sales Acct Svc Rep				72250 Sr Ad Solutions Coord	
	Coordinator												70052 Sales Coord (Any Area of Sales)
	Assistant												70054 Sales Assistant (Any Area of Sales)

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Family Level		AFFILIATE SALES				739	SALES OPERATIONS			
		730	735	736	738		740	750	760	765
		Affiliate Sales	Affiliate Marketing	Digital Distribution	International Distribution		SYNDICATION SALES	Sales Operations	Advertisement Inventory	Advertisement Traffic
Brief Job Family Descriptions		Affiliate sales personnel responsible for achieving assigned subscriber targets on television and digital platforms.	Develops marketing programs to be presented to and executed by affiliate networks and cable operators.	Ensures distribution of current and post release content on digital platforms.	Accountable for sales and distribution of programming content to cable operators, television broadcast networks and digital distributors in international markets.	Drives sales and distribution of shows and series to cable and TV broadcast distributors in international markets and digital clients such as Hulu and Netflix.	Directs and implements operational activities that support the sales force pre- and post-sale.	Directs, implements operational activities that analyze, identify and allocate available commercial inventory, either for TV or digital platforms.	Directs, manages, implements operational activities to ensure timely, accurate upload, tracking and billing of TV or digital ads.	Designs, prepares and delivers necessary and prescribed training courses for sales personnel, collaborating with sales management to determine sales training needs.
Management	Top	73002 Top Aff Sales Executive								
	EVP	73010 EVP, Aff Sales					74010 EVP, Sales Ops			
	SVP	73011 SVP, Aff Sales	73511 SVP, Aff Mktg	73611 SVP, Digital Distribution	73811 SVP, Intl Distribution	73911 SVP, Syndication Sales	74011 SVP, Sales Ops			
	VP	73012 VP, Aff Sales	73512 VP, Aff Mktg	73612 VP, Digital Distribution	73812 VP, Intl Distribution	73912 VP, Syndication Sales	74012 VP, Sales Ops	75012 VP, Inventory	76012 VP, Traffic	
	Senior Director	73013 Sr Dir, Aff Sales		73613 Sr Dir, Digital Distribution						
	Director	73014 Dir, Aff Sales	73514 Dir, Aff Mktg	73614 Dir, Digital Distribution		73914 Dir, Syndication Sales	74014 Dir, Sales Ops	75014 Dir, Inventory	76014 Dir, Traffic	
	Senior Manager									
	Manager	73016 Mgr, Aff Sales	73516 Mgr, Aff Mktg	73616 Mgr, Digital Distribution			74016 Mgr, Sales Ops	75016 Mgr, Inventory	76016 Mgr, Traffic	76516 Mgr, Sales Training
	Supervisor								76017 Supv, Traffic	
Lead									76518 Lead Sales Trainer	
Professional Individual Contributor	Senior	73024 Sr Aff Sales Acct Exec	73524 Sr Aff Mktg IC	73624 Sr Digital Distribution IC				75024 Sr Inventory Analyst		
	Journey	73025 Aff Sales Acct Exec	73525 Aff Mktg IC	73625 Digital Distribution IC			74025 Sales Ops IC	75025 Inventory Analyst	76025 Advertising Traffic IC	76525 Sales Trainer
	Assoc									
Operating Individual Contributor / Support	Lead Operator									
	Senior Operator									
	Operator									
	Associate									
	Senior Coordinator									
	Coordinator								76052 Traffic Coord	
	Assistant									

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Family Level		LEGAL AND/OR BUSINESS AFFAIRS					LEGAL AND/OR BUSINESS AFFAIRS (cont'd)		
		800	805	806	807	810	820	825	830
		Legal and/or Business Affairs	Legal Counsel	Paralegal	Contract Administration	Standards and Practices	Rights and Clearances	Anti-Piracy	Licensing
Brief Job Family Descriptions		Directs, implements legal activities that protect the interests of the company and/or negotiate deals for talent and production services.	Provides legal counsel to protect the interests of assigned clients.	Provides legal support to corporate attorneys.	Manages and administers executed contracts.	Evaluates content for compliance with approved standards and practices of the company and the FTC.	Obtains and verifies the rights of the company to air or use material owned or created by others.	Carry out anti-piracy activities that protect the intellectual property of the organization.	Licenses the use of company properties to other parties, or the use by company of the intellectual property of others.
Management	Top	25 Top Legal and/or Business Affairs Executive (at Multiple Network Company, Network Group or Genre) 25.5 Top Network Legal and/or Business Affairs Executive (of Single Network Company or 2nd Level of Network Group or Genre)					25 Top Legal and/or Business Affairs Executive (at Multiple Network Company, Network Group or Genre) (cont'd) 25.5 Top Network Legal and/or Business Affairs Executive (of Single Network Company or 2nd Level of Network Group or Genre) (cont'd)		
	EVP	80010 EVP, Legal and/or Bus Aff							
	SVP	80011 SVP, Legal and/or Bus Aff							
	VP	80012 VP, Legal and/or Bus Aff	80512 Executive Counsel		80712 VP, Contract Admin	81012 VP, Stdrd & Prcts	82012 VP, Rghts & Clrcs	82512 VP, Anti-Piracy	83012 VP, Licensing
	Senior Director	80013 Sr Dir, Legal and/or Bus Aff							
	Director	80014 Dir, Legal and/or Bus Aff	80514 Sr Counsel		80714 Dir, Contract Admin	81014 Dir, Stdrd & Prcts	82014 Dir, Rghts & Clrcs	82514 Dir, Anti-Piracy	83014 Dir, Licensing
	Senior Manager	80015 Sr Mgr, Legal and/or Bus Aff							
	Manager	80016 Mgr, Legal and/or Bus Aff	80516 Counsel		80716 Mgr, Contract Admin	81016 Mgr, Stdrd & Prcts	82016 Mgr, Rghts & Clrcs	82516 Mgr, Anti-Piracy	83016 Mgr, Licensing
	Supervisor								
	Lead								
Professional Individual Contributor	Senior		80624 Sr Paralegal						
	Journey		80625 Paralegal	80725 Contract Mgr	81025 Stdrd & Prcts Editor	82025 Rghts & Clrcs Admnstr		83025 Licensing Specialist	
	Assoc								
Operating Individual Contributor / Support	Lead Operator								
	Senior Operator								
	Operator								
	Associate								
	Senior Coordinator				80750 Contract Administrator				
	Coordinator	80052 Legal Coord				81052 Stdrd & Prcts Coord			
	Assistant								

Survey Position Grid

Family Level		840 BUSINESS DEVELOPMENT	850 BUSINESS DEVELOPMENT ACCOUNT MANAGER	GENERAL AND ADMINISTRATIVE						
				900	905	910	920	923	925	927
				Human Resources	Inclusion and Diversity	Finance	Production Accounting	Royalty Accounting	Production Financial Analysis	Participation and Residuals
Brief Job Family Descriptions		Researches, evaluates, negotiates and then manages new ventures, partnerships, barter arrangements, joint ventures for non-traditional revenue streams.	Manages strategic relationships with business partner accounts and assists in implementing the terms of major deals including new ventures, partnerships, barter arrangements, and joint ventures.	Directs and implements activities that maximize attraction, retention, motivation, professional growth and productivity of employees.	Develops, administers and monitors strategies, programs and initiatives to achieve a diverse and inclusive environment both within the company and in distributed content.	Directs and implements activities related to financial forecasting, analysis and controls at the company.	Forecasts, budgets, tracks, reports, facilitates accounts payable and receivable to track production costs for productions.	Ensures that royalties owed to or by the company are recorded, entered into the accounting system, paid, received.	Collects, analyzes and reports on status of production costs.	Directs and implements fulfillment of contractual obligations entered into by the organization for participation and residuals.
Management	Top			26 Top HR Executive 26.5 Top Network HR Executive		27 CFO 27.5 Top Ntwk Finance Exec				
	EVP	84010 EVP, Bus Dev		90010 EVP, HR		91010 EVP, Finance				
	SVP	84011 SVP, Bus Dev		90011 SVP, HR	90511 SVP, Inclusion and Diversity	91011 SVP, Finance				
	VP	84012 VP, Bus Dev		90012 VP, HR	90512 VP, Inclusion and Diversity	91012 VP, Finance		92512 VP, Prodn Finance	92712 VP, Partcip & Residuals	
	Senior Director	84013 Sr Dir, Bus Dev		90013 Sr Dir, HR		91013 Sr Dir, Finance				
	Director	84014 Dir, Bus Dev		90014 Dir, HR	90514 Dir, Inclusion and Diversity	91014 Dir, Finance		92514 Dir, Prodn Finance	92714 Dir, Partcip & Residuals	
	Senior Manager			90015 Sr Mgr, HR (Business Partner)		91015 Sr Mgr, Finance				
	Manager	84016 Mgr, Bus Dev		90016 Mgr, HR (Business Partner)	90516 Mgr, Inclusion and Diversity	91016 Mgr, Finance		92516 Mgr, Prodn Finance	92716 Mgr, Partcip & Residuals	
	Supervisor									
	Lead									
Professional Individual Contributor	Senior			90024 Sr HR Generalist					92524 Sr Prodn Financial Analyst	
	Journey	84025 Bus Dev Analyst	85025 Bus Dev Acct Mgmt Rep	90025 HR Generalist	90525 Inclusion and Diversity IC	91025 Financial Analyst	92025 Prodn Accountant	92325 Royalty Accountant	92525 Prodn Financial Analyst	92725 Partcip & Residuals Analyst
	Assoc									
Operating Individual Contributor / Support	Lead Operator									
	Senior Operator									
	Operator									
	Associate									
	Senior Coordinator			90050 Sr HR Coord						
	Coordinator			90052 HR Coord						
	Assistant			90054 HR Asst						

Survey Position Grid

Family Level		TECHNOLOGY				INTERNATIONAL				
		930	935	940	945	950	952	954	956	960
		Technology	Information Technology	Advanced Technology	Digital Media Delivery Engineering	International General Management	International Programming	International Producing	International Marketing	International Head of Advertising Sales
Brief Job Family Descriptions		Plans, develops implements and administers one or more technology functions including broadcast and/or digital media technologies and may include information technology.	Designs, installs, upgrades, troubleshoots technology systems, software and data applications that support internal business operations.	Identifies and investigates new and emerging digital content distribution technologies.	Digital media distribution typically includes broadcast, broadband, information technology and distribution services to support various revenue models including subscription-based, ad-supported and transaction-based delivery of content.	Directs operations of assigned region(s) to achieve strategic current and long-range objectives for assigned region(s) exclusive of company headquarter location. Typically has P&L responsibility.	Oversees / supports activities in any area of programming for assigned region(s).	Leads the creative and content aspects, and production processes, of programs, features and/or digital content for assigned region(s).	Develops, executes, tracks, evaluates and adjusts multi-platform integrated marketing and promotions campaigns for assigned region(s) to enhance brand awareness and drive demand to maximize market share.	Oversees achievement of advertising revenue targets on television and digital platforms for (a) country(ies) exclusive of company headquarter location.
Management	Top	28 CTO								
	EVP	93010 EVP, Technology	93510 EVP, IT							
	SVP	93011 SVP, Technology	93511 SVP, IT	94011 SVP, Advanced Tech						
	VP	93012 VP, Technology	93512 VP, IT	94012 VP, Advanced Tech	94512 VP, Dig Media Delv Engring	95012 International General Manager	95212 International Head of Programming	95412 International Executive Producer	95612 International Head of Marketing	96012 International Head of Sales
	Senior Director									
	Director			94014 Dir, Advanced Tech	94514 Dir, Dig Media Delv Engring					
	Senior Manager									
	Manager				94516 Mgr, Dig Media Delv Engring					
	Supervisor									
Lead										
Professional Individual Contributor	Senior				94524 Sr Dig Media Delv Design Engr					
	Journey				94525 Dig Media Delv Design Engr		95425 International Producer	95625 International Marketing Manager	96025 International Advertising Sales Account Executive	
	Assoc				94526 Assoc Dig Media Delv Design Engr					
Operating Individual Contributor / Support	Lead Operator									
	Senior Operator									
	Operator									
	Associate									
	Senior Coordinator									
	Coordinator						95252 International Programming Coord	95452 International Production Coord	95652 International Marketing Coord	
	Assistant									