

# 2022 San Antonio Not-for-Profit Wage and Benefit Survey

## List of Jobs Surveyed

The bold titles are new to this year's survey.

### Executive Management

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

### Accounting/Financial

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

### **Attorney**

Controller  
Legal Assistant/Paralegal  
Payroll Clerk

### Administration

Administrative Assistant  
Assistant to a Senior Executive  
Assistant to the CEO  
Customer Service Representative  
Data Entry Clerk  
File Clerk  
General Office Clerk  
Human Resources Assistant  
Human Resources Generalist  
Human Resources Manager  
Human Resources Recruiter  
Medical Records Clerk  
Office Manager  
Purchasing Agent/Buyer  
Receptionist

### Agency

Activities Coordinator  
Animal Attendant  
Assistant Store Manager, Retail  
Chaplain (Nonsubsidized)  
Child Care Worker  
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  
Outreach Coordinator  
Program Coordinator  
Residential Care Specialist  
Residential Care Supervisor  
Residential Care Worker  
Sales Clerk, Retail  
Site Coordinator  
Special Projects Coordinator  
Store Manager, Retail  
Teacher (Degreed)  
Teacher (Non-Degreed)  
Teacher's Assistant  
Volunteer Coordinator  
Volunteer Manager  
Youth Worker  
Veterinarian

### Counseling

Case Manager (Degreed) - Non-Medical  
Counselor (Bachelor's Degreed)  
Counselor Mental Health/Psychiatric  
Counselor (Master's Degreed)  
Counselor/Psychotherapist (Psy.D)  
Social Worker, BSW  
Social Worker, MSW

### General Services/Maintenance

Cook  
Custodian/Housekeeper  
Custodian Supervisor  
Delivery Driver  
Facilities Manager  
Food Service Supervisor  
Food Service Worker

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

### Information Technology

Computer Technician  
Data Analyst  
Database Administrator (DBA)  
Help Desk Technician  
IT Manager  
Programmer Analyst, Personal Computers  
Web Master

### Marketing and Public Relations

Grant Manager/Administrator  
Grant Writer  
Graphics Designer  
Marketing Coordinator (Non-Degreed)  
Marketing Representative (Degreed)  
Marketing/Public Relations Assistant  
Public Relations Manager  
Public Relations Representative  
Social Media/Digital Specialist

### Medical Professionals

**Case Worker (Degreed)**  
Case Worker (Non-Degreed)  
Certified Nursing Assistant (CNA)  
Dietitian, Clinical (Registered)  
Front Office Supervisor  
Health Educator (Degreed)  
**Health Educator (Non-Degreed)**  
Licensed Vocational Nurse  
Medical Assistant  
Registered Nurse

### Multi-Skilled Positions

Administrative Support  
Caregiver (Non-Degreed)  
Manager  
Parent Educator  
Program Manager  
Specialist I  
Specialist II  
Supervisor

