

# 2018 San Antonio Not-for-Profit Wage and Benefit Survey

## List of Jobs

### Executive Management

CEO/Executive Director  
Chief Administrative Officer  
Chief Financial Officer  
Chief Operations Officer  
Director of Building Maintenance  
Director of Child Care  
Director of Development and Fundraising  
Director of Human Resources  
Director of Information Systems  
Director of Marketing  
Director of Programs  
Director of Public Relations  
Director of Resident Services  
Director of Special Projects  
Director of Volunteer Services  
Executive Vice President

### Accounting/Financial

Accountant I (Degreed)  
Accountant I (Non-Degreed)  
Accountant II (Degreed)  
Accounting Clerk I  
Accounting Clerk II  
Accounting Supervisor (Accountants)  
Accounting Supervisor (Accounts Payable/Receivable)  
Accounts Payable Clerk  
Accounts Receivable Clerk  
Billing Clerk  
Controller  
Payroll Clerk

### Administration

Administrative Assistant  
Assistant to a Senior Executive  
Assistant to the CEO  
Customer Service Representative  
Data Entry Operator  
File Clerk  
General Office Clerk  
Human Resources Generalist  
Human Resources Manager  
Human Resources Support

Office Manager  
Receptionist

### Agency

Activities Coordinator  
Assistant Store Manager, Retail  
Case Manager (Degreed) - Non-Medical  
Child Care Worker  
Counselor (Bachelor's Degreed)  
Counselor (Master's Degreed)  
Curator  
Donation Attendant/Sorter  
Event Coordinator  
Fund Raising Assistant  
Fund Raising Manager  
Fundraiser  
Information and Referral Representative  
Instructor  
Interviewer/Outreach/Intake Worker  
Museum/Gallery Attendant  
Program Coordinator  
Residential Care Specialist  
Residential Care Supervisor  
Residential Care Worker  
Sales Clerk, Retail  
Special Projects Coordinator  
Store Manager, Retail  
Teacher (Degreed)  
Teacher (Non-Degreed)  
Teacher's Assistant  
Volunteer Coordinator

### General Services/Maintenance

Carpenter, Maintenance  
Cook  
Custodian  
Custodian Supervisor  
Delivery Driver  
Facilities Manager  
Food Service Supervisor  
Food Service Worker  
Groundskeeper  
Housekeeper

Maintenance Worker  
Security Guard  
Van/Bus Driver  
Warehouse Manager  
Warehouse Materials Handler

### Information Systems

Computer Technician  
Help Desk Technician  
IS Manager  
Programmer Analyst, Personal Computers

### Marketing and Public Relations

Grant Administrator  
Grant Writer  
Graphics Designer  
Marketing Coordinator  
Marketing Representative (Degreed)  
Public Relations Assistant  
Public Relations Manager

### Medical Professionals

Case Manager (Degreed) - Medical  
Case Worker  
Certified Nursing Assistant (CNA)  
Health Educator  
Licensed Vocational Nurse  
Medical Assistant  
Registered Nurse  
Social Worker, BSW  
Social Worker, MSW

### Multi-Skilled Positions

Administrative Support  
Manager  
Parent Educator  
Program Manager  
Specialist I  
Specialist II  
Supervisor