

2024 Manufacturing Compensation & Benefits Survey®

Survey Job ID	Job Family	Job Sub-Family	Survey Job Title	Other Representative Job Titles	Survey Job Description	Survey Job Qualifications	Comments
13	Accounting & Finance	--	Accountant		Under general direction, performs a variety of accounting functions to properly record, interpret, and report on an organization's financial transactions and financial position. May relate to accounts payable, accounts receivable, payroll, or general accounting or some combination for a company. Note: If your firm has more than one level for this position, report your intermediate (second) level; this is not an entry level position nor a senior/lead position.	Requires a Bachelor's degree in accounting or equivalent.	
18	Accounting & Finance	--	Accountant, Senior		Same general job duties as Accountant position (survey job code 13) that require more experience or judgment. Note: This is not an entry or intermediate level position.	Requires a Bachelor's degree in accounting or equivalent and 5 or more years of experience.	
12	Accounting & Finance	--	Accounting Clerk/Bookkeeper		Under direct supervision, performs a variety of clerical accounting tasks. Codes and prepares entries for posting according to chart of accounts, processes payments, verifies information and accuracy, and files records. Prepares information for periodic reports. May involve accounts receivable, accounts payable and/or other accounting areas.	Requires a high school diploma or equivalent, and zero to 3 years of relevant experience.	
15	Accounting & Finance	--	Controller		Oversees the firm's accounting system. Top accounting official in the organization. Develops, implements, and evaluates accounting policies, reporting procedures, and accounting controls. Analyzes and interprets financial statements and reports for the guidance of top management. Participates with other members of management in planning and controlling company operations. Assures all required tax and information returns are prepared in compliance with all laws and regulations. May have responsibility for administrative functions such as Human Resources or Information Systems. Note: This is typically not the top finance position in the firm; refer to survey position Chief Financial Officer (job ID 113).	Requires Bachelor's degree in accounting or equivalent and 5 or more years of experience in all phases of accounting.	
17	Accounting & Finance	--	Cost Accountant		Conducts and analyzes cost audits to determine costs of business activity, including but not limited to, raw material purchases, inventory, and labor. Analyzes data and prepares management reports using spreadsheets or databases. Analysis includes review of design changes, raw materials, production processes or services provided to determine effects on cost.	Requires a Bachelor's degree in accounting and 2 or more years of experience.	
521	Accounting & Finance	--	Financial Analyst		Responsible for collecting and analyzing financial information and preparing financial reports to determine and maintain a record of assets, liabilities, and profit and loss. Provides recommendations and support to the Finance department in the areas of margin analysis, product lifecycle, estimating, job costing, inventory analysis, project valuation, budget reporting, and preparation and compilation of select budgeting and forecasting models.	Requires a Bachelor's degree in finance or related field and 2 or more years of experience.	New Job in 2023
14	Accounting & Finance	--	Manager, Accounting		Manages the organization's accounting functions. May include general accounting, cost accounting, budget preparation, payroll, accounts receivable, accounts payable, or some combination. Reviews and directs the consolidation and preparation of various financial reports. May prepare or direct the preparation of tax or information returns or reports.	Requires a Bachelor's degree in accounting or equivalent plus comprehensive managerial experience and supervisory skills.	
512	Accounting & Finance	--	Payroll Administrator		Compiles payroll data for the calculation of payroll. Reviews and records new hires, pay rates and changes affecting net wages such as exemptions, insurance coverage, direct deposits, etc. Accumulates and organizes information to ensure that payroll accounts are reported to Federal, State, and local agencies as may be required. Prepares reports and reconciles all payroll-related general ledger accounts. May coordinate payroll with outside service provider.	Requires an Associate's degree in business, accounting or related field, or equivalent. Bachelor's degree preferred. 3 years experience in payroll processing.	
11	Accounting & Finance	--	Payroll Clerk		Under direct supervision, calculates hours worked for employees from time sheets, time cards, or other records. Determines amounts of salary adjustments per policy and determines amount of deductions, withholding, etc. Enters data into payroll system. May prepare and distribute checks. Performs other related payroll and accounting duties.	Requires a high school diploma or equivalent plus 3 to 5 years of relevant experience.	
16	Accounting & Finance	--	Supervisor, Accounts Payable/Receivable	Supervisor, Accounting	Plans and directs the work of accounts receivable and accounts payable areas. Supervises a staff of accounting clerks or other nonexempt accounting personnel involved in the processing of receivables and payables and preparing financial reports.	Requires a Bachelor's degree in accounting or equivalent, 3 to 5 years of accounting experience and good supervisory skills.	
32	Administrative Services	--	Administrative Assistant I		Performs a variety of administrative support duties generally for two or more individuals. Duties typically include preparing documents, filing, answering telephones, taking messages, scheduling appointments, making travel arrangements, etc.	Requires a high school diploma or equivalent and 1 or more years of relevant work experience.	Job Title, Description and Qualifications Revised in 2024
33	Administrative Services	--	Administrative Assistant II		Performs more advanced administrative support duties, generally for two or more individuals. Handles routine matters for manager where appropriate. Handles confidential information. May compose correspondence, collect or research and compile information from various sources for report or meeting preparation, etc. May direct the work of more junior administrative staff.	Requires a high school diploma or equivalent and 5 or more years secretarial experience with knowledge of operations and policies.	Job Description Revised in 2024
35	Administrative Services	--	Administrative Assistant to Executive	Executive Assistant	Highest level administrative assistant position directly supporting an executive (i.e., CEO or President). Requires incumbent to exercise independent judgment and discretion regarding confidential matters. Performs a variety of administrative duties: screens calls, plans meetings/conferences, compiles information and prepares complex reports/documents for executive level decision making.	Requires high school diploma or equivalent and 5 or more years of experience.	
34	Administrative Services	--	Office Manager		Has overall responsibility for the functioning of the "front" office operations. Typical duties include: assign and regulate clerical and secretarial functions; evaluate and manage performance of employees with reporting relationship to office manager; assist with the selection and recruitment of new candidates; design and maintain filing systems; may maintain employee files; and maintain adequate level of office supplies.	Requires an Associate degree and 3 or more years of experience with office procedures and supervision.	

31	Administrative Services	--	Receptionist/Switchboard Operator		Operates the company's telephone system. Takes and relays messages appropriately. Acts as a receptionist to greet and direct visitors to the organization or departments within the organization. May do incidental typing or clerical tasks as assigned.	Requires a high school diploma or equivalent.	
51	Customer Service & Technical Support	--	Customer Service Representative	Customer Care Specialist; Customer Experience Associate	Under direct supervision, corresponds in-person or by telephone, with customers concerning sales or service inquiries in a manner that will ensure good customer relations. The primary focus is to gather and exchange information. Authority to take action is limited to established policy. Escalates more difficult issues. Contacts other departments to obtain needed information. Completes necessary records to document inquiries. Performs miscellaneous clerical duties as required.	Requires a high school diploma or equivalent, knowledge of the organization and zero to 3 years of relevant experience.	
52	Customer Service & Technical Support	--	Customer Service Representative, Lead		Under general supervision, has frequent contact with customers to provide or clarify information concerning service, products, pricing, billing, status of accounts, quality, or warranty/remedy questions. Has authority within guidelines to make changes to pricing, authorize returns, or waive fees in order to ensure customer satisfaction. May provide work direction to less experienced customer service personnel.	Requires a Bachelor's degree or equivalent plus 3 or more years of relevant work experience. Requires in-depth knowledge of products or services.	
434	Customer Service & Technical Support	--	Field Service Engineer		Provides field service engineering and technical assistance to customers in the areas of installation, testing, start-up, maintenance, repair, training and modification of Company product. Under limited supervision, diagnoses and resolves technical problems, providing technical support for product(s). Documents works and delivers reports to management. May perform routine technical training for customers and respond to customer issues by communicating with other engineers and participating in escalation conference calls. Assumes responsibility for complete customer satisfaction within work area. NOTE: Match only to professional engineers with a Bachelor's degree in Engineering or related field. For Field Service Technicians or representatives with a technical school degree, please see Technician - Field Service (Job ID #78).	Requires Bachelor's degree in Engineering or related field of study, and 3 to 5 years of relevant work experience.	Job Description Revised in 2024
53	Customer Service & Technical Support	--	Manager, Customer Service		Coordinates customer service activities in the organization to assure the best possible service is provided. Resolves the most difficult customer service problems where major customers are involved or where an account may be in jeopardy. Recommends and implements changes in customer service programs, policies, and procedures to improve customer service or reduce department costs. Works closely with other departments to obtain or provide customer service information.	Requires a Bachelor's degree or equivalent plus considerable relevant work experience in all phases of customer service work.	
54	Customer Service & Technical Support	--	Technical Service Representative	Technical Support Specialist	Under general supervision provides customers with technical telephone, fax, or e-mail support and/or field support for company products in a manner that ensures good customer relations. May contribute to, write, or coordinate production of technical publications, such as service manuals and technical bulletins. May assist in technical training programs for customers and employees. Assists in evaluating and testing new products, enhancements, or changes. May provide recommendations on spare parts for new products and product changes.	Requires a technical school degree or equivalent plus 3 or more years of relevant work experience.	
98	Engineering	Engineering - Automation	Automation Engineer	Automation & Controls Engineer	Reviews and designs manufacturing processes to ensure maximum efficiency and output. Modifies process by which products/deliverables are manufactured or assembled and assesses type of equipment used to improve production speed, quality, or safety. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.	Job Description Revised in 2024
72	Engineering	Engineering - Electrical Design	Design Engineer - Electrical	Electrical Engineer; Product Development Engineer	Plans, designs, and develops electrical products or components for projects assigned, generally smaller projects. Prepares and/or directs preparation of layouts, drawings, and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in electrical engineering or equivalent plus 2 to 5 years of relevant engineering experience.	Job Description Revised in 2024
73	Engineering	Engineering - Electrical Design	Design Engineer - Electrical, Senior	Electrical Engineer, Senior; Product Development Engineer, Senior	Plans and directs engineering in major projects through all phases of innovation and development. Establishes priorities for work delegated to others. Assists in feasibility studies on proposed projects. Directs preparation of layouts, drawings, and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in electrical engineering or equivalent plus 5 to 8 years of relevant design phase engineering experience.	Job Description Revised in 2024
81	Engineering	Engineering - Industrial/Manufacturing	Industrial/Manufacturing Engineer		Under limited supervision plans and develops work program and project cost estimates for approval by supervisor and secures approval for subsequent changes or variances from approved plans. Works on projects involving the location of equipment, determination of work flow, analysis of production and processing steps, planning and scheduling of production, cost reduction, and cost control problems, etc. Participates in conversion to new methods, systems, etc., to assure planned implementation. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 2 to 5 years of engineering experience.	Job Description Revised in 2024

82	Engineering	Engineering - Industrial/Manufacturing	Industrial/Manufacturing Engineer, Senior	Participates in various industrial and manufacturing engineering assignments of a broad and complex nature, requiring significant creativity, ingenuity, and judgment. Plans and develops work program and cost estimates with little technical direction and under general supervision only. Participates in or conducts meetings or conferences on planning, scheduling, progress, and difficulties. Supervises or directs conversion to new methods, systems, etc., and implementation of completed projects. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.	Job Description Revised in 2024	
95	Engineering	Engineering - Injection Mold Design	Design Engineer - Injection Molds	Tooling Engineer	Plans, designs, and develops injection molds for assigned projects. Prepares design based on customer specifications and facilitates prototype development process. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in Engineering, and 5 or more years of relevant engineering experience.	Job Description Revised in 2024
83	Engineering	Engineering - Management	Manager, Engineering		Plans, supervises, and coordinates all phases of engineering design and testing for an engineering group. Initiates procedures, methods, and equipment for the development of projects. Assigns projects and approves designs, procedures, and prototypes. Provides consultation to staff as needed.	Requires a Bachelor's degree in engineering or equivalent plus considerable proven experience and ability in the engineering discipline being managed.	Job Description Revised in 2024
75	Engineering	Engineering - Mechanical Design	Design Engineer - Mechanical	Mechanical Engineer; Product Development Engineer	Plans, designs, and develops mechanical products or components in projects assigned, generally smaller projects. Prepares and/or directs preparation of layouts, drawings, and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in mechanical engineering or equivalent plus 2 to 5 years of relevant engineering experience.	Job Description Revised in 2024
76	Engineering	Engineering - Mechanical Design	Design Engineer - Mechanical, Senior	Mechanical Engineer, Senior; Product Development Engineer, Senior	Plans and directs engineering in major mechanical projects through all phases of innovation and development. Establishes priorities for work delegated to others. Assists in feasibility studies on proposed projects. Directs preparation of layouts, drawings and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in mechanical engineering or equivalent plus 5 to 8 years of relevant design phase engineering experience.	Job Description Revised in 2024
88	Engineering	Engineering - Process	Process Engineer		Reviews and designs manufacturing processes to ensure maximum efficiency and output. Modifies process by which products/deliverables are manufactured or assembled and assesses type of equipment used to improve production speed, quality, or safety. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 2 to 5 years of relevant engineering experience.	Job description and qualifications revised in 2024
528	Engineering	Engineering - Process	Process Engineer, Senior		Plans and directs engineering in major manufacturing process projects through all phases of innovation and development. Establishes priorities for work delegated to others. Assists in feasibility studies on proposed projects. Directs preparation of layouts, drawings and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops process design changes. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 5 to 8 years of relevant engineering experience.	New job in 2024
91	Engineering	Engineering - Projects	Project Engineer		Coordinates the planning, organization, control, and completion of specific assigned engineering projects. Identifies project requirements and assigns project staff according to requirements. Ensures compliance with engineering principles, company standards, and customer specifications. Controls or monitors project budget and prepares project reports. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.	Job Description Revised in 2024
94	Engineering	Engineering - Test	Test Engineer		Provides production support in analyzing/troubleshooting products to ensure that the product meets design specifications and quality standards. Typical duties include: developing and executing test plans, procedures, and schedules; coordinating integrated testing activities; identifying capital equipment needs for testing products; evaluating the product during the manufacturing process to ensure design issues are resolved; reviewing test requirements to ensure completeness of test program and documenting test procedures; preparing test evaluations and reports. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires Bachelor's degree in Engineering, and 5 to 8 years of related testing experience.	Job Description Revised in 2024
292	Engineering	Engineering - Quality	Quality Assurance Engineer		Conducts investigative work to solve quality deviation problems. Develops inspection methods, instruments, and procedures. Designs laboratory test equipment. Oversees critical testing and inspection procedures. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires Bachelor's degree in engineering or equivalent and 2 to 5 years of relevant experience.	Job Description Revised in 2024
529	Engineering	Engineering - Quality	Quality Assurance Engineer, Senior		Plans and directs engineering in major quality assurance projects through all phases of innovation and development. Establishes priorities for work delegated to others. Leads the development of inspection methods, instruments, and procedure. Oversees and directs the design of laboratory test equipment and inspection procedures. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a Bachelor's degree in engineering or equivalent plus 5 to 8 years of relevant engineering experience.	New job in 2024

93	Engineering	Engineering - Quality	Supplier Quality Assurance Engineer		Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products. Ensures activities and items are in compliance with both Company quality assurance standards and applicable government regulations. Performs analysis and identifies trends in the inspection of finished products, in-process materials and bulk raw materials, and recommends corrective actions when necessary. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires Bachelor's degree in Engineering, and 5 or more years of related experience.	Job Description Revised in 2024
85	Engineering Support & Technician	Engineering Support - Design/Drafting/Documentation	Designer - Products	Design Drafter - Products, CAD Designer - Products	Provides engineering support for new product development, including interpretation of customer prints and development of documented procedures and design. Operates a CAD visual display terminal to produce accurate scale layouts. Works directly with engineers / designers to produce drawings and models from sketches, existing drawings and electronic images. Other duties as assigned. Note: This is a non-degreed engineering support position. Do not match professional engineers with a Bachelor's degree or its equivalent.	Requires a 2-year technical degree or equivalent related experience and basic computer knowledge, including the use of CAD software. Some industrial experience in a manufacturing and/or electrical/electronic setting helpful.	Job Title, Description and Qualifications Revised in 2024
97	Engineering Support & Technician	Engineering Support - Design/Drafting/Documentation	Designer - Tools	Design Drafter - Tools, CAD Designer - Tools	Provides engineering support for the design of tools, fixtures, dies and gauges. Works directly with engineers / designers to produce tool drawings and models from sketches, existing drawings and electronic images. Operates a CAD visual display terminal to produce accurate scale layouts. Other duties as assigned. Note: This is a non-degreed engineering support position. Do not match professional engineers with a Bachelor's degree or its equivalent.	Requires a 2-year technical degree or equivalent related experience and basic computer knowledge, including the use of CAD software. Some industrial experience in a manufacturing and/or electrical/electronic setting helpful.	Job Title, Description and Qualifications Revised in 2024
84	Engineering Support & Technician	Engineering Support - Design/Drafting/Documentation	Detail Drafter		Prepares detailed drawings for products or equipment for design layouts, including electrical or mechanical components, parts, and assemblies, illustrating views of all sections. Calculates necessary dimensions and determines needed quantities of materials and parts. Note: This is a professional engineering job requiring a Bachelor's degree or its equivalent. Do not match engineering support jobs that don't meet these qualifications.	Requires a technical college certificate and zero to 1 year of relevant work experience.	
86	Engineering Support & Technician	Engineering Support - Design/Drafting/Documentation	Documentation Coordinator		Operates various duplicating machines or printer/plotters to process engineering documents according to standard procedures. Catalogs and files original drawings or electronic files and maintains other related records. Operates document retrieval system. Coordinates the maintenance of various duplicating machines and electronic equipment.	Requires a high school diploma or equivalent and 2 to 5 years of relevant work experience.	
524	Engineering Support & Technician	Engineering Support - Design/Drafting/Documentation	Technical Writer		Writes and edits technical documentation, including manuals, instructions, reports, proposals and other publications. Collaborates with internal staff and subject matter experts to obtain an in-depth understanding of technologies, products or services, and their documentation requirements. Produces high-quality documentation that meets quality standards and is appropriate for its intended audience.	Requires a Bachelor's degree or equivalent and 2 or more years professional writing experience.	New Job in 2023
80	Engineering Support & Technician	Engineering Support - Other	CNC Programmer		Creates programs to control the operation sequence and cycling of computer numerical controlled machines. May include work with multiple machines such as material removing, fabricating, cutting, or laser etching, etc. Programs correct operational sequence, tooling change, x, y and z movement of carriage or head and cycle speed, etc.. Develops program from specifications and schematics or blueprints.	Requires 1 year of trade school and 3 or more years of related work experience plus a thorough knowledge of CNC machine capabilities and materials characteristics.	
90	Engineering Support & Technician	Engineering Support - Other	Estimator - Production		Develops cost estimates for manufacturing jobs/projects using standard costs for labor, materials, and equipment, working from job specifications provided by customer. Able to develop estimates on any job within the company's scope of business operations, including the larger and complex cases. Conveys estimates to customers and responds to questions, including some negotiation of details. Works under limited supervision.	Requires a high school diploma or equivalent plus 5 or more years of experience, in addition to thorough knowledge of company manufacturing operations.	
514	Engineering Support & Technician	Engineering Support - Other	Metrologist		Performs routine testing on quality of tools and gauges used to manufacture product, assuring that products are made according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs instrument maintenance and calibration on analytical instrumentation. Maintains complete and accurate records of inspection results. May conduct gauge repeatability and reliability studies.	Requires Associate Degree or equivalent. 2 years related experience including calibration/maintenance/repair of tools and instruments.	
496	Engineering Support & Technician	Engineering Support - Other	Project Coordinator	Engineering Technician - Project Coordination	Responsible for assisting with project planning and execution. This includes working with the Project Managers to understand the scope, schedule and resources required and providing administrative support/ follow-up to ensure projects are completed within expected timeframes. NOTE: Match only to jobs coordinating engineering projects.	Requires Associate Degree in Engineering or Communications and 3-5+ years work experience in a high-level Administrative capacity in a manufacturing environment.	Job Description Revised in 2024
96	Engineering Support & Technician	Engineering Technicians	Automation & Instrumentation Technician	Robotics Technician	Installs, programs, integrates, troubleshoots, and repairs control, instrumentation, automation and robotic equipment such as CNC's, PLC's, robot controllers, positioning systems, vision systems, automated fixture devices and parts orientors/feeders. May be responsible for making equipment upgrades and process improvements to support existing robotic processes.	Requires an Associate's degree in engineering with a concentration in robotics or instrumentation, or equivalent and 2 to 5 years of relevant experience.	Job Title, Description and Qualifications Revised in 2024
530	Engineering Support & Technician	Engineering Technicians	Automation & Instrumentation Technician, Senior	Robotics Technician, Senior	Installs, programs, integrates, troubleshoots, and repairs control, instrumentation, automation and robotic equipment such as CNC's, PLC's, robot controllers, positioning systems, vision systems, automated fixture devices and parts orientors/feeders. Responsible for making equipment upgrades and process improvements to support existing robotic processes. Functions as a technical resource for operations and engineering staff, may provide training for automated processes.	Requires an Associate's degree in engineering with a concentration in robotics or instrumentation, or equivalent and 5 to 7 years of relevant experience.	New Job in 2024

255	Engineering Support & Technician	Engineering Technicians	Diagnostic Repair Technician	Repair Specialist	Under general direction is responsible for the technical production, testing, inspection, troubleshooting, and repair of units. Works from blueprints, engineering change notices, or established operating procedures to diagnose problems, and recommends repair of faulty units. Prepares and maintains quality reports and records.	Requires a technical degree or equivalent and 2 or more years of relevant experience. Requires the ability to interpret quality control specifications.	
71	Engineering Support & Technician	Engineering Technicians	Electrical Technician		Assembles, integrates, and tests various electrical devices and completes systems according to schematics, written or oral specifications with little or no supervision. Works with sales, engineering, and manufacturing teams to improve manufacturing practices, profitability, and product design for manufacturability.	Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.	
78	Engineering Support & Technician	Engineering Technicians	Field Service Technician		Provides customers with technical telephone, fax, e-mail support and/or field support for company products. Contributes to, writes and/or coordinates production of technical publications such as service manuals, technical bulletins, etc. Often assists in technical training programs for customer and employees. Participates in the testing of new products, changes, or enhancements. Provides recommendations on product changes and manufacturing process improvements.	Requires a technical degree or equivalent and 2 to 5 years of relevant work experience.	Qualifications Revised in 2024
501	Engineering Support & Technician	Engineering Technicians	Manufacturing Engineering Technician		Responsible for designing and assembling manufacturing tools and fixtures in support of the production process. May assist in the development and update of manufacturing processes. Documents operating procedures.	Requires a technical school degree or equivalent and 2 to 5 years of relevant work experience.	Job Title, Description and Qualifications Revised in 2024
544	Engineering Support & Technician	Engineering Technicians	Manufacturing Engineering Technician, Senior		Responsible for designing and assembling manufacturing tools and fixtures in support of the production process, with an emphasis on more complex or challenging tasks. Assists in the development and update of manufacturing processes. May provide training to other production personnel and serve as a resource to less experienced peers. Documents operating procedures.	Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.	New Job in 2024
74	Engineering Support & Technician	Engineering Technicians	Mechanical Technician		Lays out, assembles, and test various mechanical devices and completes systems according to blueprints, written or oral specifications. Works with sales, engineering, and manufacturing teams to improve manufacturing practices, profitability, and product design for manufacturability.	Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.	
515	Engineering Support & Technician	Engineering Technicians	Process Technician		Responsible for the set-up and tear down of production lines and equipment, ranging from simple to elaborate to complicated processes. Monitors and troubleshoots production process problems, ensures that products and processes meet quality standards. Performs preventative maintenance tasks and documents process changes.	Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.	
363	Engineering Support and Technician	Engineering Technicians	Quality Assurance Technician	Quality Technician	Provides analytical support to quality assurance engineer or manager. Representative duties include troubleshooting testing problems, writing and auditing or maintaining quality procedures, training production personnel in aspects of the quality program or working with suppliers or customers on quality issues. Note: This is not an Inspector job. See instead Quality Assurance Inspector (Job ID 364), Electronic Assembly Inspector (Job ID 254) or Receiving Inspector (Job ID 360).	Requires a high school diploma or equivalent, completion of a quality certification program, knowledge of company-specific quality program, and 2 to 5 years of relevant experience.	Job Title, Description and Qualifications Revised in 2024
531	Engineering Support and Technician	Engineering Technicians	Quality Assurance Technician, Senior	Quality Technician, Senior	Provides analytical support to quality assurance engineer or manager, with an emphasis on more complex or challenging tasks. Representative duties include troubleshooting testing problems, writing and auditing or maintaining quality procedures, training production personnel in aspects of the quality program or working with suppliers or customers on quality issues. May provide work direction and serve as a resource to less experienced peers. Note: This is not an Inspector job. See instead Quality Assurance Inspector (Job ID 364), Electronic Assembly Inspector (Job ID 254) or Receiving Inspector (Job ID 360).	Requires a high school diploma or equivalent, completion of a quality certification program, knowledge of company-specific quality program, and 5 to 7 years of relevant experience.	New Job in 2024
113	Executive	--	Chief Financial Officer		Highest level executive responsible for establishing overall financial strategies, policies and procedures, including both treasury and accounting functions. Typically maintains relationships with banks and/or other credit sources. May have responsibility for at least one other major staff function such as legal, human resources, public relations, or administrative services. Typically called Chief Financial Officer or VP Finance.	Requires a Bachelor's degree or equivalent plus 8 or more years of management and finance experience.	
532	Executive	--	Chief Operating Officer		Under the direction of the Chief Executive Officer, plans, directs and coordinates the activities of line and staff components of the organization to ensure the achievement of overall objectives. Typically acts as Chief Executive in the absence of the Chief Executive Officer.	Requires a Bachelor's degree or equivalent plus considerable management experience.	New job in 2024
112	Executive	--	General Manager		Plans, directs, and controls the activities of an organization or operating unit to accomplish budgeted financial objectives and the strategic goals established at the corporate level. Directs all the activities of the operating unit, including a variety of key functions such as production, engineering, sales and marketing, human resources, purchasing, and accounting.	Requires a Bachelor's degree or equivalent plus considerable general management experience.	
111	Executive	--	President/Chief Executive Officer		Top executive in the organization/operating unit, responsible for establishing short and long-term goals and strategies to ensure the highest return on investment. Responsible to the Board of Directors and shareholders (owners) for growth and organizational performance. Provides overall direction to line and staff functions through senior level management.	Requires a Bachelor's degree or equivalent plus extensive general management experience.	
87	Executive	--	Top Engineering Executive	VP, Engineering; Director, Engineering	Oversees the engineering function for all product lines of the organization. Ensures that product concepts are designed to meet all company or customer specifications and that the manufacturing process is as efficient as possible. Includes both product/design and process/manufacturing engineering. Approves product designs and resultant prototypes. Provides consultation on engineering matters as requested.	Requires Bachelor's degree (Master's preferred) in engineering or equivalent plus considerable experience in engineering design, administration, and supervision.	
433	Executive	--	Top Human Resources Executive	VP, Human Resources; Director, Human Resources	Designs and develops human resources policies for the organization, consistent with corporate policies. Implements human resources programs related to employment, compensation, benefits, training, employee relations, etc. through Human Resources Manager or line managers. It is the highest level Human Resources position in the organization.	Requires a Bachelor's degree or equivalent and considerable experience in most phases of human resources administration.	

155	Executive	--	Top Information Systems Executive	Chief Information Officer; VP, Information Systems; Director, Information Systems	With direction from management develops and implements the objectives and priorities of the information systems department, which include data entry, computer operations, programming, and/or telecommunications. Initiates and supervises feasibility studies on new or improved data processing applications. Evaluates the capabilities and limitations of hardware and software for present use and recommends necessary changes. Position typically has one or more managers reporting to it.	Requires a Bachelor's degree or equivalent plus considerable experience in all phases of information systems, including administration and supervision.	
406	Executive	--	Top Management of Lean Enterprise	VP, Lean Management	The incumbent in this job is the highest level leader of the company's lean manufacturing program. Is responsible for setting the Lean Manufacturing (LM) strategy, defining the scope of the LM program; identifying and managing the cultural changes needed to successfully adopt LM and implement it successfully; and establishing metrics to measure the progress and success of the LM effort. Typically reports to top management, such as the President, CEO, or the top operations executive. May lead, direct and manage others in carrying out the company's LM priorities.	Requires a Bachelor's degree or equivalent plus considerable manufacturing/operations experience and 3 or more years of lean/continuous improvement experience.	
213	Executive	--	Top Manufacturing Executive	VP, Manufacturing;	Responsible for the efficiency of all manufacturing operations and final quality of products, to include all processes, planning, and policies. May include multiple production facilities. Works within broad guidelines and direction established by the CEO. Note: Matches to this survey job should be primarily focused on manufacturing operations but may have some operations responsibilities beyond manufacturing.	Requires a Bachelor's degree or equivalent plus considerable manufacturing and operations experience.	Job Title, Description and Qualifications Updated in 2023
428	Executive	--	Top Sales and Marketing Executive	VP, Sales & Marketing; Director, Sales & Marketing	Works under the broad direction and guidelines established by the CEO and is responsible for overseeing the activities of the marketing and sales personnel. Develops short and long term marketing and sales objectives. Designs and implements marketing and sales programs. May oversee the organization's field support functions.	Requires a Bachelor's degree or equivalent plus considerable sales and marketing experience.	
315	Executive	--	Top Sales Executive	VP, Sales; Director, Sales	Works under the broad direction and guidelines established by the CEO and is responsible for the execution of the sales plan through sales personnel. Develops short and long term sales objectives. Designs and implements sales programs. May oversee the organization's field support functions.	Requires a Bachelor's degree or equivalent plus considerable sales experience.	
114	Executive	--	VP Administration (without Finance)		Highest level executive responsible for establishing overall policies and procedures in a number of major staff areas such as legal, human resources, public relations, administrative services, etc. Excludes responsibility for the treasury/accounting/finance function.	Requires a Bachelor's degree or equivalent plus considerable administrative management experience.	
171	Facilities & Maintenance	--	Custodian/Janitor		Performs cleaning and housekeeping duties in the office or plant. Cleans lavatories and disposes of waste paper. May sweep, mop, and wax floors. May operate industrial cleaning equipment or machinery in performing assigned duties.	This is an unskilled position requiring three to six months of experience.	
172	Facilities & Maintenance	--	Facilities Maintenance - Advanced	Maintenance Technician, Senior	Performs routine and non-routine maintenance and repair of buildings, machines, and facilities where skills of the building trades are involved. Duties may include carpentry, plumbing, concrete work, roof repair, yard and parking lot maintenance, painting, boiler repair and maintenance, and snow removal, requiring electrical, mechanical, plumbing, or carpentry skills. Refers work to outside vendors when required by size of project or where specific skills are required. Note that Maintenance Mechanics who focus primarily on mechanical equipment should be matched to Job ID 175.	This is a skilled position requiring 1 to 2 years of trade school and 3 to 4 years of relevant experience.	Job Description Revised in 2024
173	Facilities & Maintenance	--	Facilities Maintenance - General	Maintenance Technician	Performs a variety of types of simple preventive and routine maintenance and repairs, including simple electrical, mechanical, plumbing, or carpentry work. Refers more complex work to outside contractors or to more experienced maintenance personnel.	This is a semi-skilled position requiring some trade school training or equivalent and 3 to 5 years of relevant experience.	
174	Facilities & Maintenance	--	Maintenance Electrician		Performs preventive and routine maintenance and repair on electrical equipment. Designs and installs electrical circuits and other related work. Ensures that all electrical equipment is functioning properly.	This is a skilled position requiring specialized training and completion of an apprenticeship.	
175	Facilities & Maintenance	--	Maintenance Mechanic		Under general supervision performs routine and non-routine preventive, maintenance, and repair work on mechanical equipment. Ensures that all equipment is functioning satisfactorily. Makes repairs or reports equipment problems as needed. Note that this is a skilled position requiring a trade school certificate or equivalent - DO NOT match maintenance staff here unless they meet these credentials and focus primarily on mechanical equipment. See Job IDs 172 and 173 for other options.	This is a skilled position requiring a trade school certificate or equivalent and 3 to 4 years of relevant experience.	Job Description Revised in 2024
443	Facilities & Maintenance	--	Manager, Environmental, Health and Safety		With direction from management, develops and implements the environmental, health and safety department and programs. Implements and oversees practices and procedures to ensure that all facilities are in compliance with regulations and that environmental risks are appropriately managed. Conducts or supervises audits to ensure employee safety and health is protected and to maintain compliance with health and safety laws, standards and regulations. Implements performance measures and conducts employee training as needed to reduce risks and ensure compliance.	Requires a Bachelor's degree or equivalent and 7-10 years of experience in most areas of environmental, health and safety practice.	
176	Facilities & Maintenance	--	Manager, Facilities	Manager, Facilities & Maintenance	Manages the planning, direction, and coordination of all facilities functions including maintenance, grounds, heating, cooling, ventilation, building layout, and remodeling. Coordinates maintenance functions using both inside personnel and outside contractors to accomplish facilities maintenance and new construction. Obtains building permits and site plan approvals from local governments. Presents options for new facility designs and remodeling to top management. Provides direct supervision to supervisors and/or maintenance staff in the various facilities functions.	Requires a Bachelor's degree or equivalent and 6 to 8 years of supervisory experience in facilities functions; may often have an engineering background.	

445	Facilities & Maintenance	--	Safety & Security Coordinator	Environment, Health & Safety Specialist	Assists in the development of safety and security programs intended to reduce or eliminate hazardous conditions, workplace illnesses, injuries or deaths, and financial losses. Implements safety and security programs, identifying and appraising workplace conditions, evaluating potential extent of injuries from accidents and recommending changes to operational procedures, gathering and analyzing occupational hazard and illness data, preparing reports, conducting safety and security training and education programs for managers and employees. May coordinate programs and services of external vendors.	Requires Bachelor's degree in occupational safety or related field and 3 to 5 years of experience.	
499	Facilities & Maintenance	--	Sanitizer	Sanitation Technician	Clean portable tanks, pumps, hoses and filling equipment so batch mixing and filling lines can proceed accordi+D10ng to schedule. Production support and process equipment sanitation.	Requires High School diploma or equivalent. 0-1 years related experience.	
513	Facilities & Maintenance	--	Supervisor, Maintenance		Responsible for overseeing the maintenance and repair of all industrial and facility equipment while supervising maintenance staff, ensuring proper training, and scheduling all maintenance staffing and duties.	Requires high school diploma or equivalent. 2 years experience in maintaining and repairing industrial equipment and minimum of 2 years supervisory experience.	
516	Human Resources	--	Benefits Administrator	Benefits Specialist	Coordinates the administration of employee benefit programs such as medical coverage, dental insurance, group life insurance, retirement plans and other benefits. Advises employees on eligibility and plan provisions. Maintains benefit records and documentation.	Requires a Bachelor's degree or equivalent and 3 years experience in benefits administration.	
520	Human Resources	--	HRIS Specialist		Responsible for administering multiple HR systems and maintaining employee information for the purposes of accurate record keeping, database management, and payroll activity.	Requires a Bachelor's degree or equivalent and 3 to 5 years related experience.	New Job in 2023
131	Human Resources	--	Human Resources Assistant		Entry-level generalist position or specialist position, i.e., Job Analyst, Employment Interviewer, Training Assistant, etc.. Recruits, screens, and recommends candidates for exempt and non-exempt positions. Participates in the administration of human resources programs within established guidelines. Implements selected human resources programs concerning training, safety, employee recreation, etc. Conducts research studies on new or existing human resources or labor relations programs.	Requires a Bachelor's degree or equivalent and zero to 2 years of relevant experience.	
133	Human Resources	--	Human Resources Generalist/Business Partner		Administers a large segment of the organization's human resources programs, often for exempt or executive level employee groups. Administers employment, compensation, bonus, benefits, and training programs. Makes recommendations for improvement to human resources programs and keeps management informed of work status. Assists in the development of policy formulation.	Requires a Bachelor's degree or equivalent and 4 or more years of experience in most phases of human resources administration.	Job Title and Job Qualifications Revised in 2023
522	Human Resources	--	Human Resources Generalist/Business Partner, Senior		Administers a large segment of the organization's human resources programs, often for exempt or executive level employee groups. Administers employment, compensation, bonus, benefits, and training programs. May work more independently, serving as a consultant to management on a range of human resources issues. Assesses and anticipates HR-related needs and challenges, recommends and may lead the development of broad and more complex policies and solutions.	Requires a Bachelor's degree or equivalent and 7 or more years of experience in most phases of human resources administration.	New Job in 2023
432	Human Resources	--	Human Resources Specialist	Training & Development Specialist, Compensation Analyst	Is responsible for one human resources function such as staffing/recruiting, training or compensation. Develops and implements processes and procedures according to best practices in the function. Representative duties include: screening and evaluating applicants; conducting interviews with prospective employees and determining fit with position; organizing and conducting training programs and evaluating effectiveness. Works with outside agencies and vendors.	Requires Bachelor's degree or equivalent, and 3 to 5 years of HR related experience.	
430	Human Resources	--	Manager, Human Resources		Develops and/or recommends human resources policies for the organization, consistent with corporate policies. Implements and coordinates human resources programs related to employment, compensation, benefits, training, employee relations, etc. Participates in grievance hearings, arbitration, and contract negotiations, where applicable. This position typically reports to a higher level Human Resources position but may be the top Human Resource position in a smaller company.	Requires a Bachelor's degree or equivalent and 5 to 7 years of experience in most phases of human resources administration.	Job Description Revised in 2024
517	Human Resources	--	Recruiter	Talent Acquisition Specialist	Recruits and interviews candidates for a variety of positions within the organization. Pre-screens job candidates, conducts background checks and assists management with conducting interviews and selection. Networks within the industry and community and may actively recruit from colleges.	Requires a Bachelor's degree or equivalent and 3 years experience.	
523	Information Systems	--	Business Analyst		Analyzes the business needs of internal customers and stakeholders to help identify business problems and propose information systems solutions. Within the system development lifecycle domain, works as a liaison among stakeholders to elicit, analyze, communicate and validate requirements for changes to information systems.	Requires Bachelor's degree in Computer Science or related field, and 3 to 5 years of experience.	New Job in 2023
156	Information Systems	--	Database Management Specialist	Database Analyst	Reviews, evaluates, designs, implements and maintains Company database(s). Typical duties include: identifying data sources, organizing data flow, writing code for database access, modification, and construction; managing database activities such as archiving data, security administration, and the development of standard and ad hoc reports; maintaining database integrity; updating tables, queries and models as business changes occur.	Requires Bachelor's degree in Computer Science or related field, and 2 to 4 years of experience.	
154	Information Systems	--	Manager, Information Systems	Director, Information Technology	With direction from management develops and implements the objectives and priorities of a part of the information systems department that may include data entry, computer operations, programming, and/or telecommunications. Initiates and supervises feasibility studies on new or improved data processing applications. Evaluates the capabilities and limitations of hardware and software for present use and recommends necessary changes.	Requires broad technical knowledge of several phases of information systems plus proven ability in administration and supervision.	
158	Information Systems	--	Network Administrator		Responsible for development and support of the organization's computer network. Ensures that the network is available to all system users and resolves data communications problems. Evaluates and recommends hardware and software products.	Requires Bachelor's degree and 3 to 5 years of network administration experience, or equivalent work experience.	

151	Information Systems	--	PC/LAN Specialist	Help Desk Technician; IT Support Specialist	Under general direction, responsible for the effective acquisition, installation, maintenance, and use of technology (may include PCs, minis, servers, etc.). Typically responsible for local area network. Resolves problems with new and existing equipment. May train end users on software and develop training manuals/programs.	Requires vocational education or equivalent, plus 3 to 5 years of experience with PC network environment. May have an undergraduate degree.	
152	Information Systems	--	Programmer		Writes, tests, debugs, and documents new or upgraded business or scientific software products. Writes machine language instructions from detailed flow charts and codes program instructions.	Requires a Bachelor's degree or equivalent and 2 to 4 years of relevant experience.	
153	Information Systems	--	Programmer/Analyst, Senior		Performs systems and/or programming duties of a broad and complex nature. Provides work direction for lower-level programmers on assigned projects. Often has contact with other departments concerning the design of new or revised information systems applications. Independently carries out highly technical or complex programming assignments.	Requires a Bachelor's degree or equivalent and 5 or more years of relevant work experience.	Job Title Revised in 2024
157	Information Systems	--	Software Developer		Responsible for the design and programming of software applications. Typical duties include: front-end analysis of business requirements to back-end analysis of database requirements and database design; identifying business problems and implementing programming solutions in cross-functional project environments; evaluating and communicating issues of technology impact on the business; conducting programming, debugging, and modification of end user applications; testing, debugging and documenting application programming solutions.	Requires Bachelor's degree in Computer Science, Information Systems or related field, and 3 to 5 years of design and development experience.	
92	Information Systems	--	Software Engineer		Develops machine code and related software programs that control the operation of products, equipment, machine tools, or systems. Analyzes drawings, specifications, prints, and related requirements to determine program logic and flow. Applies knowledge of circuit boards, processors, chips, electronic equipment, advanced mathematics, and objectives of intended application to develop and test written computer code.	Requires engineering degree and minimum of 3 to 5 years of experience or equivalent.	
442	Lean, Continuous Improvement & Project Management	--	Continuous Improvement/Lean Coordinator	Continuous Improvement Specialist; Lean Deployment Specialist	Coordinates the implementation of lean enterprise plans, including production and office areas. Educates employees on principles and problem solving techniques; supports kaizen events; monitors progress against plan and provides feedback to lean team members.	Requires knowledge and use of lean principles and 2 to 4 years of project management or training or leadership experience with increasing responsibility for lean implementation efforts.	
407	Lean, Continuous Improvement & Project Management	--	Manager, Lean Enterprise	Continuous Improvement Manager	Oversees implementation of Lean Manufacturing (LM) strategy; identifies day-to-day priorities, directs and manages staff to achieve objectives, provides guidance and advice to staff and company personnel on lean principles as requested, measures progress against goals and presents findings to management. Recommends changes to enhance programs. Typically reports to top lean enterprise executive or President/CEO.	Requires Bachelor's degree and 4 or more years of manufacturing/engineering experience in a lean environment, including two or more years of supervisory/team lead experience.	
408	Lean, Continuous Improvement & Project Management	--	Manager, Value Stream		Responsible for strategy, capacity, and capability planning of a given value stream(s) within the organization. This position ensures the value stream meets quality, cost, inventory turns, lead time, on-time delivery, and safety performance goals, and focuses on the continuous improvement of SOPs and performance. May direct staff in analyzing and recommending value stream improvements. Typically this position does not have direct control over multiple functions (i.e., procurement, engineering, finance, sales/marketing, etc.), but must work cooperatively with other functions to optimize the entire value stream.	Requires Bachelor's degree in Production Management or related field, and 5 or more years of manufacturing experience, including work experience or training in lean/Six Sigma, or an Associate's degree and equivalent relevant work experience.	
446	Lean, Continuous Improvement & Project Management	--	Project Manager		Responsible for managing the overall project budget, including scope, schedule, and resources to complete a project within expected timeframes. Typical duties include: creating and tracking project plan, milestones, deliverables, and budget; managing project workgroups; coordinating creation of project deliverables, issues resolution and escalation with project sponsor and internal resources. NOTE: Do not match to engineering or IT project managers. For engineering project managers see Project Engineer (Job ID 91).	Requires five to seven years of overall business experience, and 1 to 3 years of project management experience leading cross-functional projects.	Job Description Revised in 2024
459	Legal & Regulatory	--	Manager, Regulatory Compliance		Responsible for implementation, management and coordination of regulatory compliance programs. Interacts with various regulatory agencies to gain approval on new products and comply with other applicable requirements. May direct the preparation of applications for products requiring regulatory approval and monitors that process.	Requires Bachelor's degree, and 5 to 8 years of relevant experience.	
278	Legal & Regulatory	--	Regulatory Affairs/Compliance Specialist		Plans, performs and documents quality system audits in a medical device or pharmaceutical company. Responsible for preparation of worldwide regulatory submissions. Assists in reviewing changes to regulatory requirements and delivers training. Reviews and approves product labeling. Acts as Regulatory Representative to product development teams.	Requires 2 to 4 years of experience with regulatory compliance and knowledge of regulatory guidelines. Bachelor's degree in technical or scientific field preferred.	
497	Marketing & Sales/Business Development	Marketing	Graphic Designer		This position focuses on content creation, assisting the Marketing Manager with producing concepts and design materials for print and digital use in addition to performing tasks related to photo / video production and management assistance for various marketing channels.	Requires Bachelor Degree in Graphic Design/Visual Communications or related marketing field and 5+ years experience in the field.	
438	Marketing & Sales/Business Development	Marketing	Manager, Marketing		Responsible for the execution of the marketing strategy. Typical duties include: developing and implementing marketing campaigns including advertising media coordination, tradeshow/special events coordination, website development and maintenance coordination, media relations, marketing vendor relations, and public relations. This position may supervise a marketing staff. In larger organizations, this position reports to a top marketing position.	Requires Bachelor's degree in Marketing, Communications, or related field, and 5 to 8 years of related experience working in marketing or public relations.	
440	Marketing & Sales/Business Development	Marketing	Marketing Communications Specialist		Designs, produces, maintains, and updates sales and marketing materials such as brochures, postcards, emails/letters, flyers, newsletters, and advertisements. Assists in the marketing effort associated with conventions, conferences, trade shows, and customer meetings. Coordinates with external vendors in the production of marketing materials, ensuring deliverables, timelines, and quality standards are met. May maintain and update Company websites, drafting copy and recommending design features.	Requires Bachelor's degree in Marketing or Marketing Communications, and 3 to 5 years of related work experience.	Job Title Revised in 2024

460	Marketing & Sales/Business Development	Marketing	Product Manager		Responsible for the market introduction of assigned product line(s) including market analysis, product strategy, and business case. Typical duties include: researching, identifying, and pursuing new product marketing opportunities; creating merchandising plans for new product directions; directing product planning (establishment of requirements, design planning, creation of prototypes/demo products, sales force preparation), product build (development, quality control, and user testing), program support (pricing, contracts, standard support and operating procedures, user documentation, and client training), sales support (sales training and collateral), and product launch activities.	Requires Bachelor's degree in Business Administration, Marketing or related field, and 5 or more years of experience.
322	Marketing & Sales/Business Development	Sales Support	Estimator - Sales		Provides price, delivery schedule and sales terms in response to quotation requests from customers. Works closely with customer personnel to understand product/part specifications. Applies knowledge of company operations and math skills required for yield calculations to determine material and labor hours necessary to produce customer order. Documents estimates and may correspond directly with customer or through company sales representative. May establish production routing for later use in job scheduling and manufacturing. Follows up with customer to maintain currency on status of quotes.	Requires high school diploma or equivalent experience, plus 5 or more years experience in production and customer service positions.
410	Marketing & Sales/Business Development	Sales Support	Sales Engineer	Applications Engineer	Promotes the sales of company products or services requiring technical knowledge or engineering principles. Serves as a liaison between the customer and the company on engineering matters regarding product applications, sales, installation, and services. May lead installation and servicing of products where engineering is required.	Requires Bachelor's degree in Engineering or related field and extensive product knowledge.
	Marketing & Sales/Business Development	Sales Support	Sales Engineer, Senior	Applications Engineer, Senior	Promotes the sales of company products or services requiring technical knowledge or engineering principles, with emphasis on more complex projects or processes, generally requiring additional experience and background. Serves as a liaison between the customer and the company on engineering matters regarding product applications, sales, installation, and services. Rdtablishes priorities for work delegated to others. Will lead installation and servicing of products where engineering is required.	Requires a Bachelor's degree in engineering or equivalent plus 5 to 8 years of relevant engineering experience. New job in 2024
519	Marketing & Sales/Business Development	Sales Support	Sales Support Specialist		Supports sales representatives and channel partners in administrative areas such as customer quotes, order processing, expediting and sales information management and reporting.	Requires high school diploma or equivalent. 2 years experience in an office environment.
470	Marketing & Sales/Business Development	Sales/Business Development	Director, Business Development		Responsible for strategic new business development. Typical duties include: assessing new markets and business opportunities, including prospective acquisitions; developing business plans and transaction structures to execute new business strategies; completing due diligence; overseeing post-transaction operations to ensure adherence to the agreed-upon operating plan; building and maintaining relationships with key accounts and industry alliances; providing feedback on industry and business environment to senior management team. Manages assigned sales, marketing and expense budgets. Participates in strategic sales and company planning.	Requires Bachelor's degree, and 7 to 10 years of experience in sales and marketing or business development, including 1 to 3 years of supervisory experience.
419	Marketing & Sales/Business Development	Sales/Business Development	Inside Sales Representative		Contacts and responds to product/service inquiries from established business accounts by telephone. Interacts with customers to influence buying decisions. Familiarizes customers with new product lines. May investigate delivery or product/services complaints, working with customer service, warehouse, and other company representatives as necessary. Do not match employees who are paid on commission only.	Requires specific industry knowledge and 2 to 5 years experience.
422	Marketing & Sales/Business Development	Sales/Business Development	Inside Sales Representative - Senior		Contacts and acquires new business by telephone. Develops business in new territories where product line has not been fully established. Maintains relationships with customers and understands their requirements. May train new sales staff. Do not match employees who are paid on commission only.	Requires specific industry knowledge and 5 or more years of experience in same industry.
314	Marketing & Sales/Business Development	Sales/Business Development	Manager, Sales	Regional Sales Manager	Manages the sale of products or services for the company or a specific sales district. Is responsible for sales representatives and support staff that may include sales support, inventory, credit, and shipping. Selects and develops distribution sites or outlets. For sales leaders with company-wide responsibility who function at the executive level, refer to Top Sales Executive (Job ID 315) .	Requires a Bachelor's degree and 5 to 8 years of related sales experience; including-supervisory experience. Job Description and Qualifications Revised in 2024
425	Marketing & Sales/Business Development	Sales/Business Development	National Accounts Manager	Strategic Account Manager	Develops national sales strategies to increase sales through national sales accounts. Manages only national or key accounts. Typically reports to top sales executive or second level sales manager.	Requires specific industry knowledge and 5 or more years of relevant sales experience.
416	Marketing & Sales/Business Development	Sales/Business Development	Sales Representative - Senior (Outside Sales)		Performs field promotional work to sell and develop new business accounts for a specific line or lines of products or services. May include work with existing major accounts as well as new territory development with new targeted customers. Demonstrates products/services and identifies most appropriate solution given customers' need. May provide training to new sales staff. Do not match employees who are paid on commission only.	Requires specific industry knowledge and 5 or more years of relevant sales experience.
413	Marketing & Sales/Business Development	Sales/Business Development	Sales Representative (Outside Sales)		Performs field promotional work to sell and develop new business accounts for a specific line or lines of products or services. Usually assigned a territory where company product line is already established. Demonstrates products/services and may coordinate with company technical engineering services to determine customers' needs. Completes required activity and expense reports, and communicates with credit, inventory, service provider, or other company representative to ensure efficient delivery. Do not match employees who are paid on commission only.	Requires specific industry knowledge and 2 to 5 years experience.
272	Production & Manufacturing Operations	Assembly Operations	Assembler I - Clean Room		In a clean room environment assembles and/or packages sterile medical products or parts according to detailed production processes. Generally works at an assigned workstation and performs basic, repetitive processes.	This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.

362	Production & Manufacturing Operations	Assembly Operations	Assembler I - Electrical		Under direct supervision, performs repetitive, short cycle electrical or electro mechanical assembly, following prescribed steps of the assembly process. Uses standard hand tools, soldering devices, fixtures, or jigs suited as instructed. Work may be performed at a bench or clean room environment and be aided through magnification and enhanced lighting of workspace.	This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.
251	Production & Manufacturing Operations	Assembly Operations	Assembler I - Electronics		Under direct supervision performs basic and routine electronic assembly operations on components or sub-assemblies. Uses visual aids, wiring lists, and verbal and/or written instructions to assemble, modify, rework, or reassemble units. Receives detailed instructions on work.	This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.
233	Production & Manufacturing Operations	Assembly Operations	Assembler I - Mechanical		Under direct supervision, assembles and/or packages mechanical parts in a production facility involving both light and heavy parts. Generally works at an assigned work station.	This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.
273	Production & Manufacturing Operations	Assembly Operations	Assembler II - Clean Room		In a clean room environment assembles and/or packages sterile medical products or parts according to detailed production processes. Generally works at an assigned workstation and has the ability to perform a minimum of 25% of the procedures in the assembly of a specific product line.	This is a semi-skilled position requiring a high school diploma or equivalent and 2 to 4 years of relevant experience.
525	Production & Manufacturing Operations	Assembly Operations	Assembler II - Electrical		Under limited supervision, performs electrical or electro mechanical assembly. Uses standard hand tools, soldering devices, fixtures, or jigs suited as instructed. Work may be performed at a bench or clean room environment and be aided through magnification and enhanced lighting of workspace. Assignments are moderately complex.	Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience. New Job in 2023
252	Production & Manufacturing Operations	Assembly Operations	Assembler II - Electronics		Under limited supervision performs various electronic assembly operations on components or sub-assemblies. May use schematics or blueprints, wiring lists, and verbal and/or written instructions to assemble, rework, or reassemble units. Assignments are moderately complex. Receives general instructions on new assignments.	Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience.
372	Production & Manufacturing Operations	Assembly Operations	Assembler II - Mechanical		Under limited supervision, assembles mechanical parts or units, and positions, aligns, and fastens units to assemblies, subassemblies, or frames, using hand tools and power tools. Refers to blueprints and specifications to assemble, modify, rework, or reassemble parts/units. Assembles parts/units to customer specifications and tolerances. Assignments are moderately complex.	Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience.
526	Production & Manufacturing Operations	Assembly Operations	Assembler Lead - Electrical		Under general supervision, performs electrical or electro mechanical assembly. Uses standard hand tools, soldering devices, fixtures, or jigs suited as instructed. Work may be performed at a bench or clean room environment and be aided through magnification and enhanced lighting of workspace. Assignments are complex and judgment is required to resolve problems. Trains, assists, and provides work direction to lower level assemblers.	Requires a high school diploma or equivalent 4 or more years of relevant work experience. New Job in 2023
373	Production & Manufacturing Operations	Assembly Operations	Assembler Lead - Mechanical		Under general supervision performs a wide range of non-repetitive mechanical assembly operations on parts or sub-assemblies. Uses schematics or blueprints, wiring lists, and verbal and/or written instructions to assemble, rework, or reassemble units. Assignments are complex and judgment is required to resolve problems. Receives limited instructions on new assignments. Trains, assists, and provides work direction to lower level assemblers.	Requires a high school diploma or equivalent and 4 or more years of relevant work experience.
274	Production & Manufacturing Operations	Assembly Operations	Assembler, Lead - Clean Room		In a clean room environment assembles and/or packages sterile medical products or parts according to detailed production processes. Generally works at an assigned workstation and has the ability to perform a minimum of 75% of the procedures in the assembly of a specific product line. Trains lower level assemblers in manufacturing processes and assists the production supervision in running the department.	This is a semi-skilled position requiring an associate's degree or equivalent and 4 to 6 years of relevant experience.
253	Production & Manufacturing Operations	Assembly Operations	Assembler, Lead - Electronics		Under general supervision performs a wide range of non-repetitive electronic assembly operations on components or sub-assemblies. Uses schematics or blueprints, wiring lists, and verbal and/or written instructions to assemble, rework, or reassemble units. Assignments are complex and judgment is required to resolve problems. Receives limited instructions on new assignments. Trains, assists, and provides work direction to lower level assemblers.	Requires a high school diploma or equivalent and 4 or more years of relevant work experience.
371	Production & Manufacturing Operations	Assembly Operations	Line Lead/Cell Lead	Team Lead	Oversees a team of assemblers cross trained in all tasks associated with assembling an entire product or component of a product. Participates in making management decisions affecting the work. Supervises assemblers and train employees on job procedures. May work as part of the team.	
498	Production & Manufacturing Operations	Chemical Production Operations	Compounder/Chemical Mixer		Responsible for mixing any batch type independently in a manner consistent with corporate and manufacturing goals, production schedules, quality objectives, and personnel policies. Produce batches passing quality specifications. Maintain accurate inventory. Use steam and cooling water systems to heat and cool batches. Prepare extracts, color blends, and aroma premixes. Make proper use of complex processing equipment. Perform batches passing quality specifications. Maintain accurate inventory. Use steam and cooling water systems to heat and cool batches. Prepare extracts, color blends, and aroma premixes. Proper use of complex processing equipment. Perform tank and pump inspections.	Requires High School Diploma or equivalent. 1-2 years related experience required.
340	Production & Manufacturing Operations	Finishing Operations	Deburrer, Class A		Sets up and controls operation of deburring and related tooling machines to perform drilling, deburring, tumbling, or chamfering operations on metal products. Inspects results with appropriate gauges to ensure conformance to specifications. Works on complex parts requiring exacting tolerances.	Requires trade school and 2 years of experience or equivalent.
341	Production & Manufacturing Operations	Finishing Operations	Deburrer, Class B		Operates deburring and related tooling machines to perform drilling, deburring, tumbling, or chamfering operations on metal parts. Loads elements to be deburred into tumbler hopper or feed mechanisms of machines and monitors deburring process. Works on less complex job assignments and where supervision to resolve questions or problems is readily available.	Requires a high school diploma or equivalent plus 1 year of relevant experience.
244	Production & Manufacturing Operations	Finishing Operations	Finisher - Second Operations		Sets up and uses a variety of tools to finish edges, remove flash, clear holes, etc. from molded metal or plastic parts.	Relatively unskilled position where operator is responsible for quality of their work.

344	Production & Manufacturing Operations	Finishing Operations	Grinder, OD, ID and Surface		Sets up and operates surface grinders to grind cylindrical and tapered surface of rotating work pieces, such as tool, die, and machine parts to close tolerances. Determines operation sequences and selects appropriate abrasive wheels. Verifies dimensions of ground work piece using measuring instruments.	Requires trade school and 2 years of experience or equivalent.	
342	Production & Manufacturing Operations	Finishing Operations	Grinder, Tool and Cutter		Sets up and operates ID/OD grinders equipment to perform grinding on a variety of tools, step drills, reamers, boring bars, etc., to close tolerances. Determines operation sequences and selects appropriate abrasive wheels. Uses precision measuring devices to assure quality.	Requires trade school and 2 years of experience or equivalent.	
234	Production & Manufacturing Operations	Finishing Operations	Painter		Performs high quality spray painting or powder painting in accordance with established standards where previous experience is required. May perform some mixing of paints. Usually paints as part of a moving line. Standard paints, powdered resins, or special paints are used. Inspects painted units for runs, sags, unpainted areas, or other defects.	Requires 2 or more years' relevant experience.	
351	Production & Manufacturing Operations	Finishing Operations	Plater		Prepares and maintains plating solutions and performs metal finishing operations. Monitors quality of plating solution and inspects finished parts.	Requires high school diploma and 3 or more years of experience or equivalent.	
228	Production & Manufacturing Operations	Finishing Operations	Rough Grinder		Sets up and operates metal/material removing grinder equipment. Responsible for the rough removal of excess material. Work is generally repetitive.	Requires some trade school and up to 2 years of experience.	
510	Production & Manufacturing Operations	Food Production Operations	Food Production		Responsible for working with general and specialized equipment in food production. Follow recipes to produce large batches of food products. May monitor industrial kitchen equipment used in the production of food.	This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.	
511	Production & Manufacturing Operations	General Production Operations	General Production Assembler/Worker	Production Worker, General Laborer; Manufacturing Associate; Manufacturing Operator	Responsible for performing tasks that are necessary to the general production process and the fabrication, maintenance, and repair of manufactured parts and products. Follows detailed instructions in order to meet production quality and safety standards.	This is an unskilled position requiring zero to six months of relevant experience.	Job Title Revised in 2024
533	Production & Manufacturing Operations	General Production Operations	General Production Assembler/Worker, Lead	Production Worker, Lead; Manufacturing Associate, Lead; Manufacturing Operator, Lead	Responsible for performing tasks that are necessary to the general production process and the fabrication, maintenance, and repair of manufactured parts and products, with an emphasis on operations where considerable experience is required. Monitors or checks the work of less experienced workers, helping ensure that production and safety standards are met, without having formal supervisory responsibilities. Ensures that all equipment is functioning appropriately and may make minor repairs.	Requires a high school diploma or equivalent and 4 or more years of relevant work experience.	New Job in 2024
534	Production & Manufacturing Operations	General Production Operations	General Production Assembler/Worker, Senior	Production Worker, Senior; Manufacturing Associate, Senior; Manufacturing Operator, Senior	Responsible for performing tasks that are necessary to the general production process and the fabrication, maintenance, and repair of manufactured parts and products, with an emphasis on operations where considerable experience is required. Follows detailed instructions in order to meet production quality and safety standards. May provide work direction and serve as a resource to less experienced peers.	Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience.	New Job in 2024
345	Production & Manufacturing Operations	Machining Operations	Laser, Setup and Operate		Sets up and operates computer-controlled laser machine to perform specified functions. Trims excess material from electronic components. Assesses quality of operation using a variety of measurement instruments.	Requires trade school and 2 years of experience or equivalent.	
346	Production & Manufacturing Operations	Machining Operations	Lathe, Automatic, Set-Up and Operate		Tends lathes that cut, shape, drill, bore, thread, or face metal work pieces according to specifications. Operates and sets up machine to feed tools to work piece. Observes machining operation to detect malfunction or excessive tool wear. Uses measuring devices to verify work piece conforms to specifications.	Requires high school diploma or relevant experience.	
221	Production & Manufacturing Operations	Machining Operations	Machine Operator (General)		Operates and may setup machine tools such as milling machines, lathes, screw machines, honing machines, grinders, drill presses, and chucks. Work is generally performed on a number of different machines or materials. Operations may be somewhat repetitive. Operator is responsible for quality of work.	Requires some trade school training and 3 or more years of relevant work experience.	Job Title and Description Revised in 2024
220	Production & Manufacturing Operations	Machining Operations	Machine Operator (General),--Apprentice		Learning to set up and operate machine tools such as milling machines, lathes, screw machines, grinders, drill presses, and chucks. Work is generally concentrated on machine and operations may be very repetitive. Operator is responsible for quality of work.	Requires some trade school training and is now developing additional skills on the job.	Job Title and Description Revised in 2024
535	Production & Manufacturing Operations	Machining Operations	Machine Operator (General), Senior		Operates and sets up machine tools such as milling machines, lathes, screw machines, honing machines, grinders, drill presses, and chucks with an emphasis on operations where considerable experience is required. Work is performed on a number of different machines or materials. Monitors or checks the work of less experienced Machine Operators without having formal supervisory responsibilities. Ensures that all equipment is functioning appropriately and may make minor repairs.	Requires some trade school training and 5 or more years of relevant work experience.	New Job in 2024
230	Production & Manufacturing Operations	Machining Operations	Machinist - Journeyman		Performs the most critical machine duties to produce parts, fixtures, and basic tooling. Top-level machinist who is not a tool and die machinist. Sets up and operates most machine tools in the shop. Produces high-quality work within close tolerances. Works with more exotic materials and complex designs.	Requires trade school certificate plus considerable relevant experience.	
332	Production & Manufacturing Operations	Machining Operations	Machinist - Manual		Produces metal parts to varying specifications of precision using machine tools, such as lathes, milling machines, and spindles. May produce large quantities of one part or small batches or one-of-a-kind items. Plans out job steps referring to blueprints or written specifications. Lays out job operation sequence, determines machine speed and feed rates, and selects tools to perform cutting and finishing operations. Monitors tool operation during machining process. Performs housekeeping and standard preventive maintenance duties. May support machine maintenance by repairing or making new parts for existing machinery.	Requires completion of trade school program and 1 or more years of related experience.	
347	Production & Manufacturing Operations	Machining Operations	Milling Machine, Set-Up and Operate		Sets up and operates (variety of) milling machines to mill flat or curved surfaces on metal work pieces. Determines operation sequences and dimensions of finished work piece. Verifies alignment using measurement instruments.	Requires trade school and 2 years of experience or equivalent.	

242	Production & Manufacturing Operations	Machining Operations	Molding Machine Operator		Operates injection or rotational molding equipment to force heated materials (e.g., metal, plastics, etc.) into pre-made molds to form parts, which may range from simple to very complicated. Operator is responsible for quality of their work. NOTE: This is a higher level position requiring more education and/or experience than survey job Press Operator (Job ID 326).	Requires some trade school education or equivalent and 1 to 3 more years of relevant experience.	Job Description Revised in 2024
243	Production & Manufacturing Operations	Machining Operations	Molding Machine Set-Up and Operator		Sets up and operates injection or rotational molding equipment to force heated materials (e.g., metal, plastics, etc.) into pre-made molds to form products that may range from relatively simple to very elaborate and complicated. Operator is responsible for quality of their work.	Requires some trade school education or equivalent and 3 or more years of relevant experience.	Job Description Revised in 2024
225	Production & Manufacturing Operations	Machining Operations	Press Brake Operator		Operates a press brake to produce precision parts from metal, plastics and other materials. Does the machine set-up, can work on several machines, and performs one or more steps in the production process.	Requires trade school training or equivalent and 2 to 5 years experience.	Job Description Revised in 2024
326	Production & Manufacturing Operations	Machining Operations	Press Operator		Operates injection or rotational molding equipment to force heated materials (e.g., metal, plastic, etc.) into pre-made molds to form-products that may range from relatively simple to very elaborate and complicated. Monitors press operation and quality of parts produced. Alerts quality inspector, set-up person or supervisor of unsatisfactory parts quality or unusual operating conditions. NOTE: This position requires less education and/or experience than the Molding Machine Operator (Job ID 242). Report higher level positions to Job ID 242.	Requires high school diploma or equivalent experience, plus 1 or more years of relevant experience.	Job Description Revised in 2024
224	Production & Manufacturing Operations	Machining Operations	Punch Press Operator		Operates fabricating equipment to produce precision parts from metal, plastics and other materials using a punch press. Does the machine set-up, can work on several machines, and performs one or more steps in the production process.	Requires trade school training or equivalent and 2 to 5 years experience.	Job Description Revised in 2024
355	Production & Manufacturing Operations	Machining Operations	Sheet Metal Layout and Machine Operator		Lays out, measures, and marks sheet metal according to blue print specifications. Cuts and shapes the metal using shears, brake presses, or drill presses. May use other equipment to join pieces.	Requires trade school or relevant experience, and completion of apprenticeship program.	
226	Production & Manufacturing Operations	Machining Operations	Sheet Metal Worker		Sets up and operates a variety of sheet metal working tools and equipment to produce sheet metal pieces to meet product specifications.	Requires trade school certificate or equivalent and 2 to 3 years of relevant experience.	
336	Production & Manufacturing Operations	Machining Operations: CNC	CNC EDM, Set-Up and Operate		Programs, sets up, calibrates, and operates computer numerical control (CNC) EDM machines to produce required quantities of parts. Sets up machine using knowledge of job requirements and materials used to enter control panel settings. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision.	Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.	
223	Production & Manufacturing Operations	Machining Operations: CNC	CNC Machine Set-Up/Operator		Sets up and operates CNC metal/material removing machine tools such as milling machines, lathes, screw machines, grinders, drill presses, and chucks. Work is performed on a number of different machines or materials. Operations may be somewhat repetitive. Operator is responsible for quality of work.	Requires some trade school training and 5 or more years of relevant work experience.	
335	Production & Manufacturing Operations	Machining Operations: CNC	CNC Machining Center, Operate Only		Operates computer numerical control (CNC) machining center to produce required quantities of parts within specified tolerance limits. Monitors machine performance and part quality continuously, reporting problems to supervisor. Works under general supervision.	Requires completion of related trade school program and 1 to 3 years' of related experience or equivalent.	
334	Production & Manufacturing Operations	Machining Operations: CNC	CNC Machining Center, Set-up and Operate		Programs, sets up, calibrates, and operates computer numerical control (CNC) machining center to produce required quantities of parts. Sets up machine using knowledge of job requirements and materials used to enter control panel settings for tool travel, axis movement, and tool speeds. Performs production operations, monitoring machine performance, and part quality continuously. Works under general supervision.	Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.	
222	Production & Manufacturing Operations	Machining Operations: CNC	CNC Operator		Operates CNC material removing machine tools such as milling machines, lathes, screw machines, grinders, drill presses, and chucks. Work is performed on a number of different machines or materials. Operations may be somewhat repetitive. Operator is responsible for quality of work.	Requires some trade school training and 3 or more years of relevant work experience.	Job Description Revised in 2024
339	Production & Manufacturing Operations	Machining Operations: CNC	CNC Turning Center, Operate Only	CNC (Swiss) Turning Center, Operate Only	Operates computer numerical control (CNC) turning center to produce complex parts and components down to subminiature levels in required quantities. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision. Note: Please match CNC (Swiss) Turning Center, Operate Only jobs here.	Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.	CNC Turning and (Swiss) Turning Jobs Combined in 2024
338	Production & Manufacturing Operations	Machining Operations: CNC	CNC Turning Center, Set-up and Operate	CNC (Swiss) Turning Center, Setup and Operate	Programs, sets up, calibrates, and operates computer numerical control (CNC) turning center to produce complex parts and components down to subminiature levels in required quantities. Sets up machine using knowledge of job requirements and materials used to enter control panel settings. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision. Note: Please match CNC (Swiss) Turning Center, Setup and Operate jobs here.	Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.	CNC Turning and (Swiss) Turning Jobs Combined in 2024
212	Production & Manufacturing Operations	Management	Plant Manager		Develops and manages plant operations consistent with company policies and objectives. Coordinates schedules based on sales levels and production capacity. Develops and maintains plant budgets. Oversees utilization and maintenance of buildings and equipment, and directs facilities changes, and equipment acquisitions. Participates in facilitating industrial and labor relations.	Requires a Bachelor's degree in business, management, engineering or equivalent and 6 to 10 years in manufacturing management.	
518	Production & Manufacturing Operations	Manufacturing Management	Manager, Manufacturing		Manages the manufacturing function in a plant, from raw materials to finished goods and including production planning, typically through subordinate supervisors. Responsibilities may also include materials, distribution and/or manufacturing engineering.	Requires a Bachelor's degree in business or engineering, or equivalent. 8 years of relevant experience.	
211	Production & Manufacturing Operations	Manufacturing Management	Supervisor, Production		First level of supervision of production operations in assigned department. Reviews production orders and ensures that production schedules are met. Organizes assigned work, and supervises and assists employees in daily work performance. Anticipates production and personnel problems, and resolves problems to minimize their effect on production. Maintains good housekeeping and enforces safe work practices.	Requires a high school diploma or equivalent plus 4 to 6 years of relevant experience.	

196	Production & Manufacturing Operations	Production Support	Production Control Clerk		Tracks work-in-process, records number and/or value of materials, labor, and utilities or other overhead used in each step, and monitors machine production levels. Collects and monitors information on a particular production process to ensure product costing is according to standard.	Requires a high school diploma or equivalent plus 1 to 2 years of relevant experience.
330	Production & Manufacturing Operations	Production Support	Production Planner	Master Scheduler	Plans and develops the master production schedule for manufacturing products to meet delivery dates and/or achieve inventory levels or other distribution goals. Utilizes knowledge of production specifications, manufacturing processes, materials availability, and application of mathematical planning tools to develop plan. Monitors status of production results and prepares reports on results against plan.	Requires a high school diploma or equivalent plus 5 or more years of experience, in addition to thorough knowledge of company manufacturing operations. Representative job titles include Master Planner.
348	Production & Manufacturing Operations	Tooling Operations	Model or Prototype Maker		Sets up and operates machine tools to produce, fit, and assemble fixtures, parts or machines for experimental or pre-production test and evaluation purposes. Skilled in operating a wide variety of machine tools throughout the shop. Able to work from prints or rough drawings. Verifies dimensions of completed model for conformance to specifications. Tests experimental models under simulated operating conditions.	Requires trade school plus 5 or more years experience or equivalent.
490	Production & Manufacturing Operations	Tooling Operations	Mold Maker, Class B		With limited supervision and assistance, makes molds for metal castings or injection molds of a complex and precise nature. Works from blueprints or drawings, and visualizes shape of mold in reverse of product to plan mold design and sequence of operations required to build. Operates a wide variety of bench and machine tools to craft shape of mold, including CNC machining. Inspects and/or repairs existing molds.	Requires trade school and 3 to 5 years of experience or equivalent.
349	Production & Manufacturing Operations	Tooling Operations	Mold Maker, Journeyman, Class A		Makes molds for metal castings or injection molds according to exacting product specifications. Works from blueprints or drawings, and visualizes shape of mold in reverse of product to plan mold design and sequence of operations required to build. Operates a wide variety of bench and machine tools to craft shape of mold, including CNC machining. Inspects and/or repairs existing molds.	Requires trade school and 5 or more years of experience or equivalent.
356	Production & Manufacturing Operations	Tooling Operations	Tool and/or Die Maker, Class A		Builds machine tools and parts, dies, jigs or fixtures to extremely close tolerances. Lays out and operates bench or machine tools to construct, alter, and repair dies, jigs, fixtures, or special tools.	Requires two years of trade school and 5 or more years experience gained through on the job instruction, apprenticeship programs, and increasingly more complex assignments.
357	Production & Manufacturing Operations	Tooling Operations	Tool and/or Die Maker, Class B		Builds machine tools and parts, dies, etc., to extremely close tolerances. Lays out and operates machines to construct, alter, and repair dies, jigs, fixtures, or special tools.	Requires two year trade school program, or equivalent work experience.
506	Production & Manufacturing Operations	Welding Operations	Robotic Welder Operator		Loads metal parts into fixtures for the robot to weld, chooses the appropriate program for the parts being welded and ensures that the welds meet company standards.	Requires technical training in welding or equivalent experience.
327	Production & Manufacturing Operations	Welding Operations	Spot Welder		Sets up and operates spot-welding equipment to perform welding operations on a variety of parts or products. Positions or handles work with or without use of fixtures. Selects electrodes and regulates current settings.	Requires high school diploma or equivalent, plus 1 year or more of relevant experience.
227	Production & Manufacturing Operations	Welding Operations	Welder, Class A		Performs complex wire, stick, gas, or heliarc welding on varied operations where considerable experience is required. Considers type and gauge of material to be welded and makes adjustments for proper heat. Places metal parts to be welded on fixtures, attaches jigs, clamps, etc., as needed to hold parts in proper position.	Requires technical training and 3 to 5 years of relevant experience.
439	Production & Manufacturing Operations	Welding Operations	Welder, Class B		Performs routine welding positions characteristic of longer production runs. Positions materials to be welded and uses equipment to achieve weld desired. May weld on steel, stainless or aluminum using a variety of methods including gas, shielded metal arc, gas-tungsten arc, gas-metal arc. Works from specifications, drawing and welding symbols.	Requires technical training and 1 year or less of related experience.
536	Production & Manufacturing Operations	Welding Operations	Welder, Lead		Performs complex wire, stick, gas, or heliarc welding on varied operations where considerable experience is required. Monitors or checks the work of less experienced Welders without having formal supervisory responsibilities. Ensures that all equipment is functioning appropriately and may make minor repairs.	Requires technical training and 5 or more years of relevant experience. Leadership experience preferred. New Job in 2024
402	Production & Manufacturing Operations	Wood Production Operations	Saw Operator		Sets up and operates saws to meet production schedule requirements and product/customer specifications. Is skilled in safely operating various sawing equipment and knowledgeable in material properties affecting saw operation and results. Performs ongoing quality checks during production operation and is capable of performing preventive maintenance on assigned equipment.	Requires high school diploma or equivalent plus six months or more of relevant experience.
508	Production & Manufacturing Operations	Wood Production Operations	Solid Surface Fabricator		Reads and interprets plans and blueprints to produce solid surface finished products within tolerances and to specifications. Operates power saws, routers, and hand tools of various sizes to customize solid surface materials.	Requires high school diploma or equivalent plus 1 or more years of relevant experience.
454	Quality Control & Quality Assurance	Laboratory	Laboratory Assistant		Under direction, performs basic laboratory procedures. Collects and processes lab specimens and samples and evaluates their acceptability. Completes necessary laboratory documentation. May perform limited testing procedures. Observes all safety procedures, policies, rules and relevant laws.	Requires high school diploma or GED, plus 1 year of related experience. Job Description Revised in 2024
509	Quality Control & Quality Assurance	Quality Audit and Compliance	Quality Assurance Specialist		Develops, establishes, and maintains quality procedures and records ensuring compliance to QSR, ISO and other applicable quality requirements. Responsibilities may include performing internal audits to ensure compliance, investigating and resolving quality issues associated with audit findings, participating in external audits and regulatory inspections, assisting with supplier management program to audit and approve vendors, and quality data tracking and analysis.	Requires high school diploma or equivalent, Bachelor's degree in technical or scientific field preferred, plus 3 or more years of relevant experience.
254	Quality Control & Quality Assurance	Quality Inspection and Testing	Electronic Assembly Inspector		Under limited supervision performs a variety of inspection procedures to ensure adherence to quality standards at various stages of production. Works from blueprints, engineering change notices, or established operating procedures to determine the acceptance, rejection, or rework requirements of units. Prepares and maintains inspection reports and records.	Requires a high school diploma or equivalent and over 4 years of assembly experience, plus the ability to interpret quality control specifications.

359	Quality Control & Quality Assurance	Quality Inspection and Testing	Inspector, Tools and Gauges	Performs routine testing on quality of tools and gauges used to manufacture product, assuring that products are made according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs instrument maintenance and calibration on analytical instrumentation. Maintains complete and accurate records of inspection results. May conduct gauge repeatability and reliability studies.	Requires high school diploma, completion of a quality certification program, knowledge of company-specific quality program, and 4 or more years of experience.	
364	Quality Control & Quality Assurance	Quality Inspection and Testing	Quality Assurance Inspector	Performs routine testing on quality of in-process or finished goods according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs assigned inspection tasks using various types of equipment. Ensures documentation is complete and accurate.	Requires one year of trade school or equivalent and 1 to 2 years of relevant experience.	Job Description and Qualifications Revised in 2024
537	Quality Control & Quality Assurance	Quality Inspection and Testing	Quality Assurance Inspector, Senior	Performs more diverse or challenging testing on quality of in-process or finished goods according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs assigned inspection tasks using various types of equipment. Ensures documentation is complete and accurate. May also inspect production machines and work areas, and perform packaging sampling or testing.	Requires one year of trade school or equivalent and 3 to 5 years of relevant experience.	New Job in 2024
360	Quality Control & Quality Assurance	Quality Inspection and Testing	Receiving Inspector	Inspects parts, materials, and supplies received from vendors, verifying that they comply with company quality program requirements. May subject materials to acceptance tests using sampling or other procedures. Issues acceptance or rejection tags based on outcome of review, checking with supervisor on more difficult determinations. Follows company procedures to document rejected materials. Initiates routing of paperwork or makes adjusting entries in the company's computer system to ensure purchasing, inventory, and accounting records remain accurate. May be involved in arranging for pickup or return shipment of rejected materials.	Requires a high school diploma or equivalent plus 1 to 2 years of experience.	
293	Quality Control & Quality Assurance	Quality Management	Manager, Quality Assurance	Plans, coordinates and administers quality assurance function to ensure and improve product quality and reliability. Oversees the inspection of parts and materials from vendors, and establishes plans to audit and approve vendors. Organizes inspection processes to assure that defects are detected at the earliest point in the manufacturing cycle.	Requires a Bachelor's degree-and 6 to 8 years experience in the quality field, including supervisory experience.	Job Description and Qualifications Revised in 2024.
77	Research & Product Development	--	Chief Engineer / Lead R&D Engineer	Plans and directs the technical aspects of the most highly complex research and development programs. Synthesizes and analyzes studies that require application of advanced knowledge in a specific field. Provides project direction and technical counsel to lower level engineers. Researches, studies, and proposes the use of new technologies to be used in the development of new and improved products.	Requires a Bachelor's degree (Master's degree preferred) in engineering or equivalent plus 8 or more years of relevant engineering experience.	Job Title Change in 2024
463	Research & Product Development	--	Director, Product Development	Responsible for leading and managing the design and development of new products. Typical duties include: developing product development strategy aligned with business objectives; maintaining knowledge of competitors and customers; setting and monitoring new product standards; working with operations and internal departments to develop product to specifications and quality standards; overseeing development and implementation of marketing strategy.	Requires Bachelor's degree and 5 to 10 years of product development experience, including 3 to 5 years of supervisory experience.	
466	Research & Product Development	--	Manager, R&D	Directs, manages, and coordinates product research and development activities. Designs, develops, and improves new or existing products and directs the formulation and testing of new product. Typical duties include: performing and overseeing R&D of new products; supporting R&D strategies by providing information, analysis, and recommendations to senior management; planning, organizing, and monitoring R&D projects; estimating possible applications of findings; establishing standards and protocols; preparing and documenting research reports, making management recommendations based on results and conclusions. Typically reports to top R&D position and has responsibility for managing day-to-day R&D activities and personnel.	Requires Bachelor's degree in Science or Engineering, and 5 to 7 years of experience in related industry, including 2 to 3 years of supervisory experience.	
455	Research & Product Development	--	R&D Analytical Chemist	Utilizes chemicals, chemical compounds and chemical processes to create new products and technologies in manufacturing, pharmaceuticals or agriculture. May focus on the design and testing phases of R&D projects. Work in laboratories conducting tests that may involve mixing different chemicals or polymers together to discover the results and chemical properties. Utilizes computerized databases that contain searchable lists of chemicals and chemical reactions. Research results used to brainstorm ideas for new products. Carefully documents every project. Records all variables, such as chemical type, amount, compound components, chemical temperature and test duration, and adheres to safety standards during laboratory testing.	Requires Bachelor's degree in Chemistry or related field and 5 or more years of relevant experience.	
331	Supply Chain	Fulfillment	Expediter	Locates customer orders and follows through to expedite the processing of orders. Works closely with customer service, production supervisors, and production planners to ensure customer satisfaction and minimize process disruption. Seeks assistance to resolve conflicts and clarify production priorities.	Requires a high school diploma or equivalent plus 2 years of relevant experience in a variety of company production positions. Must have math and problem solving skills.	
202	Supply Chain	Fulfillment	Order Filler	Under direct supervision selects and/or packs a variety of products from stock to fill customer's orders in a warehouse or distribution facility. May use manual or motorized equipment. May use manual or electronic inventory systems to locate and record orders and inventory information.	Requires a high school diploma or equivalent and zero to 3 year of relevant experience.	
321	Supply Chain	Fulfillment	Order/Data Entry Clerk	Enters customer orders into order entry system typically using a standard input form. May receive information from multiple sources including order clerks, customer service representatives, and/or sales staff. Refers incomplete orders or questions back to order taker or supervisor for clarification/resolution.	Requires high school diploma or equivalent plus six months or more of relevant experience.	
325	Supply Chain	Fulfillment	Packer	Packs product or parts into shipping cartons as described on order forms/instruction sheets. Uses packaging materials as necessary to prevent breakage or damage. Closes, seals and accurately labels cartons for shipping.	Requires high school diploma or equivalent with minimal experience.	

194	Supply Chain	Fulfillment	Shipping/Receiving Clerk	Receives all incoming materials and prepares products and other materials for shipment using freight bills. May operate a forklift. Writes up or checks necessary paperwork in connection with shipments to ensure proper shipment. May check incoming packages for damage and count.	Requires a high school diploma or equivalent plus 6 to 12 months experience.	
538	Supply Chain	Fulfillment	Shipping/Receiving Clerk, Lead	Receives all incoming materials and prepares products and other materials for shipment using freight bills, with an emphasis on unusual or more challenging tasks which require additional experience. Monitors or checks the work of less experienced Shipping/Receiving Clerks without having formal supervisory responsibilities. Ensures that all equipment is functioning appropriately and may make minor repairs.	Requires a high school diploma or equivalent plus 3 or more years experience.	New Job in 2024
539	Supply Chain	Fulfillment	Shipping/Receiving Clerk, Senior	Receives all incoming materials and prepares products and other materials for shipment using freight bills, with an emphasis on unusual or more challenging tasks which require additional experience. May operate a forklift. Writes up or checks necessary paperwork in connection with shipments to ensure proper shipment. May check incoming packages for damage and count. May assist less experienced peers	Requires a high school diploma or equivalent plus more than 1 year experience.	New Job in 2024
122	Supply Chain	Import/Export	Import/Export Coordinator	Prepares commercial documents for shipments to and receipt from international customers/vendors in accordance to Federal regulations. Works with Shipping Department and other departments to ensure that commercial documents accurately reflect the physical shipment with regard to country or origin, free trade agreement status, and HTS classification. Resolves discrepancies and, where possible, determines and implements processes to prevent recurrence.	Requires Bachelor's degree and knowledge of domestic and international shipping protocols.	
197	Supply Chain	Inventory	Tool Crib Attendant	Works in tool crib to receive, store, issue, and maintain hand tools, dies, and other machine pieces and equipment. Keeps records of tool crib inventory and of tools and equipment issued. Inspects tools and equipment for defects, makes minor repairs, and prepares repair tickets.	This is a semi-skilled position-requiring 1 to 2 years of relevant experience.	
195	Supply Chain	Inventory	Inventory Clerk/Cycle Counter	Maintains an inventory of raw materials in stock, on order, and work-in-process in production. Enters data on a CRT. Provides inventory information to production schedulers and may investigate inventory accuracy. Reorders materials or issues reorder requests when appropriate.	Requires a high school diploma or equivalent plus 1 to 2 years of relevant experience.	
484	Supply Chain	Logistics/Transportation	Logistics Coordinator	Responsible for coordinating the logistics process for a single company facility. Typical duties include routing loads, dispatching drivers, processing orders for shipping, and maintaining accurate records. Applies knowledge of domestic and international shipping guidelines regarding packing, loading, and transporting in performing duties.	Requires a high school diploma or equivalent plus 3 or more years working in a manufacturing operation, preferably in a shipping/receiving, material handling, or dispatching departments.	
540	Supply Chain	Logistics/Transportation	Truck Driver - Heavy Haul	Drives heavy haul truck and trailer to transport oversize and overweight loads to and from specified locations. Maintains accurate paperwork and records. May also load and/or unload truck with or without helpers, make minor mechanical repairs, perform daily operational and fluid checks, and keep truck in good working condition.	Requires Class A CDL drivers license and heavy haul experience.	New Job in 2024
191	Supply Chain	Logistics/Transportation	Truck Driver - Light	Drives light truck or van less than 10,000 GVW in transporting materials, equipment, finished product, and personnel usually on short trips. Loads and unloads materials as required. May perform in-plant duties as time permits.	Requires appropriate drivers license.	
193	Supply Chain	Material Handling/Warehouse	Fork Truck Driver/Material Handler	Performs in-plant operation of forklift truck. Makes prompt pickups and deliveries from one production department to another or to and from the warehouse area. Places stock in designated areas in each department and loads and unloads trucks. Checks forklift periodically for proper maintenance.	This is an unskilled position requiring a high school diploma or equivalent and 3 to 6 months experience.	
541	Supply Chain	Material Handling/Warehouse	Fork Truck Driver/Material Handler, Senior	Assigned to the more challenging and difficult material handling tasks. Performs in-plant operation of forklift truck. Makes prompt pickups and deliveries from one production department to another or to and from the warehouse area. Places stock in designated areas in each department and loads and unloads trucks. Checks forklift periodically for proper maintenance. May assist less experienced peers and help with the training of new employees.	This is a semi-skilled position requiring a high school diploma or equivalent and 6 months related experience.	New Job in 2024
404	Supply Chain	Material Handling/Warehouse	Warehouse Worker	Performs general warehouse work that may involve receipt of incoming material/product, using material moving/handling equipment to store materials in designated areas, and/or retrieving materials/product from warehouse locations to supply production operations or support customer shipment of company products. Has knowledge of warehouse layout and the safe operation of material moving and handling equipment including 2-wheeler, lift truck, pallet jack, or motorized forklift. Skilled in reading company work orders and shipping documents and determining appropriate action from it. Note: This is a general Warehouse position with broad responsibilities. See Order Filler (Job ID 202), Packer (Job ID 325), and/or Fork Truck Driver/Material Handler (Job ID 193) if your company's position involves narrower job duties.	Requires high school diploma or equivalent plus 1 year or more years of relevant experience. May require training and certification in safe operation of material handling equipment.	
542	Supply Chain	Material Handling/Warehouse	Warehouse Worker, Lead	Performs general warehouse work, with emphasis on nonroutine or more challenging tasks, that may involve receipt of incoming material/product, using material moving/handling equipment to store materials in designated areas, and/or retrieving materials/product from warehouse locations to supply production operations or support customer shipment of company products. Has knowledge of warehouse layout and the safe operation of material moving and handling equipment. Oversees and monitors the work of less experienced Shipping/Receiving Clerks without having formal supervisory responsibilities. Ensures that all equipment is functioning appropriately and may make minor repairs. Ensures that all safety standards are met.	Requires high school diploma or equivalent, 3 year or more of relevant experience plus any necessary training and certification in safe operation of material handling equipment. Leadership experience preferred.	New Job in 2024
543	Supply Chain	Material Handling/Warehouse	Warehouse Worker, Senior	Performs general warehouse work, with emphasis on nonroutine or more challenging tasks, that may involve receipt of incoming material/product, using material moving/handling equipment to store materials in designated areas, and/or retrieving materials/product from warehouse locations to supply production operations or support customer shipment of company products. May assist less experienced peers and help with the training of new employees.	Requires high school diploma or equivalent plus 2 to 3 years of relevant experience. May require training and certification in safe operation of material handling equipment.	New Job in 2024

199	Supply Chain	Purchasing	Buyer	Purchasing Agent	Works with vendors and suppliers to obtain needed supplies according to established policies and procedures and at lowest cost consistent with required quality, quantity, and availability. Executes purchase orders and follows up as needed. Actively researches and develops new sources of supply and/or recommends possible substitute materials and/or suppliers. Develops and maintains necessary files and records. Negotiates and recommends appropriate settlement for inferior or defective shipments or other errors or delays.	Requires a Bachelor's degree or equivalent and 2 to 4 years of relevant experience.	Job Description Revised in 2022 (other representative title added)
198	Supply Chain	Purchasing	Buyer, Senior	Purchasing Agent, Senior	Works with vendors and suppliers to obtain critical, complex, or difficult to acquire supplies or equipment that are of substantial importance to the organization. Generally adheres to established policies and procedures and buys at lowest cost consistent with required quality, quantity, and availability. Executes purchase orders and follows up as needed. Actively researches and develops new sources of supply and/or recommends possible substitute materials and/or suppliers. Develops and maintains necessary files and records. Negotiates and recommends appropriate settlement for defective shipments or other errors or delays.	Requires a Bachelor's degree or equivalent and 4 or more years of relevant experience.	Job Description Revised in 2022 (other representative title added)
320	Supply Chain	Purchasing	Buyer/Planner		Plans and coordinates production material needs with production supervisors/managers for a specific or multiple product/ part lines to meet production schedules. Sources and purchases materials, equipment or supplies at lowest cost while still meeting quality, quantity and availability needs. Negotiates price and delivery standards for materials. Does not include supervision of others in purchasing function.	Requires equivalent of Bachelor's degree, plus relevant experience.	
200	Supply Chain	Purchasing	Purchasing Clerk		Purchases simpler, repetitive materials, supplies, parts, or equipment when purchasing routines and sources of supply have been established. Places orders and follows up to expedite delivery. Maintains department files and provides clerical assistance to higher-level department members.	Requires a high school diploma or equivalent plus 1 to 2 years of relevant experience.	
411	Supply Chain	Supply Chain Management	Director, Supply Chain		Provides leadership and direction to accelerate firm's growth through strategic supply chain practices. Typically serves as a member of the executive leadership team providing supply chain vision in alignment with business objectives. Representative job duties include: Ensuring supply chain strategy, practices and initiatives are aligned with the company's business objectives; developing and leading organization-wide processes; identifying and implementing best in class technology and infrastructure suitable to the scope and size of the business.	Requires Bachelor's degree in Business Administration, Supply Chain Management or related field, or an equivalent combination of education and related business experience, and 10+ years of experience in supply chain management, and 3 - 5 years of management experience.	
370	Supply Chain	Supply Chain Management	Manager, Imports/Exports		Plans and oversees the preparation and processing of import and export documentation according to customs regulations, laws, or procedures. Ensures goods are classified according to tariff coding system. Oversees the determination, tracking and payment of duties and taxes and the clearing of goods through customs. Stays abreast of changes in import and export laws or regulations. Advises management on import and export restrictions, tariff systems, insurance requirements, quotas, or other customs-related matters.	Requires a Bachelor's degree or equivalent and 2 to 4 years of related work experience.	Job Description and Qualifications Revised in 2024
482	Supply Chain	Supply Chain Management	Manager, Logistics		Responsible for managing processes involved in the company's supply chain. Coordinates the activities of several internal and/or external company units or vendors, including providers of raw materials and distributors of finished goods. Typical duties include monitoring the quality, cost and efficiency of the movement and storage of goods; coordinating and controlling the order cycle and associated information systems; analyzing data to monitor performance and plan improvements; allocating and managing staff resources according to changing needs; negotiating with customers and suppliers; identifying and resolving logistical problems.	Requires Bachelor's degree in business administration, logistics or transportation, plus a minimum of 5 years of experience in a logistics, traffic, or distribution function of a manufacturing organization. This IS NOT the top supply chain position. Report your top Supply Chain position in job 412.	
201	Supply Chain	Supply Chain Management	Manager, Materials		Develops material sources and oversees forecasting of future material needs. Directs the acquisition of materials and oversees materials inventory. Oversees and coordinates traffic services. May coordinate planning and scheduling of production. Directly supervises employees in the materials function.	Requires a Bachelor's degree in business, logistics or equivalent and over 7 years of relevant experience.	
480	Supply Chain	Supply Chain Management	Manager, Purchasing	Procurement Manager	Responsible for all company procurement activities including raw materials used in manufacturing as well as finished goods, equipment and supplies related to company operations. Directs and supervises and provides functional expertise to personnel involved in the sourcing, negotiation and purchasing of all items procured. Prepares department budget and establishes policies, systems and procedures to effectively and economically control company procurement activities.	Requires Bachelor's degree in business administration, or equivalent, plus a minimum of 5 years of experience in a purchasing function in a manufacturing organization.	
412	Supply Chain	Supply Chain Management	Manager, Supply Chain		Responsible for directing and implementing supply chain management activities. Typical duties include: analyzes, plans, and coordinates inventory activities from suppliers to customers including purchasing, warehouse (shipping and receiving), inventory management and order fulfillment related processes; manages the flow of goods and services to ensure on-time delivery to customers; provides financial data and information to the senior management team; initiates and leads cross-functional efforts to achieve standardization and to adopt new supply chain technologies; identifies, selects and manages the supplier base associated with the assigned portfolio of commodities or services; develops measures to monitor supplier performance; creates and manages supplier agreements for assigned portfolio.	Requires Bachelor's degree in Business Administration, Supply Chain Management or related field, or an equivalent combination of education and related business experience, and 3-5 years of experience in supply chain management.	
527	Supply Chain	Supply Chain Management	Manager, Warehouse		Responsible for managing the company's warehousing and shipping/receiving operations at a plant or facility. Directly, or through subordinate supervisors, directs and coordinates the work of all warehouse employees.	Requires an Associate's degree or equivalent and 5 years or more of relevant experience, including supervisory experience.	New Job in 2023
436	Supply Chain	Supply Chain Management	Supervisor, Warehouse		Performs front-line supervision of warehousing and shipping/receiving staff and associated activities. Typical activities include receiving, storage and shipment of raw materials and/or finished product; maintaining inventory control records; movement of materials and goods within a plant.	Requires a high school diploma and 5 or more years of relevant experience.	