

2023 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 Human Resource 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 Manager
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

Office Manager
Receptionist

Agency

Activities Coordinator
Animal Attendant
Assistant Store Manager, Retail
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 (Master's Degreed)

Counselor Intern

Counselor Mental Health/Psychiatric
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 Manager
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)
Health Educator (Non-Degreed)
Licensed Vocational Nurse
Medical Assistant
Registered Nurse

Multi-Skilled Positions

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