

2019 C2HR Programmers Position Grids

Level	Family	GENERAL MANAGEMENT		NEW PRDTS / LINES OF BUS	NEWS				PROGRAMMING					
		Multiple Ntwk Co (MN) or Natl Brcdst Ntwk (NBN)	Single Ntwk Co (SN)	Digital Media	News	News Assignment Desk	Content or News Editorial	Content or News Research	Programming	Program Acquisitions	Original Programming	Program Development	Current Programming	Program Scheduling
		99		100	150	152	154	156	200	210	220	230	235	250
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 all aspects of news-related programming and broadcasts across all network 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.	Researches original content for broadcast, typically for news, live sporting events, studio shows and programs.	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.
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		15002 Top News Executive				20002 Top Programming Executive (at Multiple Network Company, Network Group or Genre) 20002.5 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	15010 EVP, News				21010 EVP, Prgm Acq	22010 EVP, Original Prgmng	23010 EVP, Prgm Dev	23510 EVP, Current Prgmng	25010 EVP, Prgm Sched	
	SVP			10011 SVP, Digital Media	15011 SVP, News				21011 SVP, Prgm Acq	22011 SVP, Original Prgmng	23011 SVP, Prgm Dev	23511 SVP, Current Prgmng	25011 SVP, Prgm Sched	
	VP			10012 VP, Digital Media	15012 VP, News	15412 VP, Assign Desk / Content or News Editorial			21012 VP, Prgm Acq	22012 VP, Original Prgmng	23012 VP, Prgm Dev	23512 VP, Current Prgmng	25012 VP, Prgm Sched	
	Senior Director			10013 Sr Dir, Digital Media					21013 Sr Dir, Prgm Acq	22013 Sr Dir, Original Prgmng	23013 Sr Dir, Prgm Dev	23513 Sr Dir, Current Prgmng	25013 Sr Dir, Prgm Sched	
	Director			10014 Dir, Digital Media	15014 Dir, News	15414 Dir, Assign Desk / Content or News Editorial			21014 Dir, Prgm Acq	22014 Dir, Original Prgmng	23014 Dir, Prgm Dev	23514 Dir, Current Prgmng	25014 Dir, Prgm Sched	
	Senior Manager			10015 Sr Mgr, Digital Media					21015 Sr Mgr, Prgm Acq	22015 Sr Mgr, Original Prgmng	23015 Sr Mgr, Prgm Dev	23515 Sr Mgr, Current Prgmng	25015 Sr Mgr, Prgm Sched	
	Manager			10016 Mgr, Digital Media		15416 Mgr, Assign Desk / Content or News Editorial		15616 Mgr, Content Research	21016 Mgr, Prgm Acq	22016 Mgr, Original Prgmng	23016 Mgr, Prgm Dev	23516 Mgr, Current Prgmng	25016 Mgr, Prgm Sched	
	Supervisor					15417 Asst Mgr, Assign Desk / Content or News Editorial								
	Lead			10018 Lead Digital Media Analyst										
Professional Individual Contributor	Senior													
	Journey			10025 Digital Media Analyst			15425 News Assign Editor		21025 Prgm Acq Specialist					
	Assoc													
Operating Individual Contributor / Support	Lead Operator													
	Senior Operator						15444 Sr Content or News Editor						25044 Sr Prgm Scheduler	
	Operator						15445 Content or News Editor	15645 Content Researcher					25045 Prgm Scheduler	
	Associate													
	Senior Coordinator													
	Coordinator								20052 Programming Coord (Any Area of Programming)					
	Assistant													

2019 C2HR Programmers Position Grids

Level	Family	PROGRAMMING (cont'd)		PRODUCTION - CREATIVE					PRODUCTION MANAGEMENT	RESOURCE SCHEDULING	
		Talent Relations	Show Booking	Music Content	Producing	Coordinating Producing	Prediting	Multimedia Producing			Digital Journalist
		260	261	270	300	305	310	315			331
Brief Job Family Descriptions		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.	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.	Writes digital content and content updates for website, social media, apps, digital editions, and other editorially based digital channels.	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	20002 Top Programming Executive (cont'd) 20002.5 Top Network Programming Executive (cont'd)		26802 Top Production Executive							
	EVP	26010 EVP, Talent Relations									
	SVP	26011 SVP, Talent Relations		27011 SVP, Music Content	30011 Sr Exec Producer				34011 SVP, Prodn		
	VP	26012 VP, Talent Relations		27012 VP, Music Content	30012 Exec Producer				34012 VP, Prodn	35012 VP, Resource Scheduling	
	Senior Director	26013 Sr Dir, Talent Relations		27013 Sr Dir, Music Content					34013 Sr Dir, Prodn		
	Director	26014 Dir, Talent Relations		27014 Dir, Music Content		30514 Sr Coordinating Producer		31514 Dir, Multimedia Producing	34014 Dir, Prodn	35014 Dir, Resource Scheduling	
	Senior Manager	26015 Sr Mgr, Talent Relations		27015 Sr Mgr, Music Content					34015 Sr Mgr, Prodn		
	Manager	26016 Mgr, Talent Relations		27016 Mgr, Music Content	30016 Sr Producer (Mgmt)	30516 Coordinating Producer		31516 Mgr, Multimedia Producing	34016 Mgr, Prodn	35016 Mgr, Resource Scheduling	
	Supervisor										
Lead							31518 Lead Multimedia Producer				
Professional Individual Contributor	Senior				30024 Sr Producer		31024 Sr Preditor	31524 Sr Multimedia Producer	34024 Sr Prodn Mgr	35024 Sr Resource Scheduler	
	Journey	26025 Talent Relations Specialist	26125 Show Booker		30025 Producer		31025 Preditor	31525 Multimedia Producer	33125 Digital Journalist	34025 Prodn Mgr	35025 Resource Scheduler
	Assoc				30026 Assoc Producer		31026 Assoc Preditor	31526 Assoc Multimedia Producer			
Operating Individual Contributor / Support	Lead Operator										
	Senior Operator										
	Operator										
	Associate										
	Senior Coordinator						34050 Sr Prodn Coord (Any Area of Prodn)				
	Coordinator	26052 Talent Relations Coord		27052 Music Coord			34052 Prodn Coord (Any Area of Prodn)				
	Assistant						34054 Prodn Assistant (Any Area of Prodn)				

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Family Level		PRODUCTION - TECHNICAL													
		Studio / Remote Production											Network Operations Coordination		
		Technical Operations	Show Direction	Technical Direction	Studio / Remote Operations	Camera Operations	Audio Technology	Editorial Graphics Production	Lighting	Photography	Stylists	Digital Production Technology		Remote Operations	
356	357	358	359	363	364	365	366	367	368	369	370	376			
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.	Carries out a wide range of skilled production tasks including setting up, adjusting and operating a range of technical equipment, both digital and analog, 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 styling of people, clothing or products during television broadcasts and/or photo shoots.	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	35502 Top Engineering and Operations Executive													
	EVP														
	SVP														
	VP	35612 VP, Tech Ops								36712 VP, Photography			37012 VP, Remote Ops	37612 VP, Ntwk Ops Coord	
	Senior Director	35613 Sr Dir, Tech Ops												37613 Sr Dir, Ntwk Ops Coord	
	Director	35614 Dir, Tech Ops	35714 Show Dir							36714 Dir, Photography			37014 Dir, Remote Ops	37614 Dir, Ntwk Ops Coord	
	Senior Manager	35615 Sr Mgr, Tech Ops												37615 Sr Mgr, Ntwk Ops Coord	
	Manager	35616 Mgr, Tech Ops	35716 Asst Show Dir							36716 Mgr, Photography	36816 Mgr, Stylists				37616 Mgr, Ntwk Ops Coord
	Supervisor	35617 Supv, Tech Ops									36817 Supv, Stylists				
	Lead														
Professional Individual Contributor	Senior													37024 Sr Remote Ops Mgr	
	Journey													37025 Remote Ops Mgr	
	Assoc														
Operating Individual Contributor / Support	Lead Operator	35637 Lead Tech Opr													
	Senior Operator			35844 Tech Dir					36544 Sr Edtrl Graphics Coord		36744 Sr Photographer	36844 Sr Stylist		37644 Sr Network Ops Coord	
	Operator				35945 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														

2019 C2HR Programmers Position Grids

Family Level		PRODUCTION - TECHNICAL (cont'd)							POST PRODUCTION			
		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 / Design	Character Generation
		377	378	379	382	383	384	385	391	400	401	402
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.	Designs, mixes and edits 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	35502 Top Engineering and Operations Executive (cont'd)										
	EVP				38210 EVP, Brdcast Ops							
	SVP				38211 SVP, Brdcast Ops					40011 SVP, Post Prodn		
	VP				38212 VP, Brdcast Ops		38412 VP, Broadcast Engrg	38512 VP, Trans Engrg		40012 VP, Post Prodn		
	Senior Director				38213 Sr Dir, Brdcast Ops							
	Director			37914 Dir, Media Ops	38214 Dir, Brdcast Ops		38414 Dir, Broadcast Engrg	38514 Dir, Trans Engrg	39114 Dir, Dig Mastering / Encoding Servs	40014 Dir, Post Prodn		
	Senior Manager				38215 Sr Mgr, Brdcast Ops							
	Manager		37816 Mgr, QC	37916 Mgr, Media Ops	38216 Mgr, Brdcast Ops	38316 Mgr, Mstr Cntrl Ops	38416 Mgr, Broadcast Engrg	38516 Mgr, Trans Engrg	39116 Mgr, Dig Mastering / Encoding Servs	40016 Mgr, Post Prodn		
	Supervisor				38217 Supv, Brdcast Ops	38317 Supv, Mstr Cntrl Ops				40017 Supv, Post Prodn		
Lead												
Professional Individual Contributor	Senior		37824 Sr QC Tech		38224 Sr Brdcast Engr (Electromchnd)		38424 Sr Broadcast Engineer (SB)		39124 Sr Encoder			
	Journey				38225 Brdcast Engr (Electromchnd)		38425 Broadcast Engineer (SB)					
	Assoc											
Operating Individual Contributor / Support	Lead Operator					38337 Lead Mstr Cntrl Opr						
	Senior Operator			37944 Sr Media Tech		38344 Sr Mstr Cntrl Opr				40044 Sr Editor	40144 Sound Designer / Composer	
	Operator	37745 Closed Cptng Coord	37845 QC Tech	37945 Media Tech	38245 Brdcast Coord	38345 Mstr Cntrl Opr		38545 Trans Engrg 38545.1 Trans Opr	39145 Encoding Operator	40045 Editor	40145 Audio Editor / Mixer	40245 Char Genrtnng Equip Opr
	Associate					38346 Assoc Mstr Cntrl Opr				40046 Editing Assistant		
	Senior Coordinator											
	Coordinator								39152 Encoding Coord			
	Assistant											

2019 C2HR Programmers Position Grids

Level	Family	LIBRARY		ON-AIR PROMOTIONS			CREATIVE SERVICES						
		Library	Digital Assets	On-Air Promotions	Writing / Producing	Copywriting	Creative Design	Production Art	Motion Graphics Design	Effects Design	Creative Services	Creative Services Traffic Project Management	Photo Editing
		430	440	445	460	463	470	471	472	475	480	485	490
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.	Administers and guides creative services projects from concept through implementation to ensure projects are delivered on time, within budget and to the satisfaction of the client.	Plans, researches, secures, reviews, selects and readies 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	48514 Dir, CS Traffic Proj Mgmt	
	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	48516 Mgr, CS Traffic Proj Mgmt	
	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			48524 Sr CS Traffic Proj Mgr	49024 Sr Photo Editor
	Journey				46025 Writer / Producer	46325 Copywriter	47025 Designer		47225 Motion Graphics Artist	47525 Effects Artist		48525 CS Traffic Proj Mgr	49025 Photo Editor
	Assoc				46026 Assoc Writer / Producer		47026 Assoc Designer		47226 Assoc Motion Graphics Artist	47526 Assoc Effects Artist		48526 Assoc CS Traffic Proj Mgr	
Operating Individual Contributor / Support	Lead Operator												
	Senior Operator	43044 Sr Librarian	44044 Sr Dig Assets Specialist					47144 Sr Prodn Artist					
	Operator	43045 Librarian	44045 Dig Assets Specialist					47145 Prodn Artist					
	Associate												
	Senior Coordinator												
	Coordinator	43052 Library Coord											
	Assistant												

2019 C2HR Programmers Position Grids

Family Level		MARKETING							MEDIA RELATIONS 610	COMMUNITY AFFAIRS 615	
		Marketing 500	Marketing Strategy 505	Consumer Marketing 510	Brand / Product Marketing 515	Digital / Social Media Marketing 570	Digital Partner Marketing 580	Media Planning 585			Events Marketing 590
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.	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	50002 Top Marketing Executive (at Multiple Network Company, Network Group or Genre) 50002.5 Top Network Marketing Executive (of Single Network Company or 2nd Level of Network Group or Genre)							60002 Top Communications Exec (at Multiple Network Company, Network Group or Genre) 60002.5 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		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	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	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	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		

2019 C2HR Programmers Position Grids

Level	Family	RESEARCH AND ANALYTICS					ADVERTISING SALES						
		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
		620	622	625	630	632	700	705	710	715	720	722	725
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 information systems to query dynamic databases and to extract, report, and analyze information 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 & 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 & Analytics	62512 VP, Data Science	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 & Analytics						71013 Sr Dir, Sales Planning	72013 Sr Dir, Int. Sales & Mktg			
	Director	62014 Dir, Research	62214 Dir, Consumer Insights & 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 & 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 & 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		
Professional Individual Contributor	Senior	62024 Sr Research Analyst	62224 Sr Consumer Insights & 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 & Analytics Analyst	62525 Data Scientist	63025 Bus Intell Engr	63225 Extract Transform & Load Devr	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)					

2019 C2HR Programmers Position Grids

Family Level		AFFILIATE SALES					SYNDICATION SALES	SALES OPERATIONS			
		Affiliate Sales	Broadcaster Affiliate Relations	Affiliate Marketing	Digital Distribution	International Distribution		Sales Operations	Advertisement Inventory	Advertisement Traffic	Sales Training
		730	732	735	736	738		740	750	760	765
		Brief Job Family Descriptions									
		Affiliate sales personnel responsible for achieving assigned subscriber targets on television and digital platforms.	Manages, maintains and enhances relationships with affiliated television broadcast stations.	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	73202 Top Broadcaster Aff Rel								
	EVP	73010 EVP, Aff Sales						74010 EVP, Sales Ops			
	SVP	73011 SVP, Aff Sales	73211 SVP, Broadcaster Aff Rel	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	73212 VP, Broadcaster Aff Rel	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	73214 Dir, Broadcaster Aff Rel	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	73216 Mgr, Broadcaster Aff Rel	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										

2019 C2HR Programmers Position Grids

Family Level		LEGAL AND/OR BUSINESS AFFAIRS							
		Legal and/or Business Affairs	Legal Counsel	Paralegal	Contract Administration	Standards and Practices	Rights and Clearances	Anti-Piracy	Licensing
		800	805	806	807	810	820	825	830
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	80002 Top Legal and/or Business Affairs Executive (at Multiple Network Company, Network Group or Genre) 80002.5 Top Network Legal and/or Business Affairs Executive (of Single Network Company or 2nd Level of Network Group or Genre)							
	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 & Clmcs	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 & Clmcs	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 & Clmcs	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 & Clmcs Admnstr		83025 Licensing Specialist
	Assoc								
Operating Individual Contributor / Support	Lead Operator								
	Senior Operator								
	Operator								
	Associate								
	Senior Coordinator	80050 Sr Legal Coord			80750 Contract Admnstr				
	Coordinator	80052 Legal Coord				81052 Stdrd & Prcts Coord			
	Assistant								

2019 C2HR Programmers Position Grids

Family Level		GENERAL AND ADMINISTRATIVE								
		BUSINESS DEVELOPMENT	Human Resources	Inclusion and Diversity	Finance	Controller	Production Accounting	Royalty Accounting	Production Financial Analysis	Participation and Residuals
		840	900	905	910	912	920	923	925	927
Brief Job Family Descriptions		Researches, evaluates, negotiates and then manages new ventures, partnerships, barter arrangements, joint ventures for non-traditional revenue streams.	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.	Directs and implements activities related to corporate accounting and financial reporting at the organization.	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		90002 Top HR Executive 90002.5 Top Network HR Executive		91002 CFO 91002.5 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 & Diversity	91011 SVP, Finance					
	VP	84012 VP, Bus Dev	90012 VP, HR	90512 VP, Inclusion & Diversity	91012 VP, Finance	91212 VP, Controller	92012 VP, Prodn Accounting		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 & Diversity	91014 Dir, Finance		92014 Dir, Prodn Accounting		92514 Dir, Prodn Finance	92714 Dir, Partcip & Residuals
	Senior Manager		90015 Sr Mgr, HR (Business Partner)		91015 Sr Mgr, Finance		92015 Sr Mgr, Prodn Accounting			
	Manager	84016 Mgr, Bus Dev	90016 Mgr, HR (Business Partner)	90516 Mgr, Inclusion & Diversity	91016 Mgr, Finance		92016 Mgr, Prodn Accounting		92516 Mgr, Prodn Finance	92716 Mgr, Partcip & Residuals
	Supervisor									
Lead										
Professional Individual Contributor	Senior		90024 Sr HR Generalist		91024 Sr Financial Analyst				92524 Sr Prodn Financial Analyst	
	Journey	84025 Bus Dev Analyst	90025 HR Generalist	90525 Inclusion & 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							

2019 C2HR Programmers Position Grids

Family Level		TECHNOLOGY				INTERNATIONAL					
		Technology	Information Technology	Advanced Technology	Digital Media Delivery Engineering	International General Management	International Programming	International Producing	International Marketing	International Head of Advertising Sales	International Business Development
		930	935	940	945	950	952	954	956	960	962
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.	Identifies, analyzes, negotiates for and develops new international business opportunities and strategic alliances that support growth objectives in assigned region(s).
Management	Top	93002 Chief Technology Officer									
	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						
	Senior Director					95012 Intl General Manager	95212 Intl Head of Programming	95412 Intl Executive Producer	95612 Intl Head of Marketing	96012 Intl Head of Sales	96212 Intl Head of Bus Dev
	Director			94014 Dir, Advanced Tech	94514 Dir, Dig Media Delv Engring						
	Senior Manager										
	Manager		93516 Mgr, IT		94516 Mgr, Dig Media Delv Engring						
	Supervisor										
Lead											
Professional Individual Contributor	Senior				94524 Sr Dig Media Delv Design Engr						
	Journey		93525 System Administrator		94525 Dig Media Delv Design Engr			95425 Intl Producer	95625 Intl Marketing Manager	96025 Intl Ad Sales Account Executive	96225 Intl Bus Dev Analyst
	Assoc				94526 Assoc Dig Media Delv Design Engr						
Operating Individual Contributor / Support	Lead Operator										
	Senior Operator										
	Operator										
	Associate										
	Senior Coordinator										
	Coordinator						95252 Intl Programming Coord	95452 Intl Production Coord	95652 Intl Marketing Coord		
	Assistant										