

Survey Position Grids

Executive Management 12 Head of Production Management 14 Head of Animation Studio 16 Top Creative Executive	Family Level		STORY / VISUAL DEVELOPMENT							ANIMATION	
			200	210	220	230	240	250	260	280	300
			Story	TV Animation / Shorts	Production Design / Art Direction	Character Design	Visual Development	Pre-Visualization	Modeling	Layout	Character Animation
Brief Job Family Descriptions		Generates and develops story ideas, sequences, storyboards, elements and enhancements throughout production.	Manages the animation process of an animated television or short film production, ensuring that the creative desires, as well as production requirements, are met.	Creates the look and artistic deliverables to meet the artistic, creative and aesthetic vision of a production.	Creates characters to meet established vision for the production, including look, personality, movement, expression.	Creates and presents concepts and designs for the production, including character, sets, lighting, props, key art. Creates plan views and blue prints.	Creates sequences of shots that convey the story through the application of traditional filmmaking principles in a 3D computer graphics environment.	Creates, builds and maintains models of story elements, including characters, environments, elements, sets, structures.	Creates 3D layouts. Translates sketches into 3D layouts and shot sequences and scenes. May create sets and scenes. Determines camera placement, blocks characters, sets and props. Shepherds shots through final layout.	Defines, leads and executes major character animation for productions, including personality and animation style.	
Production Leadership		Senior Production Leadership / Head of Function	20012 Head of Story	21012 Head of TV Animation/Shorts	22012 Production Designer				28012 Head of Layout	30012 Head of Character Animation	
		Pipeline / Sequence Leadership	20016 Story Supervisor		22016 Animation Art Dir		25016 Pre-Visualization Supervisor	26016 Model Supv	28016 Layout Supv	30016 Animation Supv	
Individual Contributor		Principal Individual Contributor	20021 Princ Story Artist		22021 Assoc Animation Art Dir	23021 Character Designer (Princ Lvl)	24021 Princ Visual Dev Artist		26021 Principal Modeler	28021 Principal Layout Artist	30021 Princ Animator
		Advanced Individual Contributor									
		Senior / Lead Individual Contributor	20024 Sr/Lead Story Artist			23024 Character Designer (Sr/Lead Lvl)	24024 Sr/Lead Visual Dev Artist	25024 Sr/Lead Pre-Visualization Artist	26024 Sr/Lead Modeler	28024 Sr/Lead Layout Artist	30024 Sr/Lead Animator
		Individual Contributor	20025 Story Artist			23025 Character Designer (Journey Lvl)	24025 Visual Dev Artist	25025 Pre-Visualization Artist	26025 Modeler	28025 Layout Artist	30025 Animator
		Associate Individual Contributor	20026 Assoc Story Artist			23026 Character Designer (Associate Level)	24026 Assoc Visual Dev Artist		26026 Assoc Modeler	28026 Assoc Layout Artist	30026 Assoc Animator
Support		Senior Coordinator / Technician									
		Coordinator / Technician				24027.5 Visual Dev Coord					
		Assistant									

Survey Position Grids

Family / Level		TECHNICAL / SHOT PRODUCTION									
		410	420	465	467	470	471	472	475	476	480
		Character Set-Up / Rigging	Shading / Texture Painting	Character Simulation	Matte	Lighting	Compositing	Rendering	Pipeline Technical Direction	Generalist Technical Direction	On-Set Data Acquisition
Brief Job Family Descriptions		Constructs character rigs and animation controls for use by animators, including skeleton, limb, facial expression, skin and hair movement.	Designs tools and/or texture maps, and creates shading and/or surface qualities of elements, including characters, sets, props and environments.	Creates, models and animates the external features of characters, including hair, fur, cloth, grooming and/or tailoring and dynamic simulation.	Creates digital environments either for animated productions or live-action films.	Designs and implements lighting and shadows of objects, scenes or effects.	Assembles previously created assets to develop final images during production.	Renders and finishes shots, including shading, texture, shadows and refractions, to create final appearance.	Manages and implements technical processes that facilitate single or multiple stages of work in an animation or visual effects production pipeline.	Provides technical support to all aspects of a production, implementing fixes and solutions in the technical and artistic completion of shots and scenes.	Captures data and reference information during live shoots to be used in the creation of visual effects. Oversees and guarantees the integrity and safety of data from the set to all end users.
Production Leadership	Senior Production Leadership / Head of Function	40010 Top Production Technical Role									
		40011 Digital Effects Supervisor									
	40012 CG Supervisor										
	Pipeline / Sequence Leadership	41016 Char Set-Up / Rigging Supv	42016 Shading and/or Texture Painting Supv	46516 Character Simulation Supv	46716 Matte Supv	47016 Lighting Supv	47116 Compositing Supv	47216 Render Supv	47516 Pipeline Tech Dir Supv	47616 Generalist Tech Dir Supv	
Individual Contributor	Principal Individual Contributor	41021 Princ Char Set-Up / Rigging Tech Dir	42021 Princ Shading / Texture Painting IC	46521 Princ Character Simulation Tech Dir	46721 Princ Matte Artist	47021 Princ Lighting Artist		47221 Princ Renderer	47521 Princ Pipeline Tech Dir	47621 Princ Generalist Techn Dir	
	Advanced Individual Contributor										
	Senior / Lead Individual Contributor	41024 Sr/Lead Char Set-Up / Rigging Tech Dir	42024 Sr/Lead Shading / Texture Painting IC	46524 Sr/Lead Character Simulation Tech Dir	46724 Sr/Lead Digital Matte Artist	47024 Sr/Lead Lighting Artist	47124 Sr/Lead Compositor	47224 Sr/Lead Renderer	47524 Sr/Lead Pipeline Tech Dir	47624 Sr/Lead Generalist Tech Dir	
	Individual Contributor	41025 Char Set-Up / Rigging Tech Dir	42025 Shading / Texture Painting IC	46525 Character Simulation Tech Dir	46725 Digital Matte Artist	47025 Lighting Artist	47125 Compositor	47225 Renderer	47525 Pipeline Tech Dir	47625 Generalist Tech Dir	48025 On-Set Data Wrangler
	Associate Individual Contributor	41026 Assoc Char Set-Up / Rigging Tech Dir	42026 Assoc Shading / Texture Painting IC	46526 Assoc Character Simulation Tech Dir		47026 Assoc Lighting Artist	47126 Assoc Compositor			47626 Assoc Generalist Tech Dir	
Support	Senior Coordinator / Technician										
	Coordinator / Technician										
	Assistant										

Survey Position Grids

Family / Level		EFFECTS / LIVE ACTION					
		483	484	486	489	490	495
		Motion Capture	Effects	Crowds	Stereoscopic Imaging	Rotoscope / Digital Paint Art	Match Moving
Brief Job Family Descriptions		Directs and produces the necessary motion capture shots and sequences for a production. Manages motion capture studio and equipment.	Creates and animates digital effects for (super) natural phenomena for live-action productions and integrates effects into shots.	Manages production and delivery of digital crowds shots. Develops technical tools needed to create crowd animation.	Creates, manages, and delivers 3D assets for a production, establishing the creative and technical approach to delivering 3D shots, including stereoscopic approach and creation of stereo rigs. Ensures quality delivery of 3D shots through post production.	Digitally removes unwanted elements from frames and ensures that voids match frame environment in delivery of final images.	Manipulates software camera to align computer graphics and live-action scenes into final shots.
Production Leadership	Senior Production Leadership / Head of Function		48412 Head of Effects		48912 Head of Stereoscopic Imaging		
	Pipeline / Sequence Leadership	48316 Motion Capture Supv	48416 Effects Supv	48616 Crowds Supv	48916 Stereoscopic Supv		49516 Match Moving Supervisor
Individual Contributor	Principal Individual Contributor		48421 Princ Effects Artist				
	Advanced Individual Contributor						
	Senior / Lead Individual Contributor	48324 Sr/Lead Motion Capture Tech Dir	48424 Sr/Lead Effects Artist	48624 Sr/Lead Crowds Artist	48924 Sr/Lead Stereoscopic Tech Dir	49024 Sr/Lead Rotoscope / Digital Paint Artist	49524 Sr/Lead Match Mover
	Individual Contributor	48325 Motion Capture Tech Dir	48425 Effects Artist	48625 Crowds Artist	48925 Stereoscopic Tech Dir	49025 Rotoscope / Digital Paint Artist	49525 Match Mover
	Associate Individual Contributor		48426 Assoc Effects Artist		48926 Assoc Stereoscopic Tech Dir	49026 Assoc Rotoscope / Digital Paint Artist	
Support	Senior Coordinator / Technician						
	Coordinator / Technician	48327.5 Motion Capture Tech	48427.5 Effects Technician				
	Assistant						

Survey Position Grids

Family / Level		PRODUCING			
		499	500	510	520
		Development	Producing / Production Management	Script	Feature Effects Producing
Brief Job Family Descriptions		Identifies, develops, and acquires projects and related talent for the studio. Develops a continuous pipeline of projects for evaluation.	Manages business function of a production, including assembling resources, funding and talent; negotiates resources.	Manages the development and revision of, and maintains, master production scripts. Manages, tracks, updates and communicates version changes. Attends and documents dialogue sessions to track changes, line counts and script revisions.	Manages business function for feature effects, including assembling resources, funding and talent; negotiates resources. Creates effects production schedule.
Production Leadership	Executive	49912 VP, Development			
	Senior Production Leadership / Head of Function	49914 Dir, Development	50012 Producer 50014 Co-Producer		52012 Producer, Feature Effects 52014 Co-Producer, Feature Effects
	Pipeline / Sequence Leadership		50016 Assoc Producer	51016 Story Editor	
Individual Contributor	Principal Individual Contributor	49921 Sr Creative Executive	50021 Sr Prodn Mgr		
	Advanced Individual Contributor				
	Senior / Lead Individual Contributor	49924 Creative Executive	50024 Prodn Mgr		52024 Digital Effects Producer
	Individual Contributor	49925 Jr Creative Executive	50025 Assoc Prodn Mgr		
	Associate Individual Contributor		50026 Prdn Supervisor		
Support	Senior Coordinator / Technician		50027 Sr Prodn Coord	51027 Script Supervisor	
	Coordinator / Technician	49927.5 Development Coord	50027.5 Prodn Coord	51027.5 Script Coordinator	
	Assistant	49928 Development Asst	50028 Prodn Asst		

Survey Position Grids

Family / Level		POST PRODUCTION								
		590	600	605	611	613	615	618	621	630
		Post Production	Animated Feature Film Editing	Visual Effects Editing	Special Projects Editing	Animatics Editing	Recording Engineering	Sound Editing	Transfer Operations	Projection
Brief Job Family Descriptions		Accountable for scheduling, budgeting, and resourcing post production elements. Resources, manages and schedules third-party post-production functions.	Delivers final film edits, including assembly and pacing, to achieve consistency and feel; makes decisions and trade-offs regarding cost, schedule and quality.	Updates and incorporates required versions of visual effects shots into current cuts of visual effects / live-action sequences.	Delivers final edits for projects such as marketing content, trailers, short films and interstitials. Includes assembly and pacing to achieve consistency, feel.	Creates, edits and delivers animatics, produced by shooting successive sections of a storyboard and adding a soundtrack, that serve as an animation reference.	Sets up and operates recording equipment and records sounds, including dialog, soundtracks and special effects, to meet direction.	Provides creative and technical sound support for projects in production, including editing sound effects and music and mixing reels for screenings.	Prepares a range of media assets for transfer from existing format to designated format according to technical specifications.	Sets up, operates, and coordinates a variety of media equipment, including motion picture, picture projecting and sound reproducing equipment, to produce coordinated effects on screen.
Production Leadership	Executive									
	Senior Production Leadership / Head of Function	59012 Head of Post Prodn	60012 Editor, Animated Feature Film							
	Pipeline / Sequence Leadership	59016 Post Prodn Supv					61816 Sound Editing Supervisor			
Individual Contributor	Principal Individual Contributor	59021 Princ Post Prodn Adminr	60021 Assoc Editor, Animated Feature Film							
	Advanced Individual Contributor									
	Senior / Lead Individual Contributor	59024 Sr/Lead Post Prodn Adminr		60524 Sr/Lead Visual Effects Editor	61124 Sr/Lead Asst Editor, Special Projects	61324 Senior / Lead Animatics Editor	61524 Sr/Lead Recording Engineer	61824 Sr/Lead Sound Editor		63024 Senior / Lead Projectionist
	Individual Contributor	59025 Post Prodn Adminr	60025 1st Asst Editor, Animated Feature Film	60525 Visual Effects Editor	61125 First Asst Editor, Special Projects	61325 Animatics Editor	61525 Recording Engineer	61825 Sound Editor	62125 Transfer Operator	63025 Projectionist
	Associate Individual Contributor		60026 2nd Asst Editor, Animated Feature Film		61126 Second Asst Editor, Special Projects		61526 Associate Recording Engineer	61826 Associate Sound Editor		
Support	Senior Coordinator / Technician									
	Coordinator / Technician	59027.5 Post Prodn Coord								
	Assistant	59028 Post Production Assistant	60028 Editorial Asst							

Survey Position Grids

		TECHNOLOGY SYSTEMS AND SUPPORT					
		800	810	830	850	860	870
Family	Level	Production Systems Administration	Production Systems / Tools Software Engineering	Pipeline Software Engineering	Color Science	Archive	Digital Resource Management
Brief Job Family Descriptions		Manages studio's production and editing hardware / software infrastructure, including system configuration, security, maintenance, operation and improvements.	Designs, develops and engineers production and editing hardware / software systems, and develops, tests and implements tools for use by artists and technical directors in the production pipeline.	Designs, develops and implements software that unites the multiple elements of the production pipeline, joining multiple platforms and production functionalities.	Ensures the technical quality and integrity of colors rendered throughout production pipeline. Oversees image processing technology.	Maintains the organization's content and asset archives and is accountable for storage and retrieval.	Manages the scheduling of digital resources for the organization's production and editing systems. Prioritizes and adjusts resource allocations.
Operations Management	Executive	80012 Top Technology Executive					
	Director	80014 Dir, Systems Admin	81014 Dir, Prodn Systems / Tools SWE	83014 Dir, Pipeline SWE		86014 Dir, Archive	
	Senior Manager	80015 Sr Mgr, Systems Admin	81015 Sr Mgr, Prodn Systems / Tools SWE	83015 Sr Mgr, Pipeline SWE	85015 Sr Mgr, Color Science	86015 Sr Mgr, Archive	87015 Sr Mgr, Digital Resource
	Manager	80016 Mgr, Systems Admin	81016 Mgr, Prodn Systems / Tools SWE	83016 Mgr, Pipeline SWE	85016 Mgr, Color Science	86016 Mgr, Archive	87016 Mgr, Digital Resource
Individual Contributor	Principal Individual Contributor		81021 Princ Prodn Systems / Tools SWE	83021 Princ Pipeline SWE	85021 Colorist	86021 Princ Archivist	
	Advanced Individual Contributor		81023 Adv Systems / Tools SWE	83023 Adv Pipeline SWE	85023 Adv Color Scientist	86023 Adv Archivist	
	Senior Individual Contributor	80024 Sr Systems Adminr	81024 Sr Systems / Tools SWE	83024 Sr Pipeline SWE	85024 Sr Color Scientist	86024 Sr Archivist	
	Individual Contributor	80025 Systems Adminr	81025 Prodn Systems / Tools SWE	83025 Pipeline SWE	85025 Color Scientist	86025 Archivist	87025 Render Farm Wrangler
	Associate Individual Contributor	80026 Assoc Systems Adminr	81026 Assoc Prodn Systems / Tools SWE	83026 Assoc Pipeline SWE			
Support	Senior Coordinator / Technician						
	Coordinator / Technician						
	Assistant						

Survey Position Grids

Family / Level		GENERAL AND ADMINISTRATIVE									
		905	907	908	909	910	911	925	930	935	940
		Business Affairs	Casting	Music	Composing	Production Accounting	Production Finance	Artist Management	Training	Talent Development Outreach	Marketing / Promotions
Brief Job Family Descriptions		Negotiates and structures deals with third parties for talent and content development. Manages vendor agreements and performance. Manages and negotiates rights clearance and licensing.	Sources, screens and selects talent for productions. Makes contributions to look and feel of productions through talent evaluation and selection. Specializes in evaluating voice talent.	Identifies, negotiates for, acquires and develops music and/or artists to write and/or perform music to meet the creative vision of the production. Directs recording of music from pre-production through final mixing.	Creates original musical arrangements to meet the creative vision of the production.	Tracks, analyzes and reports on expenses of a production. Provides project cost reports to management.	Develops budgets, variances, forecasts, scenarios and financial recommendations for production management. Develops financial models and budget recommendations.	Manages professional development of creative or technical production talent; assesses skills; creates development plans; assigns talent to projects. May be responsible for resourcing and scheduling artist talent for assignment on productions.	Assesses production training needs. Designs, recommends and provides training to ensure artistic, technical skills meet production needs. Manages third-party and internal training resources.	Ensures a continuous talent pipeline, establishing relationships with organizations that provide art, animation, film and technology talent.	Creates assets and collateral to promote film, home entertainment and digital releases for delivery on a variety of media formats.
Operations Management	Top	90510 Top Business Affairs Executive				91010 Top Prodn Finance and Accounting Executive					94010 Top Marketing / Promotions Executive
	Vice President	90512 VP, Business Affairs	90712 VP, Casting	90812 Head of Music		91012 VP, Prodn Finance and Accounting		92512 VP, Artist Management			94012 VP, Marketing / Promotions
	Director	90514 Dir, Business Affairs	90714 Dir, Casting	90814 Dir, Music	90914 Dir, Composing	91014 Dir, Prodn Accounting		92514 Dir, Artist Management	93014 Dir, Training	93514 Dir, Talent Development Outreach	94014 Dir, Marketing / Promotions
	Senior Manager		90715 Sr Casting Supv	90815 Sr Mgr, Music			91115 Sr Mgr, Prod Finance	92515 Sr Mgr, Artist Management	93015 Sr Mgr, Training	93515 Sr Mgr, Talent Development Outreach	94015 Sr Mgr, Marketing / Promotions
	Manager		90716 Casting Supv	90816 Mgr, Music			91116 Mgr, Prod Finance	92516 Mgr, Artist Management	93016 Mgr, Training	93516 Mgr, Talent Development Outreach	94016 Mgr, Marketing / Promotions
	Associate Manager							92517 Assoc Mgr, Artist Management			
Individual Contributor	Principal Individual Contributor						91121 Princ Prodn Financial Analyst				
	Advanced Individual Contributor				90923 Adv Composer	91023 Adv Prodn Accountant	91123 Adv Prodn Financial Analyst		93023 Adv Trainer		94023 Adv Marketing / Promotions IC
	Senior Individual Contributor				90924 Sr Composer	91024 Sr Prodn Accountant	91124 Sr Prodn Financial Analyst		93024 Sr Trainer		94024 Sr Marketing / Promotions IC
	Individual Contributor		90725 Casting Adminr		90925 Composer	91025 Prodn Accountant			93025 Trainer	93525 Talent Development Outreach IC	94025 Marketing / Promotions IC
	Associate Individual Contributor		90726 Assoc Casting Adminr			91026 Assoc Prodn Accountant		92526 Artist Mgmt Assoc			
Support	Senior Coordinator / Technician					91027 Sr Prodn Accounting Coord	91127 Sr Prodn Finance Coord				
	Coordinator / Technician	90527.5 Business Affairs Coord	90727.5 Casting Coord	90827.5 Music Coord				92527.5 Artist Mgmt Coordinator		93527.5 Talent Development Outreach Coord	94027.5 Marketing / Promotions Coord
	Assistant				90928 Composing Assistant	91028 Prodn Accounting Assistant					