

POSITION LIST

2008 Canada CDB General Industry Executive Database

EXECUTIVE POSITIONS BY FUNCTION

Top Executive

Chief Executive Officer
Chief Operating Officer
Chairman of the Board (not CEO)

Profit Center Head

Country Manager/Subsidiary President
Multi-Profit Center (Group) Head
Profit Center Head

Other Executive and Administrative

Top Administration Executive (Major Functions)
Top Total Quality Executive
Top Nonmanufacturing Operations Executive
Top Shared Services Executive
Top Governance Executive
Top Organizational Compliance Executive
Top Sustainability Executive

Legal

Top Legal Executive
Top Intellectual Property Counsel
Associate General Counsel
Corporate Secretary
Top Corporate Governance Counsel
Top Commercial Services Executive

Human Resources

Top Human Resources Executive
Top Employee/Labor Relations Executive
Top Compensation and Benefits Executive
Top Compensation Executive
Top Executive Compensation Executive
Top Benefits Executive
Top Employment/Recruitment Executive
Top Training and Development Executive
Top Security Executive
Top Safety Executive
Top Human Resources Operations Executive
Human Resources Executive (Second Level)

Manufacturing/Engineering

Top Manufacturing Executive
Top Engineering Executive
Manufacturing Executive (Second Level)
Top Quality Control Executive
Multi-Plant Manager
Plant Manager
Top Environmental Affairs Executive
Top Construction Executive

Sales/Marketing

Top Sales and Marketing Executive
Top Sales Executive
Sales Executive (Second Level)
Sales Executive (Third Level)
Global Account Management Executive
Sales and Marketing Executive (Second Level)
Top Marketing Executive
Marketing Executive (Second Level)
Top New Product Development Executive
Top Marketing Research Executive
Top Advertising and Sales Promotion Executive
Top Merchandising Executive
Top Retail Operations Executive

Customer Operations

Top Customer Service Executive
Call Center Executive

Finance

Top Financial Executive
Controller
Treasurer
Top Tax Executive
Top Internal Audit Executive
Top Financial Planning Executive
Top Credit and Collection Executive
Top Investor Relations Executive
Top Risk Management Executive
Top Investment Portfolio Management Executive
Finance Executive (Second Level)

Information Technology

Chief Information Officer
Chief Technology Officer
Top Information Technology Executive
Top Applications Development Executive
Top Systems Software Executive
Top Data Processing Operations Executive
Top Telecommunications Executive
Information Technology Function Head

Research and Development

Top Research and Development Executive
Fellow
Senior Fellow
Research and Development Executive (Second Level)

Corporate Affairs

Top Corporate Affairs Executive
Top Public Relations Executive
Top Community Relations Executive
Top Government Relations Executive
Top Internal Communications Executive
Top Public Relations and Communications Executive

Planning and Business Development

Top Planning and Business Development Executive
Top Strategic Planning Executive
Top Business Development Executive
Top Mergers and Acquisitions Executive

Procurement and Logistics

Top Supply Chain Executive
Top Procurement Executive
Top Logistics Executive
Top Transportation Executive
Top Procurement and Logistics Executive

Property Management

Top Property Management Executive
Top Real Estate Development Executive
Top Facilities Management Executive
Top Aircraft Operations Executive

Program Management

Program Management Executive

Industry Specific Positions

Mining

Top Exploration and Production Executive
Top Exploration Executive
Chief Geologist
Chief Geophysicist
Top Land Management Executive

Insurance

Top Lines Executive
Top Claims Executive
Top Underwriting Executive
Top Actuary

Financial Services

Top Trading Executive
Top Retail Banking Executive
Large Area Banking Executive
Small/Medium Area Banking Executive

Pharmaceutical

Top Medical Affairs Executive
Top Regulatory Affairs Executive
Top Pharmaco Economist
Top Clinical Research Executive

Retail

Top Property Research Executive
Top Planning/Interior Design Executive
Top Store Construction Executive

POSITION LIST

2008 Canada CDB General Industry MMPS Database

MIDDLE MANAGEMENT, PROFESSIONAL AND SUPPORT POSITIONS BY FUNCTION

Administrative Services

Administrative Services Generic/Generalist
Office/Location Services
Office Refreshments/Help
Library/Information Services
Receptionist/Switchboard
Secretarial/Executive Administrative Assistance
Driver/Chauffeur
Vehicle Fleet Management
Administrative Services – No Applicable Discipline

Security

Security Generic/Generalist
Security – No Applicable Discipline

Corporate Affairs/Communications

Corporate Affairs/Communications
Generic/Generalist
Public Relations
Community Affairs/Relations
Regulatory Affairs
Environmental Affairs and Compliance
Investor Relations
Internal/Employee Communications
Localization/Translation Services
Corporate Affairs/Communications – No Applicable Discipline

Strategic Planning/Corporate Development

Strategic Planning/Corporate Development
Generic/Generalist
Corporate Development and Licensing
Generic/Generalist
Strategic Planning/Corporate Development – No Applicable Discipline

Accounting, Credit and Collections

Accounting, Credit and Collections
Generic/Generalist
General Accounting
Accounts Payable/Receivable
Payroll

Accounting, Credit and Collections *(continued)*

Credit
Collections
Fraud and Revenue Assurance
Accounting, Credit and Collections – No Applicable Discipline

Financial Analysis, Audit and Tax

Financial Analysis, Audit and Tax Generic/Generalist
Financial Analysis
Budget Analysis
Treasury Operations
Tax Reporting and Compliance
Risk Management
Rates
Economics
Audit and Financial/Business Controls
Generic/Generalist
Financial Analysis, Audit and Tax – No Applicable Discipline

General Administration

General Administration Generic/Generalist
General Administration Without Business Development
General Administration – No Applicable Discipline

Geosciences

Geosciences Generic/Generalist
Geology
Geophysics
Geosciences – No Applicable Discipline

Human Resources

HR Generalist/Consultant Generic/Generalist
Compensation and Benefits Generic/Generalist
Compensation Generic/Generalist
Compensation – Sales Compensation
Benefits
Pension Plan Administration ***New in 2008**
Employee/Labor Relations Generic/Generalist
Organization Development ***New in 2008**

Human Resources (continued)

Employee Development/Training Generic/Generalist
Recruitment Generic/Generalist
Human Resources Information Systems (HRIS)
Human Resources – No Applicable Discipline

Environmental, Health and Safety

Environmental, Health and Safety Generic/Generalist
Environmental, Health and Safety – No Applicable
Discipline

IT Development

IT Development Generic/Generalist
Application Development
Internet/Web Application Development
Business Systems Analysis
IT Architecture (Systems Design)
Systems Software Engineering
Software Quality Assurance and Testing
Database Design and Analysis
Database Warehousing/Mining
Network Architecture Design
Network Planning and Implementation
Enterprise Resource Planning (ERP)
IS Security Development
IT Development – No Applicable Discipline

IT Administration

IT Administration Generic/Generalist
Computer Systems Administration
Web Site Administration
Help Desk Support
Database Administration
Network Control/Administration
IS Disaster Recovery/Business Continuation
IS Security
IT Training/Documentation
Voice Communications
IT Administration – No Applicable Discipline

Legal

Legal Generic/Generalist
Intellectual Property/Patent Law
Legal – No Applicable Discipline

Legal Support

Legal Support Generic/Generalist
Paralegal
Contract Administration
Legal Support – No Applicable Discipline

Marketing

Marketing Generic/Generalist
Channel/Partnership/Co-Branded Marketing
Marketing Communications
Market/Segment Development
Market Research/Intelligence
Product Management
Direct Marketing/Analysis
Brand Marketing
Trade Shows/Events
Web Content Management/Production
Web Graphic/Visual Design
Marketing – No Applicable Discipline

Customer Support/Operations

Customer Support/Operations Generic/Generalist
Customer Contact Center
High Volume Customer Billing
Product Warranty
Customer Support/Operations – No Applicable
Discipline

Technical Customer Support

Technical Customer Support Generic/Generalist
Technical Customer Support – Customer Site
Technical Customer Support – No Applicable
Discipline

Manufacturing/Operations

Manufacturing/Operations Generic/Generalist
Production Planning and Control
Manufacturing/Operations – No Applicable Discipline

Project Management

Project Management Generic/Generalist
Information Technology Project Management
Facilities Construction Project Management
Engineering Project Management
Product Development Project/Program Management
Project Management – No Applicable Discipline

Quality Assurance Methods

Quality Assurance Methods Generic/Generalist
Quality Systems/Customer Satisfaction
Business Process Improvement
Six Sigma Process
Quality Assurance Methods – No Applicable
Discipline

Real Estate and Facilities

Real Estate and Facilities Generic/Generalist
Real Estate/Property Management
Facilities Management
Real Estate and Facilities – No Applicable Discipline

Product Development

Product Development Generic/Generalist
Product Development – Life Science
Product Development – Engineering
Product Development – Prototypes and Trials
Product Development – No Applicable Discipline

Product Development Support

Product Development Support Generic/Generalist
Product Development Support – Life Science
Product Development Support – No Applicable
Discipline

Research Science

Research Science Generic/Generalist
Research Science – Life Science
Research Science – No Applicable Discipline

Research Science Support

Research Science Support Generic/Generalist
Research Science Support – No Applicable
Discipline

Supply Chain Management

Supply Chain Management Generic/Generalist
Supply Chain Development and Optimization
Materials Planning/Scheduling
Materials Management
Inventory Control
Logistics
Import/Export
Warehousing
Fulfillment
Transportation
Purchasing Generic/Generalist
Goods Purchasing

Supply Chain Management (continued)

Services Purchasing
Technical Purchasing
Commodity Purchasing
Supply Chain Management – No Applicable
Discipline

Engineering

Engineering Generic/Generalist
Chemical Engineering
Petroleum Engineering
Quality Assurance Engineering
Civil Engineering
Electrical Equipment Engineering
Process Engineering
Industrial Engineering
Manufacturing Engineering
Sustaining Engineering
Mechanical Engineering
Environmental Engineering
Computer Control Systems Electronics Engineering
Packaging Engineering
Structural/Facilities Engineering ***New in 2008**
Engineering – No Applicable Discipline

Technical Specialty/Skilled Trade

Technical Specialty/Skilled Trade Generic/Generalist
Equipment Maintenance Technical Specialty
Civil Engineering Technical Specialty
Calibration Technical Specialty ***New in 2008**
Product Test/Debug Technical Specialty
Facilities Technical Specialty
Process Technical Specialty
Quality Control/Inspection Technical Specialty
Test Equipment Technical Specialty
CAD/CAE Drafting Technical Specialty
Production/Operations Lab Technical Specialty
Generic/Generalist
Biology Technical Specialty
Chemistry Technical Specialty
Stationary Engineering Technical Specialty
Skilled Trade Generic/Generalist
Electrical Skilled Trade
Welding Skilled Trade
Mechanical Skilled Trade
Machinery/Millwright Skilled Trade

Account Management

Account Management Generic/Generalist
Major/Strategic Account Management Single Country
Account Management – No Applicable Discipline

Bid Management

Bid Management Generic/Generalist
Bid Management – No Applicable Discipline

Client Service Delivery Management

Client Service Delivery Management
Generic/Generalist
Client Service Delivery Management – No Applicable
Discipline

Channel Sales

Channel Sales Generic/Generalist
Channel Sales – Durable Goods Generic/Generalist
Channel Sales – Nondurable Goods
Generic/Generalist
Channel Sales – No Applicable Discipline

Direct Sales

Direct Sales Generic/Generalist
Direct Sales – Durable Goods Generic/Generalist
Direct Sales – Nondurable Goods Generic/Generalist
Direct Sales – Services Generic/Generalist
Direct Sales – No Applicable Discipline

Large Deal Acquisition Sales

Large Deal Acquisition Sales Generic/Generalist
Large Deal Acquisition Sales – No Applicable
Discipline

Telesales

Telesales Generic/Generalist
Telesales – Inbound/Inside
Telesales – Outbound
Telesales – No Applicable Discipline

Sales Support and Administration

Sales Support and Administration Generic/Generalist
Sales Training
Sales Planning
Sales Support and Administration – No Applicable
Discipline

Technical Sales Support

Technical Sales Support Generic/Generalist
Presales Technical Support/Systems Engineering
Technical Sales Support – No Applicable Discipline

Retailing

Retailing Generic/Generalist
Retail Store Operations
Visual Merchandising
Merchandising/Category Management
Retail Buying
Retailing – No Applicable Discipline

Insurance Claims

Insurance Claims Generic/Generalist
Insurance Claims – Personal Lines
Insurance Claims – Commercial Lines
Insurance Claims – Individual Life
Insurance Claims – Individual Health
Insurance Claims – Group Life
Insurance Claims – Group Health
Insurance Claims – Dental
Insurance Claims – Disability
Insurance Claims – No Applicable Discipline

Insurance Underwriting

Insurance Underwriting Generic/Generalist
Insurance Underwriting – Personal Lines
Insurance Underwriting – Commercial Lines
Insurance Underwriting – Individual Life
Insurance Underwriting – Individual Health
Insurance Underwriting – Group Life
Insurance Underwriting – Group Health
Insurance Underwriting – Dental
Insurance Underwriting – Disability
Insurance Underwriting – Pension
Insurance Underwriting – Reinsurance
Insurance Underwriting – No Applicable Discipline