

2020 C2HR Content Developers Position Grids

| Family | | GENERAL MANAGEMENT | | NEW PRDTS / LINES OF BUS | NEWS | | | PROGRAMMING | | | | | | |
|---|---------------------------|---|--|--|---|--|---|---|--|--|---|---|--|--------------------------|
| | | Multiple Ntwk Co (MN) or Natl Brdcst Ntwk (NBN) | Single Ntwk Co (SN) | Digital Media | News | Content or News Editorial / Assignment Desk | Content or News Research | Programming | Program Acquisitions | Original Programming | Program Development | Current Programming | International Program Development | |
| Level | | 99 | | 100 | 150 | 154 | 156 | 200 | 210 | 220 | 230 | 235 | 240 | |
| 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. | Manages the development and implementation of daily editorial content for news or sports shows for traditional and/or digital media; may also manage and/or coordinate assignments of the news gathering staff | Researches original content for broadcast, 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 pipeline of new programming content in markets outside the U.S. | |
| Management | Top | 2 | 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 | 10 | 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 | | |
| | SVP | 11 | | | 10011 SVP, Digital Media | 15011 SVP, News | | | 21011 SVP, Prgm Acq | 22011 SVP, Original Prgmng | 23011 SVP, Prgm Dev | 23511 SVP, Current Prgmng | 24011 SVP, Intl Prgm Dev | |
| | VP | 12 | | | 10012 VP, Digital Media | 15012 VP, News | 15412 VP, Content or News Editorial / Assign Desk | | | 21012 VP, Prgm Acq | 22012 VP, Original Prgmng | 23012 VP, Prgm Dev | 23512 VP, Current Prgmng | 24012 VP, Intl Prgm Dev |
| | Senior Director | 13 | | | 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 | | |
| | Director | 14 | | | 10014 Dir, Digital Media | 15014 Dir, News | 15414 Dir, Content or News Editorial / Assign Desk | | | 21014 Dir, Prgm Acq | 22014 Dir, Original Prgmng | 23014 Dir, Prgm Dev | 23514 Dir, Current Prgmng | 24014 Dir, Intl Prgm Dev |
| | Senior Manager | 15 | | | 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 | | |
| | Manager | 16 | | | 10016 Mgr, Digital Media | | 15416 Mgr, Content or News Editorial / Assign Desk | 15616 Mgr, Cont or News Rsrch | 21016 Mgr, Prgm Acq | 22016 Mgr, Original Prgmng | 23016 Mgr, Prgm Dev | 23516 Mgr, Current Prgmng | 24016 Mgr, Intl Prgm Dev | |
| | Supervisor | 17 | | | | | 15417 Asst Mgr, Content or News Editorial / Assign Desk | | | | | | | |
| | Lead | 18 | | | 10018 Lead Digital Media Analyst | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | | | | | | | | | | | |
| | Journey | 25 | | | 10025 Digital Media Analyst | | 15425 News Assign Editor | | 21025 Prgm Acq Specialist | 22025 Orig Prgm Specialist | 23025 Prgm Dev Specialist | | 24025 Intl Prgm Dev Specialist | |
| | Assoc | 26 | | | | | | | | | | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | | | | | |
| | Senior Operator | 44 | | | | | 15444 Sr Content or News Editor | | | | | | | |
| | Operator | 45 | | | | | 15445 Content or News Editor | 15645 Cont or News Rsrchr | | | | | | |
| | Associate | 46 | | | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | | | | |
| | Coordinator | 52 | | | | | | | 20052 Programming Coord (Any Area of Programming) | | | | | |
| | Assistant | 54 | | | | | | | | | | | | |

2020 C2HR Content Developers Position Grids

| Family | | PROGRAMMING (cont'd) | | | | | PRODUCTION - CREATIVE | | | | | PRODUCTION MANAGEMENT | RESOURCE SCHEDULING | |
|---|---------------------------|--|--|---|--|---|---|---|--|---|---|--|--|--------------------------|
| | | Program Scheduling 250 | Talent Relations 260 | Show Booking 261 | Music Content 270 | Producing 300 | Podcast Producing 302 | Coordinating Producing 305 | Prediting 310 | Multimedia Producing 315 | Digital Journalist 331 | | | |
| Brief Job Family Descriptions | | 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. | 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. | Conceives, produces, manages, edits and readies podcasts for distribution on digital platforms. | 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 | 2 | 20002 Top Programming Executive (cont'd) 20002.5 Top Network Programming Executive (cont'd) | | | | | 26802 Top Production Executive | | | | | | |
| | EVP | 10 | 25010 EVP, Prgm Sched | 26010 EVP, Talent Relations | | | | | | | | | | |
| | SVP | 11 | 25011 SVP, Prgm Sched | 26011 SVP, Talent Relations | | 27011 SVP, Music Content | 30011 Sr Exec Producer | | | | | 34011 SVP, Prodn | | |
| | VP | 12 | 25012 VP, Prgm Sched | 26012 VP, Talent Relations | | 27012 VP, Music Content | 30012 Exec Producer | | 30512 VP, Coordinating Producing | | | 34012 VP, Prodn | 35012 VP, Resource Scheduling | |
| | Senior Director | 13 | 25013 Sr Dir, Prgm Sched | 26013 Sr Dir, Talent Relations | | 27013 Sr Dir, Music Content | | | | | | 34013 Sr Dir, Prodn | | |
| | Director | 14 | 25014 Dir, Prgm Sched | 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 | 15 | 25015 Sr Mgr, Prgm Sched | 26015 Sr Mgr, Talent Relations | | 27015 Sr Mgr, Music Content | | | | | | 34015 Sr Mgr, Prodn | | |
| | Manager | 16 | 25016 Mgr, Prgm Sched | 26016 Mgr, Talent Relations | | 27016 Mgr, Music Content | 30016 Sr Producer (Mgmt) | | 30516 Coordinating Producer | 31016 Mgr, Prediting | 31516 Mgr, Multimedia Producing | 34016 Mgr, Prodn | 35016 Mgr, Resource Scheduling | |
| | Supervisor | 17 | | | | | | | | | | | | |
| | Lead | 18 | | | | | | | | | 31518 Lead Multimedia Producer | | | |
| Professional Individual Contributor | Senior | 24 | | | | | 30024 Sr Producer | 30224 Sr Podcast Producer | | 31024 Sr Preditior | 31524 Sr Multimedia Producer | 34024 Sr Prodn Mgr | 35024 Sr Resource Scheduler | |
| | Journey | 25 | | 26025 Talent Relations Specialist | 26125 Show Booker | | 30025 Producer | 30225 Podcast Producer | | 31025 Preditior | 31525 Multimedia Producer | 33125 Digital Journalist | 34025 Prodn Mgr | 35025 Resource Scheduler |
| | Assoc | 26 | | | | | 30026 Assoc Producer | 30226 Assoc Podcast Producer | | 31026 Assoc Preditior | 31526 Assoc Multimedia Producer | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | | | | | |
| | Senior Operator | 44 | 25044 Sr Prgm Scheduler | | | | | | | | | | | |
| | Operator | 45 | 25045 Prgm Scheduler | | | | | | | | | | | |
| | Associate | 46 | | | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | 27050 Sr Music Coord | | | | | | 34050 Sr Prodn Coord (Any Area of Prodn) | | |
| | Coordinator | 52 | 20052 Programming Coord (cont'd) | 26052 Talent Relations Coord | | 27052 Music Coord | | | | | | 34052 Prodn Coord (Any Area of Prodn) | | |
| | Assistant | 54 | | | | 27054 Asst Music Coord | | | | | | 34054 Prodn Assistant (Any Area of Prodn) | | |

2020 C2HR Content Developers Position Grids

| Family | | PRODUCTION - TECHNICAL | | | | | | | | | | | |
|---|---------------------------|--|--|--|---|---|---|--|---|---|--|---|---|
| | | Studio / Remote Production | | | | | | | | | | | |
| | | Technical Operations 356 | Show Direction 357 | Technical Direction 358 | Studio / Remote Operations 359 | Camera Operations 363 | Audio Technology 364 | Editorial Graphics Production 365 | Lighting 366 | Photography 367 | Stylists 368 | Digital Production Technology 369 | Remote Operations 370 |
| 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. |
| Management | Top | 2 | 35502 Top Engineering and Operations Executive | | | | | | | | | | |
| | EVP | 10 | | | | | | | | | | | |
| | SVP | 11 | | | | | | | | | | | |
| | VP | 12 | 35612 VP, Tech Ops | | | | | | | 36712 VP, Photography | | | 37012 VP, Remote Ops |
| | Senior Director | 13 | 35613 Sr Dir, Tech Ops | | | | | | | | | | |
| | Director | 14 | 35614 Dir, Tech Ops | 35714 Show Dir | | | | | | 36714 Dir, Photography | | | 37014 Dir, Remote Ops |
| | Senior Manager | 15 | 35615 Sr Mgr, Tech Ops | | | | | | | | | | |
| | Manager | 16 | 35616 Mgr, Tech Ops | 35716 Asst Show Dir | | | | | | 36716 Mgr, Photography | 36816 Mgr, Stylists | | |
| | Supervisor | 17 | 35617 Supv, Tech Ops | | | | | | | | 36817 Supv, Stylists | | |
| | Lead | 18 | | | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | 35724 Sr Show Direction Spec | | | | | | | | | 37024 Sr Remote Ops Mgr |
| | Journey | 25 | | 35725 Show Direction Spec | | | | | | | | | 37025 Remote Ops Mgr |
| | Assoc | 26 | | 35726 Assoc Show Direction Spec | | | | | | | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | 35637 Lead Tech Opr | | | | | | | | | | |
| | Senior Operator | 44 | | 35844 Tech Dir | | | | 36544 Sr Edtrl Graphics Coord | | 36744 Sr Photographer | 36844 Sr Stylist | | |
| | Operator | 45 | | | 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 |
| | Associate | 46 | | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | | | |
| | Coordinator | 52 | | | | | | | | | | | |
| Assistant | 54 | | | | | | | | | | | | |

2020 C2HR Content Developers Position Grids

| Family | | CONTENT DISTRIBUTION | | | | | | | | POST PRODUCTION | | | |
|---|---------------------------|---|--|---|---|--|--|--|---|--|---|---|---|
| | | Network Operations Coordination 376 | Closed Captioning 377 | Quality Control 378 | Media Operations 379 | Broadcast Operations 382 | Master Control 383 | Broadcast Engineering (SB=Server-Based) 384 | Transmission Engineering 385 | Digital Mastering / Encoding Services 391 | Post Production 400 | Audio Editing / Mixing / Design 401 | Character Generation 402 |
| Brief Job Family Descriptions | | Coordinates the accurate production and timely delivery of tape or digital masters to broadcast center for air. | 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, reading 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 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 | 2 | 35502 Top Engineering and Operations Executive (cont'd) | | | | | | | | | | |
| | EVP | 10 | | | | | 38210 EVP, Brdcast Ops | | | | | | |
| | SVP | 11 | | | | | 38211 SVP, Brdcast Ops | | | | 40011 SVP, Post Prodn | | |
| | VP | 12 | 37612 VP, Ntwk Ops Coord | | | | 38212 VP, Brdcast Ops | | 38412 VP, Broadcast Engrg | 38512 VP, Trans Engrg | | 40012 VP, Post Prodn | |
| | Senior Director | 13 | 37613 Sr Dir, Ntwk Ops Coord | | | | 38213 Sr Dir, Brdcast Ops | | | | | | |
| | Director | 14 | 37614 Dir, Ntwk Ops Coord | | | 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 | 15 | 37615 Sr Mgr, Ntwk Ops Coord | | 37815 Sr Mgr, QC | | 38215 Sr Mgr, Brdcast Ops | | | | | | |
| | Manager | 16 | 37616 Mgr, Ntwk Ops Coord | | 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 | 17 | | | | | 38217 Supv, Brdcast Ops | 38317 Supv, Mstr Cntrl Ops | | | | 40017 Supv, Post Prodn | |
| | Lead | 18 | | | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | 37824 Sr QC Tech | | 38224 Sr Brdcast Engr (Electromchncl) | | 38424 Sr Broadcast Engineer (SB) | | 39124 Sr Encoder | | | |
| | Journey | 25 | | | | 38225 Brdcast Engr (Electromchncl) | | 38425 Broadcast Engineer (SB) | | | | | |
| | Assoc | 26 | | | | | | | | | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | 38337 Lead Mstr Cntrl Opr | | 38537 Lead Trans Engrg Opr | | | | |
| | Senior Operator | 44 | 37644 Sr Network Ops Coord | | 37944 Sr Media Tech | | 38344 Sr Mstr Cntrl Opr | | 38544 Sr Trans Engrg Opr | | 40044 Sr Editor | 40144 Sound Designer / Composer | |
| | Operator | 45 | 37645 Network Ops Coord | 37745 Closed Cptng Coord | 37845 QC Tech | 37945 Media Tech | 38245 Brdcast Coord | 38345 Mstr Cntrl Opr | 38545 Trans Engrg Opr 38545.1 Trans Opr | 39145 Encoding Operator | 40045 Editor | 40145 Audio Editor / Mixer 40245 Char Genrtnng Equip Opr | |
| | Associate | 46 | | | | | 38346 Assoc Mstr Cntrl Opr | | | | 40046 Editing Assistant | | |
| | Senior Coordinator | 50 | | | | | | | | | | | |
| | Coordinator | 52 | | | | | | | | 39152 Encoding Coord | | | |
| | Assistant | 54 | | | | | | | | | | | |

2020 C2HR Content Developers Position Grids

| 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 reads photographs to meet editorial direction. |
| Management | Top | 2 | | | | | | | | | | | |
| | EVP | 10 | | | 44510 EVP, On-Air Promos | | | | | | | | |
| | SVP | 11 | | | 44511 SVP, On-Air Promos | | 47011 SVP, Creative Design | | | | 48011 SVP, Creative Svcs | | |
| | VP | 12 | 43012 VP, Library and/or Dig Assets | | 44512 VP, On-Air Promos | | 47012 VP, Creative Design | | | | 48012 VP, Creative Svcs | | |
| | Senior Director | 13 | | | 44513 Sr Dir, On-Air Promos | | 47013 Sr Dir, Creative Design | | | | 48013 Sr Dir, Creative Svcs | | |
| | Director | 14 | 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 | 15 | | | 44515 Sr Mgr, On-Air Promos | | 47015 Sr Art Dir | | | | 48015 Sr Mgr, Creative Svcs | | |
| | Manager | 16 | 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 | 17 | | | | | | | | | | | |
| | Lead | 18 | | | | | 47018 Lead Designer | | 47218 Lead Motion Graphics Artist | | | | |
| Professional Individual Contributor | Senior | 24 | | | 46024 Sr Writer / Producer | 46324 Sr Copywriter | 47024 Sr Designer | | 47224 Sr Motion Graphics Artist | | | 48524 Sr CS Traffic Proj Mgr | 49024 Sr Photo Editor |
| | Journey | 25 | | | 46025 Writer / Producer | 46325 Copywriter | 47025 Designer | | 47225 Motion Graphics Artist | 47525 Effects Artist | 48025 Creative Svcs Spec | 48525 CS Traffic Proj Mgr | 49025 Photo Editor |
| | Assoc | 26 | | | 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 | 37 | | | | | | | | | | | |
| | Senior Operator | 44 | 43044 Sr Librarian | 44044 Sr Dig Assets Specialist | | | | 47144 Sr Prodn Artist | | | | | |
| | Operator | 45 | 43045 Librarian | 44045 Dig Assets Specialist | | | | 47145 Prodn Artist | | | | | |
| | Associate | 46 | | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | | | |
| | Coordinator | 52 | 43052 Library Coord | | 44552 On-Air Promos Coord | | | | | | | | |
| | Assistant | 54 | | | | | | | | | | | |

2020 C2HR Content Developers Position Grids

| Family | | MARKETING | | | | | | | MEDIA RELATIONS | COMMUNITY AFFAIRS | GOVERNMENT RELATIONS | | |
|---|---------------------------|---|---|---|---|--|--|--|---|---|--|--|-------------------------------|
| | | 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 and oversees execution of marketing programs and campaigns for specific assigned brands / products across multiple platforms, including streaming. | 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. | Plans and implements activities that promote the interests of the company at the federal, state, and/or local government levels to shape emerging issues and to ensure operation without undue legislation, regulation or taxation restrictions. | |
| Management | Top | 2 | 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 | 10 | 50010 EVP, Marketing | | | | | | | | | | |
| | SVP | 11 | | 50511 SVP, Mktg Strategy | 51011 SVP, Consumer Mktg | | | 58011 SVP, Digital Partner Mktg | 58511 SVP, Media Planning | | 61011 SVP, Media Relations | 61711 SVP, Gov't Relations | |
| | VP | 12 | | 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 | 61712 VP, Gov't Relations |
| | Senior Director | 13 | | 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 | 14 | | 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 | 61714 Dir, Gov't Relations |
| | Senior Manager | 15 | | 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 | | 61715 Sr Mgr, Gov't Relations |
| | Manager | 16 | | 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 | 17 | | | | | | | | | | | |
| | Lead | 18 | | | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | 50524 Sr Mktg Strategy IC | 51024 Sr Consumer Mktg IC | | 57024 Sr Digital / Social Media Mktg IC | | | | 61024 Sr Publicist | | |
| | Journey | 25 | | 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 | 26 | | 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 | 37 | | | | | | | | | | | |
| | Senior Operator | 44 | | | | | | | | | | | |
| | Operator | 45 | | | | | | | | | | | |
| | Associate | 46 | | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | | | |
| | Coordinator | 52 | 50052 Mktg Coord (Any Area of Mktg) | | | | | | | | | 61552 Community Affairs Coord | |
| | Assistant | 54 | | | | | | | | | 61054 Publicity Assistant | | |

2020 C2HR Content Developers Position Grids

| Family | | RESEARCH AND ANALYTICS | | | | | | ADVERTISING SALES | | | | | | | |
|---|---------------------------|--|--|---|---|--|---|--|--|---|---|---|--|--|---|
| | | Market and/or Audience Research 620 | Consumer Insights and Analytics 622 | Data Science 625 | Business Intelligence Engineering 630 | Extract Transform and Load Developing 632 | Advertising Sales 700 | Programmatic Sales 703 | Sales Account Management 705 | Sales Planning 710 | Sales Analysis 715 | Integrated Sales and Marketing 720 | Advertising Solutions 722 | Advertising Sales Marketing 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. | Optimizes the selling of digital advertising inventory using real-time channels and machine-driven methods to increase yield and improve overall advertising revenues. | 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 | 2 | | 62202 Top Consumer Insights and Analytics Executive | | | | 70002 Top Ad Sales Executive | | | | | | | |
| | EVP | 10 | | | | | | 70010 EVP, Ad Sales | | | 71010 EVP, Sales Planning | | | | |
| | SVP | 11 | 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 | 12 | 62012 VP, Research | 62212 VP, Consumer Insights & Analytics | 62512 VP, Data Science | 63012 VP, Bus Intell Engrng | | 70012 VP, Ad Sales | 70312 VP, Programmatic Sales | | 71012 VP, Sales Planning | | 72012 VP, Int. Sales & Mktg | 72212 VP, Ad Solutions | 72512 VP, Ad Sales Mktg |
| | Senior Director | 13 | 62013 Sr Dir, Research | 62213 Sr Dir, Consumer Insights & Analytics | | | | | | | 71013 Sr Dir, Sales Planning | | 72013 Sr Dir, Int. Sales & Mktg | | 72513 Sr Dir, Ad Sales Mktg |
| | Director | 14 | 62014 Dir, Research | 62214 Dir, Consumer Insights & Analytics | 62514 Dir, Data Science | 63014 Dir, Bus Intell Engrng | | 70014 Dir, Ad Sales | 70314 Dir, Programmatic Sales | | 71014 Dir, Sales Planning | | 72014 Dir, Int. Sales & Mktg | 72214 Dir, Ad Solutions | 72514 Dir, Ad Sales Mktg |
| | Senior Manager | 15 | 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 | | 72515 Sr Mgr, Ad Sales Mktg |
| | Manager | 16 | 62016 Mgr, Research | 62216 Mgr, Consumer Insights & Analytics | 62516 Mgr, Data Science | 63016 Mgr, Bus Intell Engrng | | | 70316 Mgr, Programmatic Sales | | 71016 Mgr, Sales Planning | | 72016 Mgr, Int. Sales & Mktg | 72216 Mgr, Ad Solutions | 72516 Mgr, Ad Sales Mktg |
| | Supervisor | 17 | | | | | | | | | | | 72017 Supv, Int. Sales & Mktg | 72217 Supv, Ad Solutions | |
| | Lead | 18 | | | | | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | 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 | 72024 Sr Int. Sales & Mktg Analyst | | |
| | Journey | 25 | 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 | 72025 Int. Sales & Mktg Analyst | | |
| | Assoc | 26 | 62026 Assoc Research Analyst | | | | | 70026 Assoc Ad Sales Acct Exec | | | 71026 Assoc Sales Planner | | 72026 Assoc Int. Sales & Mktg Analyst | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | | | | | | |
| | Senior Operator | 44 | | | | | | | | | | | | | |
| | Operator | 45 | | | | | | | | | | | | | |
| | Associate | 46 | | | | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | | | | | 72250 Sr Ad Solutions Coord |
| | Coordinator | 52 | | | | | | | | | | | | | 70052 Sales Coord (Any Area of Sales) |
| | Assistant | 54 | | | | | | | | | | | | | 70054 Sales Assistant (Any Area of Sales) |

2020 C2HR Content Developers Position Grids

| Family | | AFFILIATE SALES | | | | | SYNDICATION SALES | SALES OPERATIONS | | | | |
|---|---------------------------|--|--|--|--|--|---|--|--|---|--|------------------------------|
| | | Affiliate Sales 730 | Broadcaster Affiliate Relations 732 | Affiliate Marketing 735 | Digital Distribution 736 | International Distribution 738 | | Sales Operations 740 | Advertisement Inventory 750 | Advertisement Traffic 760 | Sales Training 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 | 2 | 73002 Top Aff Sales Executive | 73202 Top Broadcaster Aff Rel | | | | | | | | |
| | EVP | 10 | 73010 EVP, Aff Sales | | | | | 74010 EVP, Sales Ops | | | | |
| | SVP | 11 | 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 | 12 | 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 | 13 | 73013 Sr Dir, Aff Sales | | | 73613 Sr Dir, Digital Distribution | | | 74013 Sr Dir, Sales Ops | 75013 Sr Dir, Inventory | 76013 Sr Dir, Traffic | |
| | Director | 14 | 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 | 76514 Dir, Sales Training |
| | Senior Manager | 15 | | | | | | | 74015 Sr Mgr, Sales Ops | 75015 Sr Mgr, Inventory | 76015 Sr Mgr, Traffic | 76515 Sr Mgr, Sales Training |
| | Manager | 16 | 73016 Mgr, Aff Sales | 73216 Mgr, Broadcaster Aff Rel | 73516 Mgr, Aff Mktg | 73616 Mgr, Digital Distribution | | 73916 Mgr, Syndication Sales | 74016 Mgr, Sales Ops | 75016 Mgr, Inventory | 76016 Mgr, Traffic | 76516 Mgr, Sales Training |
| | Supervisor | 17 | | | | | | | | | 76017 Supv, Traffic | |
| | Lead | 18 | | | | | | | | | | 76518 Lead Sales Trainer |
| Professional Individual Contributor | Senior | 24 | 73024 Sr Aff Sales Acct Exec | | 73524 Sr Aff Mktg IC | 73624 Sr Digital Distribution IC | 73824 Intl Distribution IC | 73924 Sr Syndication Sales IC | 74024 Sr Sales Ops Spec | 75024 Sr Inventory Analyst | 76024 Sr Traffic Spec | 76524 Sr Sales Trainer |
| | Journey | 25 | 73025 Aff Sales Acct Exec | | 73525 Aff Mktg IC | 73625 Digital Distribution IC | | 73925 Syndication Sales IC | 74025 Sales Ops Spec | 75025 Inventory Analyst | 76025 Traffic Spec | 76525 Sales Trainer |
| | Assoc | 26 | | | | | | | 74026 Assoc Sales Ops Spec | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | | | |
| | Senior Operator | 44 | | | | | | | | | | |
| | Operator | 45 | | | | | | | | | | |
| | Associate | 46 | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | 76050 Sr Traffic Coord | |
| | Coordinator | 52 | | | | | | | | | 76052 Traffic Coord | |
| | Assistant | 54 | | | | | | | | | | |

2020 C2HR Content Developers Position Grids

| Family | | LEGAL AND/OR BUSINESS AFFAIRS | | | | | | | | |
|---|---------------------------|---|---|--|---|--|---|--|--|----------------------|
| | | Legal and/or Business Affairs 800 | Legal Counsel 805 | Paralegal 806 | Contract Administration 807 | Standards and Practices 810 | Rights and Clearances 820 | Anti-Piracy 825 | Licensing 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 | 2 | 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 | 10 | 80010 EVP, Legal and / or Bus Aff | | | | | | | |
| | SVP | 11 | 80011 SVP, Legal and / or Bus Aff | | | | | | | |
| | VP | 12 | 80012 VP, Legal and / or Bus Aff | 80512 Executive Counsel | | 80712 VP, Contract Admin | 81012 VP, Stdrd & Prcts | 82012 VP, Rghts & Clrncls | 82512 VP, Anti-Piracy | 83012 VP, Licensing |
| | Senior Director | 13 | 80013 Sr Dir, Legal and / or Bus Aff | | | | | | | |
| | Director | 14 | 80014 Dir, Legal and / or Bus Aff | 80514 Sr Counsel | | 80714 Dir, Contract Admin | 81014 Dir, Stdrd & Prcts | 82014 Dir, Rghts & Clrncls | 82514 Dir, Anti-Piracy | 83014 Dir, Licensing |
| | Senior Manager | 15 | 80015 Sr Mgr, Legal and / or Bus Aff | | | | | 82015 Sr Mgr, Rghts & Clrncls | | |
| | Manager | 16 | 80016 Mgr, Legal and / or Bus Aff | 80516 Counsel | | 80716 Mgr, Contract Admin | 81016 Mgr, Stdrd & Prcts | 82016 Mgr, Rghts & Clrncls | 82516 Mgr, Anti-Piracy | 83016 Mgr, Licensing |
| | Supervisor | 17 | | | | | | | | |
| | Lead | 18 | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | 80624 Sr Paralegal | 80724 Sr Contract Mgr | | | 82524 Sr Anti-Piracy Spec | | |
| | Journey | 25 | | 80625 Paralegal | 80725 Contract Mgr | 81025 Stdrd & Prcts Editor | 82025 Rghts & Clrncls Admnstr | 82525 Anti-Piracy Spec | 83025 Licensing Specialist | |
| | Assoc | 26 | | 80626 Assoc Paralegal | 80726 Assoc Contract Mgr | | | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | |
| | Senior Operator | 44 | | | | | | | | |
| | Operator | 45 | | | | | | | | |
| | Associate | 46 | | | | | | | | |
| | Senior Coordinator | 50 | 80050 Sr Legal Coord | | | 80750 Contract Admnstr | | | | |
| | Coordinator | 52 | 80052 Legal Coord | | | | 81052 Stdrd & Prcts Coord | 82052 Rghts & Clrncls Coord | 83052 Licensing Coord | |
| | Assistant | 54 | | | | | | | | |

2020 C2HR Content Developers Position Grids

| Family | | GENERAL AND ADMINISTRATIVE | | | | | | | | | |
|--|--------------------|---|---|--|---|--|---|--|---|---|-----------------------------------|
| | | BUSINESS DEVELOPMENT 840 | Human Resources 900 | Inclusion and Diversity 905 | Finance 910 | Controller 912 | Production Accounting 920 | Royalty Accounting 923 | Production Financial Analysis 925 | Participation and Residuals 927 | |
| Level | | | | | | | | | | | |
| 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 | 2 | | 90002 Top HR Executive 90002.5 Top Network HR Executive | | 91002 CFO 91002.5 Top Ntwk Finance Exec | | | | | |
| | EVP | 10 | 84010 EVP, Bus Dev | 90010 EVP, HR | | 91010 EVP, Finance | | | | | |
| | SVP | 11 | 84011 SVP, Bus Dev | 90011 SVP, HR | 90511 SVP, Inclusion & Diversity | 91011 SVP, Finance | 91211 SVP, Controller | | | | |
| | VP | 12 | 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 | 13 | 84013 Sr Dir, Bus Dev | 90013 Sr Dir, HR | | 91013 Sr Dir, Finance | 91213 Sr Dir, Controller | | | | |
| | Director | 14 | 84014 Dir, Bus Dev | 90014 Dir, HR | 90514 Dir, Inclusion & Diversity | 91014 Dir, Finance | 91214 Dir, Controller | 92014 Dir, Prodn Accounting | 92514 Dir, Prodn Finance | 92714 Dir, Partcip & Residuals | |
| | Senior Manager | 15 | 84015 Sr Mgr, Bus Dev | 90015 Sr Mgr, HR (Business Partner) | 90515 Sr Mgr, Inclusion & Diversity | 91015 Sr Mgr, Finance | 91215 Sr Mgr, Controller | 92015 Sr Mgr, Prodn Accounting | | | |
| | Manager | 16 | 84016 Mgr, Bus Dev | 90016 Mgr, HR (Business Partner) | 90516 Mgr, Inclusion & Diversity | 91016 Mgr, Finance | 91216 Mgr, Controller | 92016 Mgr, Prodn Accounting | 92516 Mgr, Prodn Finance | 92716 Mgr, Partcip & Residuals | |
| | Supervisor | 17 | | | | | | | | | |
| | Lead | 18 | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | 90024 Sr HR Generalist | | 91024 Sr Financial Analyst | | | 92524 Sr Prodn Financial Analyst | 92724 Sr Partcip & Residuals Analyst | |
| | Journey | 25 | 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 | 26 | | | | 91026 Assoc Financial Analyst | | | | 92726 Assoc Partcip & Residuals Analyst | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | | |
| | Senior Operator | 44 | | | | | | | | | |
| | Operator | 45 | | | | | | | | | |
| | Associate | 46 | | | | | | | | | |
| | Senior Coordinator | 50 | | 90050 Sr HR Coord | | | | | | | |
| | Coordinator | 52 | | 90052 HR Coord | | | | 92052 Prodn Accounting Coord | | | |
| | Assistant | 54 | | 90054 HR Asst | | | | | | | |

2020 C2HR Content Developers Position Grids

| Family | | 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 | 2 | 93002 Chief Technology Officer | | | | | | | | | |
| | EVP | 10 | 93010 EVP, Technology | 93510 EVP, IT | | | | | | | | |
| | SVP | 11 | 93011 SVP, Technology | 93511 SVP, IT | 94011 SVP, Advanced Tech | | | | | | | |
| | VP | 12 | 93012 VP, Technology | 93512 VP, IT | 94012 VP, Advanced Tech | 94512 VP, Dig Media Delv Engring | | | | | | |
| | Senior Director | 13 | | | 94013 Sr Dir, Advanced Tech | | 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 | 14 | | | 94014 Dir, Advanced Tech | 94514 Dir, Dig Media Delv Engring | | | | | | |
| | Senior Manager | 15 | | | 94015 Sr Mgr, Advanced Tech | | | | | | | |
| | Manager | 16 | | 93516 Mgr, IT | 94016 Mgr, Advanced Tech | 94516 Mgr, Dig Media Delv Engring | | | | | | |
| | Supervisor | 17 | | | | | | | | | | |
| | Lead | 18 | | | | | | | | | | |
| Professional Individual Contributor | Senior | 24 | | 93524 Sr System Administrator | | 94524 Sr Dig Media Delv Design Engr | | | | | | |
| | Journey | 25 | | 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 | 26 | | 93526 Assoc System Administrator | | 94526 Assoc Dig Media Delv Design Engr | | | | | | |
| Operating Individual Contributor / Support | Lead Operator | 37 | | | | | | | | | | |
| | Senior Operator | 44 | | | | | | | | | | |
| | Operator | 45 | | | | | | | | | | |
| | Associate | 46 | | | | | | | | | | |
| | Senior Coordinator | 50 | | | | | | | | | | |
| | Coordinator | 52 | | | | | 95252 Intl Programming Coord | 95452 Intl Production Coord | 95652 Intl Marketing Coord | | | |
| | Assistant | 54 | | | | | | | | | | |