

Ravio Jobs Guide

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Function	Position	Specialisms & Descriptions
Asset Management	Asset Management - All	Represents an aggregate of compensation data across all positions and specialisms within Asset Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Financial Research / Analysis	+ Generalist Conducts financial research and analysis applying quantitative and qualitative methods across various asset classes, industries, and companies to identify investment opportunities, assess risks, and support investment decision-making.
	Financial Research / Analysis - All	Represents an aggregate of compensation data across all specialisms within Financial Research / Analysis, delivering a roll-up view of compensation benchmarks for the position as a whole.
Business Unit Management	Business Unit Management - All	Represents an aggregate of compensation data across all positions and specialisms within Business Unit Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	General Management	+ Country / Regional Management Manages a specific country or geographic region within the larger organisation, adapting global strategies to local market conditions and managing local teams, responsible for its strategy, P&L, and operational success. + Segment / Divisional Management Manages a specific business unit, department, product line, or service division within the larger organisation, responsible for its strategy, P&L, and operational success. + Generalist Manages a distinct part of an organisation, responsible for P&L, strategy, operations, team leadership, and overall performance.
	General Management - All	Represents an aggregate of compensation data across all specialisms within General Management, delivering a roll-up view of compensation benchmarks for the position as a whole.

Communications & Corporate Affairs	Communications & Corporate Affairs - All	Represents an aggregate of compensation data across all positions and specialisms within Communications & Corporate Affairs, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Strategy & Corporate Development - All	+ Generalist Develops and executes a range of internal and external communication strategies to shape and protect the organisation's reputation, manage messaging, and engage stakeholders. + Internal Communications Develops and implements strategies and programmes to effectively communicate with employees, fostering engagement, alignment with organisational goals, and a positive organisational culture. + Public Relations Manages the organisation's public image and reputation through media relations, press releases, public statements, and crisis communication, focusing on external perception. + Government Relations Manages the organisation's interactions with government entities and officials, advocating for policies and influencing legislation in support of the organisation's objectives. + Community Relations Builds and nurtures relationships with local communities and common interest groups, managing outreach programmes and initiatives to foster goodwill and address community concerns.
	Corporate Social Responsibility	+ Sustainability & Impact Develops and embeds sustainable practices across the organisation and measures the broader positive or negative social and environmental impact of its operations and initiatives.
	Communications - All	Represents an aggregate of compensation data across all specialisms within Communications, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Corporate Social Responsibility - All	Represents an aggregate of compensation data across all specialisms within Corporate Social Responsibility, delivering a roll-up view of compensation benchmarks for the position as a whole.
Compliance & Control	Compliance & Control - All	Represents an aggregate of compensation data across all positions and specialisms within Compliance & Control, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Compliance	+ Generalist Ensures the organisation adheres to relevant laws, regulations, internal policies, and ethical standards, developing and implementing compliance programmes across various domains. + Privacy & Data Protection Ensures the organisation complies with data privacy laws and regulations (e.g. GDPR, CCPA), developing policies and procedures to protect personal information and manage data handling practices.
	Quality	+ Generalist Oversees the overall quality management system within an organisation, ensuring products, services, and processes meet established standards and customer expectations. + Quality Assurance (QA) Prevents defects and ensures quality through the implementation and monitoring of processes, standards, and systems throughout the product, service, or process lifecycle. + Quality Control (QC) Inspects and tests products, services, or processes at various stages to identify defects and ensure they meet specified quality standards.

	Regulatory Affairs	Manages interactions with regulatory agencies, ensuring product and service compliance, preparing submissions, and staying abreast of changing regulations.
	Quality - All	Represents an aggregate of compensation data across all specialisms within Quality, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Compliance - All	Represents an aggregate of compensation data across all specialisms within Compliance, delivering a roll-up view of compensation benchmarks for the position as a whole.
Consumer & Commercial Banking	Consumer & Commercial Banking - All	Represents an aggregate of compensation data across all positions and specialisms within Consumer & Commercial Banking, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Banking Operations	+ Payment Operations Processes various types of domestic and international payments (e.g. SEPA, ACH, wires, checks) for consumer and commercial clients, handling approvals, settlement, reconciliations, and managing transaction issues.
	Banking Operations - All	Represents an aggregate of compensation data across all specialisms within Banking Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
Corporate Services	Corporate Services - All	Represents an aggregate of compensation data across all positions and specialisms within Corporate Services, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Real Estate & Facilities	+ Facilities Management Manages and maintains the organisation's buildings and grounds, ensuring a safe, functional, and efficient work environment, including upkeep, repairs, and vendor management.
	Administrative Services	+ Office Management Oversees the day-to-day operations and administration of an office environment, ensuring facilities are well-maintained, supplies are stocked, and office procedures are efficient. + Team / Personal Assistance Performs secretarial work and day-to-day administrative support such as diary co-ordination and travel arrangements. + Generalist Provides broad administrative support to an organisation or department, encompassing a variety of tasks to ensure smooth daily operations. + Executive / Personal Assistant Provides dedicated administrative and organisational support to senior executives or high-level individuals, managing complex schedules, travel, communications, and confidential matters. + Administrative Assistant Performs diverse administrative and clerical tasks to support individuals or teams, including scheduling, correspondence, record-keeping, and office organisation.
	Business Processes	Analyses, designs, implements, and optimises internal business processes to improve efficiency, effectiveness, and scalability across various departments or the wider organisation.
	Real Estate & Facilities - All	Represents an aggregate of compensation data across all specialisms within Real Estate & Facilities, delivering a roll-up view of compensation benchmarks for the position as a whole.

	Administrative Services - All	Represents an aggregate of compensation data across all specialisms within Administrative Services, delivering a roll-up view of compensation benchmarks for the position as a whole.
Creative	Creative - All	Represents an aggregate of compensation data across all positions and specialisms within Creative, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Photography & Videography	+ Photography Captures still images, managing lighting, composition, and subject matter to produce high-quality photographs for commercial, artistic, or documentary purposes. + Videography Captures moving images, responsible for shooting video content, often including aspects of lighting, sound recording, and camera operation for various productions.
	Graphic Design	Designs visual content for print, digital, branding, and advertising. Translates concepts into compelling designs ensuring aesthetic appeal and clear communication.
	Visual Art	+ Generalist Produces a range of visual artworks, from illustrations to mixed media, for use in branding, advertising, and entertainment projects. + 2D / 3D Art Creates visual artwork in either two-dimensional (e.g. illustration, digital painting) or three-dimensional (e.g. modelling, sculpting) formats for various applications like games, animation, or print. + Motion Design Brings graphic design to life through animation, visual effects, sound, and time. Creates dynamic content for gaming, video, digital media, and other interactive content.
	Animation	+ Generalist Creates motion graphics, character animation, and animated sequences for various media using a range of animation techniques (2D, 3D, stop-motion), involved in multiple aspects of the animation pipeline.
	Creative Generalist	Works across a range of creative disciplines, contributing to concept development, design, content creation, and project execution.
	Post-production	+ Video Editing Cuts, arranges, and assembles video footage, applying transitions, effects, and colour grading to create polished final videos.
	Photography & Videography - All	Represents an aggregate of compensation data across all specialisms within Photography & Videography, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Visual Art - All	Represents an aggregate of compensation data across all specialisms within Visual Art, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Animation - All	Represents an aggregate of compensation data across all specialisms within Animation, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Post-production - All	Represents an aggregate of compensation data across all specialisms within Post-production, delivering a roll-up view of compensation benchmarks for the position as a whole.

	Sound & Audio - All	Represents an aggregate of compensation data across all specialisms within Sound & Audio, delivering a roll-up view of compensation benchmarks for the position as a whole.
Customer Support & Operations	Customer Support & Operations - All	Represents an aggregate of compensation data across all positions and specialisms within Customer Support & Operations, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Customer Experience	Designs and implements strategies to enhance every aspect of the customer journey, focusing on satisfaction, loyalty, and advocacy. Analyses feedback and drives continuous improvement across touchpoints.
	Customer Support	+ Generalist Provides broad frontline assistance to customers, resolving enquiries, troubleshooting issues, and ensuring a positive experience across products or services. + Product Support Provides in-depth assistance and troubleshooting for specific products, requiring detailed product knowledge to resolve customer issues and answer complex questions. May include warranty management, software updates, user guides. + Technical Support Delivers specialised support for technical issues, diagnosing and resolving hardware, software, or system-related problems for end users. Typically requires technical knowledge and problem-solving skills.
	Customer Support Operations	+ Generalist Oversees various operational aspects of the customer support function, including workforce management, process optimisation, technology platforms, and performance metrics to ensure efficient and effective support delivery. + Training & Enablement Designs and delivers training programmes and resources to equip customer support staff with the skills, knowledge, and tools needed to provide excellent service and resolve issues effectively. + Planning & Strategy Focuses on long-term planning, strategic initiatives, and forecasting for customer support operations, including staffing, capacity planning, technology adoption, and defining future service models. Sets goals, analyses performance, and implements improvements.
	Customer Support Operations - All	Represents an aggregate of compensation data across all specialisms within Customer Support Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Customer Support - All	Represents an aggregate of compensation data across all specialisms within Customer Support, delivering a roll-up view of compensation benchmarks for the position as a whole.
Data	Data - All	Represents an aggregate of compensation data across all positions and specialisms within Data, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Corporate Services - All	Represents an aggregate of compensation data across all positions and specialisms within Corporate Services, delivering a roll-up view of compensation benchmarks for the function as a whole.

	Data Engineering	+ Generalist Designs, builds, and maintains scalable data pipelines and architectures. Ensures reliable data flow between systems, supports analytics and data science teams, and optimises data storage, processing and retrieval processes. + Database Engineering Designs, implements, manages, and optimises databases (SQL, NoSQL) to ensure data integrity, performance, security, and availability for various applications.
	IT & Security - All	Represents an aggregate of compensation data across all positions and specialisms within IT & Security, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Data Operations	Manages the day-to-day operational aspects of data systems and processes, including monitoring data pipelines, ensuring data quality, managing data security, and troubleshooting data-related issues.
	Data Engineering - All	Represents an aggregate of compensation data across all specialisms within Data Engineering, delivering a roll-up view of compensation benchmarks for the position as a whole.
Engineering (High-tech)	Engineering (High-tech) - All	Represents an aggregate of compensation data across all positions and specialisms within Engineering (High-tech), delivering a roll-up view of compensation benchmarks for the function as a whole.
	Software Engineering	+ Cloud Develops, deploys, and manages cloud-native applications and services, leveraging major cloud computing platforms and their specialised architectures. + Embedded / Firmware Develops software that is embedded into hardware devices and electronic systems, controlling their functionality and interacting directly with the hardware components. + Generalist Designs, develops, tests, and maintains software applications and systems using various programming languages and methodologies. + Back-end Develops the server-side logic, databases, APIs, and other components that power the application but are not directly visible to the user. + Front-end Develops client-side components to build the user interface (UI) and user experience (UX) of web applications. + Full-stack Works across front-end and back-end development, contributing to the client-side and server-side components of an application and ensuring they operate cohesively as a complete system. + Security Designs, builds, and tests secure software systems, identifying and mitigating vulnerabilities, implementing security best practices throughout the development lifecycle, and ensuring the product is compliant with all relevant industry and regulatory security standards. + Mobile Develops mobile applications using cross-platform frameworks and platform-specific tools, delivering a consistent user experience and managing the end-to-end app store release process where relevant. + Architect Designs the high-level structure, components, and interfaces of software systems, making key technical decisions to ensure scalability, performance, and maintainability. + Platform Develops and maintains core platforms, frameworks, and services that are used by other software engineers to build applications, focusing on scalability, reliability, and reusability. + Support Engineering Provides technical support and troubleshooting for software applications, diagnosing and resolving issues escalated from front-line support, typically requiring coding and debugging skills.

DevOps (Development Operations)	+ Generalist Implements and manages practices, tools, and automation across software development, infrastructure, and IT operations to shorten the systems development life cycle, ensuring faster, more reliable continuous delivery and scaling of high-quality applications.
Hardware Engineering	+ Generalist Designs, develops, and tests various physical components and systems of computers, embedded systems, and other electronic devices, including circuit boards, processors, and other hardware devices. + Robotics Designs, develops, and tests robots and robotic systems, integrating hardware, software, and sensors to create machines capable of performing automated tasks.
Quality & Testing	+ Quality Assurance (QA) Engineering Designs, develops, and executes tests (manual or automated) to ensure the quality of software or hardware products, identifying defects and verifying functionality. + Generalist Oversees quality assurance and testing strategies for various high-tech products and services, ensuring they meet requirements and are free of defects, encompassing various testing methodologies. + Quality Assurance (QA) Analysis Analyses product requirements, defines test strategies, creates test plans, and evaluates test results to ensure software or hardware quality, often with less emphasis on direct test execution or automation. + Test Engineering Develops and executes test procedures for high-tech products and systems, identifying defects and verifying performance.
Site Reliability Engineering	Uses software engineering principles to automate IT operations tasks, improve system reliability, and ensure the scalability and performance of infrastructure and systems.
AI Engineering	+ Generalist Designs, builds, and deploys artificial intelligence systems and solutions to create a range of intelligent applications and solutions. + Machine Learning Designs, trains, and deploys machine learning models and algorithms to extract insights, automate decision-making, and enable computer systems to learn from data without explicit programming. + Research Engineering Explores, develops, and implements cutting-edge AI algorithms and techniques, often bridging academic research with practical application in high-tech environments.
Automation Engineering	Automates and maintains solutions for software development, testing, deployment, and operations to increase efficiency, reliability, and scalability by replacing manual tasks with automated workflows.
Software Engineering - All	Represents an aggregate of compensation data across all specialisms within Software Engineering, delivering a roll-up view of compensation benchmarks for the position as a whole.
DevOps (Development Operations) - All	Represents an aggregate of compensation data across all specialisms within DevOps (Development Operations), delivering a roll-up view of compensation benchmarks for the position as a whole.
Hardware Engineering - All	Represents an aggregate of compensation data across all specialisms within Hardware Engineering, delivering a roll-up view of compensation benchmarks for the position as a whole.
Quality & Testing - All	Represents an aggregate of compensation data across all specialisms within Quality & Testing, delivering a roll-up view of compensation benchmarks for the position as a whole.

AI Engineering - All

Represents an aggregate of compensation data across all specialisms within AI Engineering, delivering a roll-up view of compensation benchmarks for the position as a whole.

Finance	Finance - All	Represents an aggregate of compensation data across all positions and specialisms within Finance, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Project / Programme Management - All	+ Accounts Payable & Receivable Oversees the processing of incoming and outgoing payments, manages invoices, and ensures timely collection and disbursement of funds. + Controlling Oversees financial accounting and reporting, internal controls, budgeting, and financial analysis to support management decision-making and ensure financial stability, often involving variance analysis and cost management. Focuses on oversight and internal controls rather than forward-looking strategic insights. + Generalist Manages and oversees a broad range of accounting functions, including financial record-keeping, reconciliation, reporting, and compliance with accounting standards. + Billing Handles the preparation and issuance of invoices to customers or clients, tracks payments, and resolves billing discrepancies. + Financial Reporting Prepares and disseminates internal and external financial statements and reports, ensuring accuracy, compliance with accounting standards (e.g. GAAP, IFRS), and regulatory requirements. + General Accounting Manages the day-to-day recording of financial transactions, maintaining the general ledger, and performing reconciliations to ensure the accuracy of financial data. + Payroll Manages employee compensation, calculating wages, processing payments, managing deductions, and ensuring compliance with tax and labour laws related to payroll.
	Investor Relations	Manages communication and relationships between the organisation, its investors, and the financial community, conveying financial performance, strategy, and market positioning.
	Finance Generalist	Performs a broad range of finance-related tasks, including budgeting, forecasting, and analysis, supporting overall financial health and strategy.
	Financial Analysis & Tax	+ Tax Manages tax compliance, planning, and strategy, ensuring adherence to tax laws, optimising tax positions, and tax audits. + Treasury Manages the organisation's liquidity, cash flow, investments, debt, and financial risk (e.g. currency, interest rate), ensuring financial stability and optimising capital structure. + Financial Planning & Analysis (FP&A) Focuses on budgeting, forecasting, financial modelling, variance analysis, and providing strategic insights to support business planning and decision-making. Emphasises forward-looking strategic insights rather than internal controls. + Generalist Conducts broad financial analysis to support business decisions and/or manages various aspects of tax compliance and strategy.
	Credit & Collections	+ Collections Recovers overdue payments, negotiates payment plans, and minimises bad debt losses. + Credit Assesses the creditworthiness of potential and existing customers, setting credit limits and terms to mitigate financial risk.

	Finance Systems	Implements and manages financial software and systems, ensuring data integrity, process automation, and alignment with business needs.
	Credit & Collections - All	Represents an aggregate of compensation data across all specialisms within Credit & Collections, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Financial Analysis & Tax - All	Represents an aggregate of compensation data across all specialisms within Financial Analysis & Tax, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Accounting - All	Represents an aggregate of compensation data across all specialisms within Accounting, delivering a roll-up view of compensation benchmarks for the position as a whole.
Gaming	Gaming - All	Represents an aggregate of compensation data across all positions and specialisms within Gaming, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Game Engineering	+ Generalist Develops the software and underlying technology for video games, working on various aspects of game development including gameplay, graphics, AI, and tools.
	Game Design	+ Generalist Creates and refines a range of gameplay concepts, mechanics, and systems, collaborating with multidisciplinary teams to deliver engaging player experiences.
	Game Producing	Manages the overall development process of a game, including scheduling, budgeting, resource allocation, team coordination, and ensuring the project stays on track and meets quality standards.
	Game Engineering - All	Represents an aggregate of compensation data across all specialisms within Game Engineering, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Game Design - All	Represents an aggregate of compensation data across all specialisms within Game Design, delivering a roll-up view of compensation benchmarks for the position as a whole.
General & Business Operations	General & Business Operations - All	Represents an aggregate of compensation data across all positions and specialisms within General & Business Operations, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Operations	+ Generalist Oversees a broad range of day-to-day operational activities essential for the functioning of the business, ensuring smooth execution and resource management.
		+ Business Operations Improves productivity and efficiency of internal operational processes that support core business functions, including planning, resource allocation, performance tracking, and strategic project execution.
	Operational Excellence / Continuous Improvement	Drives ongoing initiatives to implement process and system enhancements, reduce waste, and improve efficiency, quality, and customer satisfaction across the organisation, fostering a culture of continuous improvement, innovation, and accountability.

	Operations - All	Represents an aggregate of compensation data across all specialisms within Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
Global Top Management	Global Top Management - All	Represents an aggregate of compensation data across all positions and specialisms within Global Top Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Audit - All	Represents an aggregate of compensation data across all positions and specialisms within Audit, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Risk Analysis & Management - All	Represents an aggregate of compensation data across all positions and specialisms within Risk Analysis & Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Non-executive Director	+ Board Chair A non-executive director who serves as the chairperson of the organisation's board of directors, leading board meetings and guiding governance, without operational responsibilities within the organisation. + Board Member A member of the organisation's board of directors who does not hold an executive management position within the organisation, providing independent oversight, strategic guidance, and governance.
	Chief Business Officer	C-level executive responsible for business development, strategic partnerships, commercial strategy, and sometimes sales and marketing, driving overall business growth and market expansion.
	Chief Impact Officer	C-level executive responsible for leading and integrating the organisation's strategies around social and environmental impact, sustainability, and corporate responsibility.
	Executive Director	+ Board Chair An executive director who also serves as the chairperson of the organisation's board of directors, leading board meetings, guiding governance, and having operational responsibilities within the organisation.
	President	C-level executive whose responsibilities can vary; sometimes second-in-command to the CEO, potentially overseeing major divisions or acting as COO. May be more common in specific regions (e.g. the US) or certain organisational structures.
	Non-executive Director - All	Represents an aggregate of compensation data across all specialisms within Non-Executive Director, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Executive Director - All	Represents an aggregate of compensation data across all specialisms within Executive Director, delivering a roll-up view of compensation benchmarks for the position as a whole.
Healthcare	Healthcare - All	Represents an aggregate of compensation data across all positions and specialisms within Healthcare, delivering a roll-up view of compensation benchmarks for the function as a whole.
Industrial Design	Industrial Design - All	Represents an aggregate of compensation data across all positions and specialisms within Industrial Design, delivering a roll-up view of compensation benchmarks for the function as a whole.

Physical Product Design / Development		Oversees the entire lifecycle of creating new physical products, from initial concept and design through to prototyping, testing, and preparation for manufacturing.
Insurance	Insurance - All	Represents an aggregate of compensation data across all positions and specialisms within Insurance, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Claims Management	Represents an aggregate of compensation data across all specialisms within Claims Management, delivering a roll-up view of compensation benchmarks for the position as a whole.
IT & Security	IT & Security - All	Represents an aggregate of compensation data across all positions and specialisms within IT & Security, delivering a roll-up view of compensation benchmarks for the function as a whole.
	IT Systems & Infrastructure	+ Generalist Manages and maintains the organisation's overall IT infrastructure, including servers, networks, storage, and operating systems, ensuring availability, performance, and security. + Cyber Security & Risk Management Identifies, analyses, monitors and minimises areas of risk that relate to information technology (IT). + Network / Systems / Business Tools Responsible for selecting, setting up and operating an organisation's network, computer systems and/or software-based business tools. + TechOps / IT Operations Manages the day-to-day operational activities of IT infrastructure and systems, including monitoring, incident management, change management, and ensuring service availability and performance. + Network & Infrastructure Designs, implements, manages, and maintains the organisation's network architecture and underlying infrastructure components, ensuring optimal connectivity, performance, and security. + InfraSec & Cyber Security Secures the organisation's IT infrastructure (networks, servers, endpoints) and protects against cyber threats through intrusion detection/prevention, vulnerability management, and incident response. + InfoSec Develops, implements, and manages information security policies, procedures, and technologies to protect the confidentiality, integrity, and availability of organisational information assets. + Business Tools & Software Manages, administers, and supports specific business-critical software applications and tools, ensuring they meet business needs and are utilised effectively.
	IT Architecture	Designs and oversees the implementation of IT infrastructure, systems, and solutions, defining standards, blueprints, and roadmaps to ensure alignment with business goals, scalability, and security.
	IT Support / Helpdesk	Provides first-line technical assistance and troubleshooting for IT users, resolving hardware, software, and network issues, triaging and escalating problems as needed.
	Security Operations	+ Generalist Oversees and participates in day-to-day security operations, including monitoring security alerts, responding to incidents, managing security tools, and supporting the implementation of security policies and procedures. + Security Analysis / SOC Analysis Monitors security systems and event logs, analyses security alerts, identifies potential threats, and escalates incidents as part of a Security Operations Center (SOC) team.

	Security Operations - All	Represents an aggregate of compensation data across all specialisms within Security Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
	IT Systems & Infrastructure - All	Represents an aggregate of compensation data across all specialisms within IT Systems & Infrastructure, delivering a roll-up view of compensation benchmarks for the position as a whole.
Legal	Legal - All	Represents an aggregate of compensation data across all positions and specialisms within Legal, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Insurance - All	+ Generalist Provides comprehensive legal advice and support to the organisation across a broad range of legal areas, managing legal risks and ensuring compliance. + Commercial & Contract Law Drafts, reviews, and negotiates commercial agreements and contracts, advises on business transactions, and manages contractual risks.
	Legal Support & Operations	+ Paralegal Assists lawyers with legal work, including conducting legal research, drafting documents, managing case files, and preparing for trials, under the supervision of a lawyer. + Generalist Provides broad administrative, clerical, and operational support to the legal department, assisting with case management, document preparation, and legal research.
	Legal Support & Operations - All	Represents an aggregate of compensation data across all specialisms within Legal Support & Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Legal Counsel - All	Represents an aggregate of compensation data across all specialisms within Legal Counsel, delivering a roll-up view of compensation benchmarks for the position as a whole.
Life Sciences	Life Sciences - All	Represents an aggregate of compensation data across all positions and specialisms within Life Sciences, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Clinical Operations	Plans, executes, and manages activities within a life sciences setting, most commonly within the clinical trial process for drug and device development (managing trial logistics, compliance, and data integrity).
Marketing	Marketing - All	Represents an aggregate of compensation data across all positions and specialisms within Marketing, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Content Marketing	Creates and distributes valuable, relevant content (e.g. blog posts, articles, videos, infographics) to attract and engage target audiences, supporting brand awareness and lead generation.

Digital Marketing	+ Generalist Plans and executes marketing campaigns across a broad range of digital channels, including web, SEO/SEM, email, social media, and display advertising, to drive traffic, engagement, and conversions. + SEO & ASO Improves the visibility and ranking of websites in search engine results (SEO) and mobile applications in app store search results (ASO) to increase organic traffic and downloads. + CRM (Customer Relationship Management) Manages and utilises CRM systems and strategies to nurture customer relationships, personalise communications, and drive customer loyalty and retention through digital channels. + Performance Marketing Focuses on digital marketing campaigns where advertisers pay only when a specific action (e.g. click, conversion, lead) occurs, optimising for return on investment (ROI) and measurable results.
Product Marketing	Defines the positioning, messaging, and go-to-market strategy for products, acting as the liaison between product, marketing, and sales teams to drive product adoption and success.
Research / Insights	+ Generalist Conducts a broad range of market research and analyses customer data to generate actionable insights that inform marketing strategy, product development, and business decisions. + Market Research Systematically gathers, records, and analyses data about customers, competitors, and the marketplace to identify opportunities and challenges, and to support strategic decision-making.
Marketing Generalist	Oversees a wide range of marketing activities, including strategy, campaign execution, content creation, and analytics, supporting the overall marketing strategy.
Brand Marketing	+ Generalist Develops and executes strategies to build, maintain, and enhance brand awareness, equity, and positioning in the market across various channels.
Events Management	Plans, organises, and executes events, such as conferences, trade shows, product launches, and webinars, to promote brands, engage audiences, and generate leads.
Marketing Operations	Manages the processes, technology, and data that support marketing functions, optimising efficiency, measuring performance, and enabling marketing teams to execute campaigns effectively.
Pricing & Promotions	+ Pricing Analyses market conditions, competitor pricing, and costs to determine optimal pricing strategies for products and services.
Social Media Marketing	+ Community Management Builds, grows, and manages online communities around a brand or product, fostering engagement, moderating discussions, and acting as the voice of the brand on social media. + Generalist Develops and executes broad social media strategies to build brand presence, engage audiences, drive traffic, and achieve marketing goals across various social platforms. + Influencer Marketing Identifies, builds relationships with, and manages collaborations with influencers to promote products or services to their audiences.

	Growth	+ Growth Marketing Implements data-driven marketing tactics and experiments across the customer lifecycle to acquire, activate, retain, and grow the user/customer base. + Generalist Accelerates business growth by acquiring and retaining customers through a range of rigorous, data-driven experimentation and innovative strategies, often at the intersection of marketing, product, and engineering.
	E-commerce Marketplace Operations	Manages product listings, pricing, promotions, inventory, and order fulfilment across third-party e-commerce marketplaces to maximise sales and ensure exceptional customer satisfaction.
	Digital Marketing - All	Represents an aggregate of compensation data across all specialisms within Digital Marketing, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Growth - All	Represents an aggregate of compensation data across all specialisms within Growth, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Pricing & Promotions - All	Represents an aggregate of compensation data across all specialisms within Pricing & Promotions, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Research / Insights - All	Represents an aggregate of compensation data across all specialisms within Research / Insights, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Social Media Marketing - All	Represents an aggregate of compensation data across all specialisms within Social Media Marketing, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Brand Marketing - All	Represents an aggregate of compensation data across all specialisms within Brand Marketing, delivering a roll-up view of compensation benchmarks for the position as a whole.
Media & Content	Media & Content - All	Represents an aggregate of compensation data across all positions and specialisms within Media & Content, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Content Production	+ Content Writing Writes clear, engaging, and targeted content for various platforms, including websites, blogs, marketing materials, and social media. + Generalist Oversees and participates in the creation of various types of media content, including writing, video, audio, or multimedia production. + Editorial Manages quality assurance and strategic alignment for published content, managing the workflow from initial idea generation through developmental, copy, and fact-checking edits to final preparation for distribution, ensuring consistency and accuracy. + Localisation Adapts content (text, audio, video, software) for specific geographic regions or linguistic cultures, ensuring cultural relevance and linguistic accuracy beyond simple translation. + Video Producing Manages the entire lifecycle of video production, from pre-production (planning, scripting, budgeting) through shooting and post-production to final delivery.
	Content Operations	Manages the processes, workflows, and systems involved in creating, managing, publishing, and distributing content across various platforms and channels.

	Content Production - All	Represents an aggregate of compensation data across all specialisms within Content Production, delivering a roll-up view of compensation benchmarks for the position as a whole.
Merchandising	Merchandising - All	Represents an aggregate of compensation data across all positions and specialisms within Merchandising, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Category Management	Manages a specific group or category of products, responsible for its strategy, assortment, pricing, promotion, and overall financial performance.
People	People - All	Represents an aggregate of compensation data across all positions and specialisms within People, delivering a roll-up view of compensation benchmarks for the function as a whole.
	HR Business Partner	Acts as a strategic advisor to managers and business leaders, aligning HR initiatives with organisational goals, supporting workforce planning, and driving employee engagement.
	People Operations	+ Compensation & Benefits Designs, implements, and manages employee compensation programmes (salaries, bonuses, equity) and benefits packages (health, retirement, wellness) to attract and retain talent. + Employee Relations & Engagement Manages employee relations issues, conflict resolution, and disciplinary processes, while also developing initiatives to enhance employee morale, satisfaction, and engagement. + Health & Safety Develops and implements programmes and policies to ensure a safe and healthy work environment, complying with occupational health and safety regulations and minimising workplace hazards. + Learning & Development Designs, delivers, and manages training programmes and development initiatives to enhance employee skills, knowledge, and performance, supporting career growth and organisational objectives. + Generalist Manages various operational aspects of HR, including HRIS management, payroll liaison, benefits administration, onboarding processes, and ensuring compliance and effective employee data management. + Employer Branding Develops and promotes the organisation's image and reputation as an employer of choice to attract top talent, managing the organisation's presence on career sites and social media.
	Recruitment Support	Provides administrative and operational assistance to the talent acquisition team, including scheduling interviews, posting jobs, managing candidate communications, and maintaining applicant tracking systems.
	People Generalist	Manages a wide range of HR responsibilities, including recruitment, employee relations, benefits administration, and HR policy implementation, supporting the employee lifecycle.
	Talent Acquisition	+ Generalist Manages various aspects of recruitment and hiring, from sourcing and screening candidates to interviewing, offering, and onboarding new employees, across various roles. + Technical Manages the full, end-to-end recruitment lifecycle – from strategic sourcing and initial screening to conducting interviews, extending offers, and facilitating onboarding – with a specialised focus on attracting and hiring top talent for complex technical roles across engineering, IT, and data science, leveraging a deep understanding of technical skills and job requirements.

	People Operations - All	Represents an aggregate of compensation data across all specialisms within People Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Talent Acquisition - All	Represents an aggregate of compensation data across all specialisms within Talent Acquisition, delivering a roll-up view of compensation benchmarks for the position as a whole.
Product	Product - All	Represents an aggregate of compensation data across all positions and specialisms within Product, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Product Management	+ Generalist Defines the overall product vision, strategy, and roadmap, prioritises features, and works with cross-functional teams (engineering, design, data science, marketing) to build and launch successful products that meet user needs and business goals. + Technical Drives the roadmap for technology-intensive products or platform components, ensuring feasibility and scalability while bridging technical strategy with business objectives to maximise product value.
	Product Design	+ Generalist Owns the end-to-end design process, strategically balancing user needs, business goals, and technical feasibility to deliver intuitive, aesthetically pleasing, and effective products by defining functionality and ensuring visual execution across the entire user experience. + UI / UX Design Designs user interfaces and optimises user experiences for digital products (software, apps, websites), ensuring usability, accessibility, and engaging interactions.
	User Research	Investigates user behaviours, needs, motivations, and pain points through methods like interviews, surveys, usability testing, and data analysis, providing insights to inform product design and development.
	Technical Writing	Creates clear, concise, and accurate documentation for technical products, such as user manuals, API guides, help articles, and release notes, for both technical and non-technical audiences.
	Product Analysis	Collects, analyses, and interprets data related to product performance, user behaviour, and market trends to identify opportunities, measure success, and inform product decisions.
	Product Operations	Supports the efficiency and effectiveness of the product management team by managing processes, tools, data, and communication, enabling product managers to focus on strategy and execution.
	Product Management - All	Represents an aggregate of compensation data across all specialisms within Product Management, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Product Design - All	Represents an aggregate of compensation data across all specialisms within Product Design, delivering a roll-up view of compensation benchmarks for the position as a whole.
Professional Services & Consulting	Professional Services & Consulting - All	Represents an aggregate of compensation data across all positions and specialisms within Professional Services & Consulting, delivering a roll-up view of compensation benchmarks for the function as a whole.

	Professional Services	+ Generalist Delivers a broad range of typically fee-based expert services and solutions to clients, assisting them with implementing strategies, improving processes, or managing projects, usually related to an organisation's own products or services. + Implementation Management / Consulting Manages and executes the deployment and integration of specific software, systems, or solutions for clients, ensuring successful adoption and value realisation. + Systems / Technical Consulting Provides expert advice and support to clients across the full technology lifecycle, from design and development to implementation and optimisation of IT systems and infrastructure, ensuring solutions align with both technical requirements and core business needs.
	Professional Services - All	Represents an aggregate of compensation data across all specialisms within Professional Services, delivering a roll-up view of compensation benchmarks for the position as a whole.
Project / Programme Management	Project / Programme Management - All	Represents an aggregate of compensation data across all positions and specialisms within Project / Programme Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Project Management	+ Generalist Plans, executes, and closes a range of individual projects, managing scope, budget, timeline, resources, and risks to achieve specific project goals and deliverables. + Business Expansion / Launch Manages projects specifically related to expanding business operations into new markets, launching new products or services, or establishing new business units. + Technical Manages technology-focused projects, coordinating IT, software development, or engineering teams to deliver complex solutions, effectively bridging the communication gap between technical teams and business stakeholders.
	Programme Management	+ Generalist Oversees and coordinates a group of related projects (a programme) to achieve strategic business objectives, managing interdependencies, resources, and overall programme success. + Delivery Management Ensures the successful delivery of programmes and projects, often in a client-facing or services context, managing timelines, resources, and stakeholder expectations to meet agreed-upon deliverables. + Technical Programme Management Manages complex, technology-focused programmes, requiring a strong technical understanding to coordinate cross-functional engineering teams, manage technical risks, and ensure alignment with product and business goals.
	Scrum Master	Facilitates Agile development processes (specifically Scrum), coaching the team, removing impediments, and ensuring adherence to Scrum principles and practices to optimise productivity and delivery.
	Service Delivery Management	Manages the effective delivery of services to clients or internal users, ensuring service quality, performance, and adherence to agreed-upon service levels by managing incidents, problems, and continuous service improvements.
	Project Management - All	Represents an aggregate of compensation data across all specialisms within Project Management, delivering a roll-up view of compensation benchmarks for the position as a whole.

	Programme Management - All	Represents an aggregate of compensation data across all specialisms within Programme Management, delivering a roll-up view of compensation benchmarks for the position as a whole.
Research & Development - General	Research & Development - General - All	Represents an aggregate of compensation data across all positions and specialisms within Research & Development – General, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Scientific Research	+ Generalist Conducts original research across various scientific disciplines. Involves designing and executing diverse experimental protocols, analysing complex datasets, and disseminating high-impact findings across multidisciplinary teams to drive innovation and advance scientific knowledge from initial concept to proof of principle.
	Scientific Research - All	Represents an aggregate of compensation data across all specialisms within Scientific Research, delivering a roll-up view of compensation benchmarks for the position as a whole.
Research & Development - Technology	Research & Development - Technology - All	Represents an aggregate of compensation data across all positions and specialisms within Research & Development – Technology, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Research & Applied Science	+ Machine Learning Conducts research and develops new machine learning algorithms, models, and techniques to improve learning from data, prediction accuracy, and decision-making capabilities.
		+ Generalist Conducts research and applies scientific principles to translate emerging concepts into scalable technological innovations and high-performance prototypes, bridging the gap between fundamental research and practical application.
	AI Operations	Represents an aggregate of compensation data across all specialisms within AI Operations, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Research & Applied Science - All	Represents an aggregate of compensation data across all specialisms within Research & Applied Science, delivering a roll-up view of compensation benchmarks for the position as a whole.
Risk Analysis & Management	Risk Analysis & Management - All	Represents an aggregate of compensation data across all positions and specialisms within Risk Analysis & Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Underwriting	+ Financial Evaluates the specific credit risk or default potential of an individual borrower (loans, mortgages) or guarantees the sale price of new securities (investment banking) to protect the firm's capital.

	Fraud & Financial Crimes	+ Generalist Develops and implements various strategies, policies, and controls to prevent, detect, investigate, and mitigate risks related to fraud and financial crimes. + Anti-money Laundering (AML) Implements AML policies, monitors transactions, and conducts investigations to prevent money laundering activities. + Customer Due Diligence Develops processes to identify and verify the identity of customers (also Know Your Customer – KYC) and assess their risk profiles to prevent financial crimes. + Financial Crime Analysis Analyses transactional data, customer information, and other intelligence to identify patterns, trends, and anomalies indicative of financial crime activities.
	Risk Management	+ Generalist Identifies, assesses, monitors, and mitigates various risks (e.g. operational, strategic, financial) across an organisation to protect its assets, reputation, and ensure business continuity. + Credit Risk Assesses and manages the risk of loss arising from a borrower's or counterparty's failure to repay a loan or meet contractual obligations. + Operational Risk Identifies, assesses, and manages risks arising from inadequate or failed internal processes, people, systems, or from external events (e.g. fraud, legal, physical, or environmental risks). + Technology & Cyber Risk Identifies, assesses, and mitigates risks related to information technology systems, data security, cybersecurity threats, and IT infrastructure failures.
	Underwriting - All	Represents an aggregate of compensation data across all specialisms within Underwriting, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Fraud & Financial Crimes - All	Represents an aggregate of compensation data across all specialisms within Fraud & Financial Crimes, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Risk Management - All	Represents an aggregate of compensation data across all specialisms within Risk Management, delivering a roll-up view of compensation benchmarks for the position as a whole.
Sales & Relationship Management	Sales & Relationship Management - All	Represents an aggregate of compensation data across all positions and specialisms within Sales & Relationship Management, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Account Management / Customer Success	+ Generalist Works with a portfolio of general customers with the goal of increasing revenues, customer retention and satisfaction. + Enterprise Works with a portfolio of enterprise customers with the goal of increasing revenues, customer retention and satisfaction. Typically long and complex sales cycle.
	Channel Sales	Develops and manages relationships with channel partners (e.g. resellers, distributors, VARs) to drive sales of products or services through indirect routes.

Direct Sales

+ Generalist

Sells products or services directly to various types of customers to achieve individual sales targets (quotas).

+ SMB

Sells products or services directly to small and medium-sized organisations to achieve individual sales targets (quotas).

+ Enterprise

Sells products or services directly to large, complex enterprise organisations to achieve individual sales targets (quotas).

Sales Development (SDR)

+ Generalist

Generates and qualifies new leads for the sales team in a range of ways, often including outbound prospecting and inbound lead follow-up.

+ Inbound

Qualifies leads generated through inbound marketing efforts (e.g. website enquiries, content downloads).

+ Outbound

Identifies and proactively contacts potential customers through outbound prospecting methods (e.g. cold calling, email outreach).

Sales / Solutions Engineering

+ Generalist

Provides technical expertise by designing and demonstrating various solutions to meet customer needs, often guiding them from the initial pre-sales phase through successful deployment.

+ Pre-sales

Provides technical expertise and tailored product demonstrations to prospective clients, designing solutions to meet their needs and directly supporting the sales team to close deals prior to post-sales implementation.

Commercial Partnerships

Identifies, develops, and manages strategic partnerships with other organisations to create new business opportunities, expand market reach, or enhance product offerings.

Revenue Operations & Support

+ Sales Enablement

Equips sales teams with the content, training, tools, and resources needed to sell more effectively and efficiently.

+ Generalist

Oversees and optimises the processes, systems, and data that support the entire revenue-generating lifecycle, including sales, marketing, and customer success operations.

+ Bid / Tender Management

Manages the process of preparing and submitting proposals, bids, or tenders in response to customer requests (RFPs, RFQs), particularly for large or complex sales.

+ Revenue Operations

Aligns sales, marketing, and customer service operations, processes, and data to drive revenue growth and improve efficiency across the customer lifecycle.

+ Revenue Management / Strategy

Analyses sales data, market trends, and customer behaviour to develop strategies for optimising pricing, product mix, and sales channels to maximise revenue.

+ Sales Operations

Supports the sales team by managing processes, tools (e.g. CRM), data, reporting, territory planning, and compensation administration to improve sales productivity.

+ Sales / Commercial Support

Provides administrative, logistical, or operational assistance to the sales or commercial teams, such as order processing, contract management, or customer enquiries.

Advertising Operations

Manages the technical and operational aspects of delivering online advertising campaigns, including trafficking ads, troubleshooting issues, and optimising performance.

	Customer Enablement	Provides customers with the resources, tools, training, and support they need to successfully adopt, use, and achieve value from an organisation's products or services.
	Account Management	+ Enterprise Manages relationships with existing large, complex, and strategically important client organisations known as enterprise accounts, ensuring customer satisfaction, identifying upselling/cross-selling opportunities, and acting as the primary point of contact post-sale. + Generalist Manages relationships with a range of existing clients, ensuring customer satisfaction, identifying upselling or cross-selling opportunities, and acting as the primary point of contact post-sale.
	Customer Success	+ Generalist Works proactively with a range of customers post-sale to ensure they achieve their desired outcomes while using the company's products or services, fostering loyalty, retention, and advocacy. Typically not responsible for account expansion.
	Advertising Sales - All	Represents an aggregate of compensation data across all specialisms within Advertising Sales, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Sales Development (SDR) - All	Represents an aggregate of compensation data across all specialisms within Sales Development, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Sales / Solutions Engineering - All	Represents an aggregate of compensation data across all specialisms within Solutions Engineering, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Revenue Operations & Support - All	Represents an aggregate of compensation data across all specialisms within Revenue Operations & Support, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Account Management - All	Represents an aggregate of compensation data across all specialisms within Account Management, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Customer Success - All	Represents an aggregate of compensation data across all specialisms within Customer Success, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Account Management / Customer Success - All	Represents an aggregate of compensation data across all specialisms within Account Management / Customer Success, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Direct Sales - All	Represents an aggregate of compensation data across all specialisms within Direct Sales, delivering a roll-up view of compensation benchmarks for the position as a whole.
Skilled Trade	Skilled Trade - All	Represents an aggregate of compensation data across all positions and specialisms within Skilled Trade, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Service / Field Technician	Travels to customer sites to install, maintain, troubleshoot, and repair equipment or systems, often for appliances, electronics, or industrial machinery.

Store Sales & Operations	Store Sales & Operations - All	Represents an aggregate of compensation data across all positions and specialisms within Store Sales & Operations, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Store General Management	Manages the overall operations of a retail store, including P&L, staff supervision, inventory management, customer service, merchandising, and achieving sales targets.
Strategy & Corporate Development	Strategy & Corporate Development - All	Represents an aggregate of compensation data across all positions and specialisms within Strategy & Corporate Development, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Strategy	+ Chief of Staff Serves as a strategic advisor and operational partner to a senior executive (often CEO), facilitating communication, managing key projects, and driving strategic priorities on behalf of the executive. + Generalist Develops and implements business strategies to drive growth, efficiency, and competitive advantage across the organisation. + Business Analysis Identifies business needs, analyses requirements, and recommends solutions to improve processes, systems, or products, often acting as a liaison between business stakeholders and technical teams within a strategic context.
	Corporate Development	+ Mergers & Acquisitions Manages the end-to-end process of mergers, acquisitions, and divestitures, from target identification and due diligence to deal execution and integration planning. + Generalist Identifies, evaluates, and executes a range of strategic initiatives such as mergers, acquisitions, divestitures, joint ventures, and strategic partnerships to drive growth and enhance organisational value. + Change Management Leads, plans, and manages the effective organisational change and seamless employee adoption resulting from major strategic initiatives, ensuring successful business transformation across people, processes, and technology.
	Corporate Development - All	Represents an aggregate of compensation data across all specialisms within Corporate Development, delivering a roll-up view of compensation benchmarks for the position as a whole.
	Strategy - All	Represents an aggregate of compensation data across all specialisms within Strategy, delivering a roll-up view of compensation benchmarks for the position as a whole.
Supply Chain & Logistics	Supply Chain & Logistics - All	Represents an aggregate of compensation data across all positions and specialisms within Supply Chain & Logistics, delivering a roll-up view of compensation benchmarks for the function as a whole.
	Procurement / Purchasing	+ Generalist Manages the overall acquisition of goods, services, and raw materials needed by the organisation, negotiating with suppliers, managing contracts, and optimising procurement processes. + Buying & Planning Selects and purchases goods or materials, often combined with the planning of inventory levels and procurement schedules to meet demand. + Vendor Management Develops and maintains relationships with suppliers and vendors, monitoring performance, negotiating contracts, and ensuring vendor compliance with quality and service level agreements.

Warehousing & Distribution Centre	+ Generalist Manages the overall operations of a warehouse or distribution centre, including receiving, storage, order picking, packing, and shipping of goods. + Picking & Packing Selects items from inventory (picking) and prepares them for shipment (packing) in a warehouse or distribution centre.
Logistics & Distribution	+ Fulfilment Manages the end-to-end process of receiving, processing, and delivering customer orders, particularly in e-commerce or direct-to-consumer environments. + Logistics Plans, implements, and controls the efficient, effective forward and reverse flow of materials and goods from point of origin to point of consumption.
Supply Chain	+ Generalist Manages end-to-end supply chain activities, from sourcing and procurement through production, inventory management, and distribution, to ensure efficiency and meet customer demand. + Forecasting & Demand Planning Develops and manages demand forecasts, analyses market trends, and collaborates with sales and marketing to create predictions of future customer demand for products and services. + Supply Quality Assurance Ensures that materials, components, and products sourced from suppliers meet specified quality standards, often involving supplier audits and quality control processes.
Warehousing & Distribution Centre - All	Represents an aggregate of compensation data across all specialisms within Warehousing & Distribution Centre, delivering a roll-up view of compensation benchmarks for the position as a whole.
Logistics & Distribution - All	Represents an aggregate of compensation data across all specialisms within Logistics & Distribution, delivering a roll-up view of compensation benchmarks for the position as a whole.
Procurement / Purchasing - All	Represents an aggregate of compensation data across all specialisms within Procurement / Purchasing, delivering a roll-up view of compensation benchmarks for the position as a whole.
Supply Chain - All	Represents an aggregate of compensation data across all specialisms within Supply Chain, delivering a roll-up view of compensation benchmarks for the position as a whole.
Transportation & Fleet - All	Represents an aggregate of compensation data across all specialisms within Transportation & Fleet, delivering a roll-up view of compensation benchmarks for the position as a whole.