

# 2023 TSHHRAE Wage and Benefit Survey Job List

(The bold titles are new to this year's survey)

Accountant - Non-degreed (Nonexempt)  
Accountant I  
Accountant II  
Accounting Clerk  
Accounting/Finance Director  
Accounting Manager  
Accounts Manager (Accounts Payable/Receivable)  
Accounts Payable Clerk  
Accounts Supervisor (Accounts Payable/Receivable)  
Accounts Receivable Clerk  
Accreditation Coordinator  
Activities Coordinator  
Administrative Assistant  
Administrative Director  
Admitting Director  
Air Ambulance Paramedic (EMT-P)  
Anesthesia Technician  
**Assistant Controller**  
Assistant Nurse Manager  
Assistant to an Executive  
Assistant to the CEO  
Audiologist  
Audiovisual Technician  
Benefits Analyst  
Benefits Coordinator  
Benefits Manager  
Billing and Collections Manager  
Billing and Collections Supervisor  
Billing Auditor  
Billing Clerk  
Biomedical Equipment Manager  
Biomedical Equipment Technician  
Birth Certificate Clerk  
Bus/Van Driver  
Business Analyst  
Business Development Director  
Business Office Manager  
Business Office Manager - Practice Management  
C.T. Technologist  
Cardiac Diagnostic Technician  
Cardiac Echo/Vascular Supervisor  
Cardiopulmonary Services Director  
Cardiovascular Technologist  
Carpenter - Maintenance  
Case Management/Utilization Review Director  
Case Manager (Non RN)  
Case Manager (RN)  
Cashier  
Cashier - Office  
Catheter Laboratory (RN)  
**Catheter Laboratory Manager (RN)**  
Catheter Laboratory Supervisor  
Catheter Laboratory Technician  
Certified Nursing Assistant (CNA)  
Chaplain (Nonsubsidized)  
Chaplain (Subsidized)  
Charge Nurse  
Check-Out Receptionist  
Chef  
Chief Executive Officer (Non-MD) - Multiple Hospital System  
Chief Executive Officer (Non-MD) - Single Hospital System  
Chief Financial Officer  
Chief Human Resources Officer  
Chief Information Officer  
Chief Legal Officer  
Chief Medical Officer  
Chief Nursing Officer  
Chief Operating Officer  
Chief Quality Officer  
Child Care Worker  
Child Life Specialist  
Child Life Therapist  
**Clinic Manager (LVN)**  
Clinic Manager (RN)  
Clinical Director - Ambulatory Surgery Center  
Clinical Director - Cardiology  
Clinical Director - Emergency Services  
Clinical Director - Intensive Care  
Clinical Director - Labor & Delivery  
Clinical Director - Medsurg  
Clinical Director - Multiple Units  
Clinical Director - Surgery  
Clinical Documentation Specialist (RN)  
Clinical Informatics Associate (LVN)  
Clinical Informatics Director  
Clinical Informatics Manager  
Clinical Informatics Specialist (RN)  
Clinical Manager - Emergency Services  
Clinical Manager - Intensive Care  
Clinical Manager - Labor & Delivery  
Clinical Manager - Medsurg  
Clinical Manager - Multiple Units  
Clinical Manager - Single Unit  
Clinical Manager - Surgery  
Clinical Nurse Specialist  
Clinical Research Coordinator (RN)  
Clinical Supervisor Home Health/Hospice  
Collector  
Community Health Educator (Non RN)  
Community Health Educator (RN)  
Community Liaison (Degreed)  
Compensation Analyst  
Compensation Manager  
Compliance Officer  
Compliance Specialist  
Computer Technician  
Continuing Medical Education Coordinator  
Controller/Comptroller  
Cook  
Copy Center Technician  
Courier  
Credentialing Assistant  
Credentialing Coordinator  
Credentialing Manager  
Critical Care Nurse  
Customer Service Representative  
Cyber Security Analyst  
Cytogenetic Technologist

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Data Analyst  
Data Center Operator  
Data Entry Operator  
Data Security Administrator  
Database Administrator (DBA)  
Database Developer  
Dental Assistant  
Dental Hygienist  
Diabetes Educator (Degreed)  
Diagnostic & Imaging Services Director  
**Dietary Clerk/Aide**  
Dietetic Technician  
Dietitian, Clinical (Registered)  
Discharge Planner (Non RN)  
Dispatcher - Security/Transportation  
Dosimeterist  
Educator (Non RN)  
Educator (RN)  
EEG Technician - Registered  
EKG Technician  
Electrician  
Emergency Medical Services Director  
Emergency Medical Services Manager  
Emergency Medical Technician (EMT) - Basic  
Emergency Medical Technician (EMT) - Intermediate  
Emergency Room Technician  
Employee/Occupational Health Nurse (LVN)  
Employee/Occupational Health Nurse (RN)  
Employment Manager  
Employment Recruiter  
Endoscopy Technician  
Environmental Health and Safety Manager  
Environmental Service Manager  
Environmental Service Supervisor  
Environmental Service Worker (Housekeeping)  
Environmental Services Director  
Event Coordinator  
Executive Assistant  
Exercise Physiologist (BS)  
Exercise Physiologist (MS)  
Facilities (Maintenance) Director  
Financial Analyst (Degreed)  
Financial Counselor  
Fitness Instructor  
Flight Nurse  
Floor Care Technician  
Food Service Director  
Food Service Lead  
Food Service Manager  
Food Service Supervisor  
Food Service Worker  
Foundation/Fund Development Director  
Front Office Supervisor  
General Maintenance Worker  
General Office Clerk  
**Gift Store Manager**  
Grant Writer  
Graphic Designer  
Groundskeeper  
Help Desk Technician  
Hemodialysis Technician  
Histology Technician (Certified)  
Home Health Aide - Hourly  
Home Health Director  
Home Health LVN - Hourly  
Home Health RN - Hourly  
Hospice Director  
Hospital Entrance Health Screener  
House Supervisor (RN)  
Human Resources Assistant  
**Human Resources Business Partner**  
Human Resources Clerk  
Human Resources Director  
Human Resources Generalist I  
Human Resources Generalist II  
Human Resources Information Systems Analyst  
Human Resources Manager  
HVAC Mechanic  
Hyperbaric Wound Care (RN)  
Hyperbaric Wound Care Technologist  
ICD-10 Coder  
Infection Control and Prevention Director  
Infection Control Nurse (RN)  
Information Services Director  
Insurance Claims Examiner  
Insurance Claims Processor  
Insurance Clerk  
Insurance Section Supervisor  
Inventory Control Clerk  
IS Manager  
**IS Supervisor**  
IS Project Manager  
Laboratory Director - Chief Medical Technologist (Non-MD)  
Lactation Consultant (Non RN)  
Lactation Consultant (RN)  
Laundry Manager  
Laundry Supervisor  
Laundry Worker  
Licensed Athletic Trainer  
Licensed Vocational Nurse (LVN)  
Magnetic Resonance Imaging (MRI) Technician  
Mail Clerk  
Maintenance Manager  
Maintenance Multi-Skilled Service Worker  
Maintenance Supervisor  
Mammographer  
Managed Care Director  
Marketing Coordinator (Degreed)  
Marketing Director  
Marketing Manager  
Marketing Representative (Degreed)  
Marketing Representative (Non-degreed)  
Massage Therapist  
Materials Management Coordinator  
Materials Management Director  
Materials Management Manager

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Materials Management Supervisor  
Medical Assistant (Certified/Non-certified)  
Medical Credentialing Director  
Medical Laboratory Manager  
Medical Laboratory Technician - Blood Bank  
Medical Laboratory Technician (MLT)  
Medical Laboratory Technician (Non-MLT)  
Medical Records Analyst (Certified/Non-certified)  
Medical Records Clerk  
Medical Records Coding Technician (Non-certified)  
Medical Records Coding Technician I (Certified)  
Medical Records Coding Technician II (Certified)  
Medical Records Director  
Medical Records Manager  
Medical Records Supervisor (Certified)  
Medical Records Supervisor (Non-certified)  
Medical Staff Coordinator  
Medical Technologist (ASCP)  
Medical Technologist (ASCP) - Blood Bank  
Medical Technologist Supervisor  
Medical Transcriptionist  
Medical Transcriptionist Supervisor  
Mental Health Program Director  
Mental Health/Chemical Dependency Counselor  
Mental Health/Psychiatric Counselor  
Monitor Technician  
Network Manager  
Network Specialist (Certified)  
Network Specialist (Non-certified)  
Nuclear Medicine Technologist  
Nurse Anesthetist (CRNA)  
Nurse Educator/Preceptor  
Nurse Manager/Head Nurse  
Nurse Navigator (RN)  
Nurse Practitioner - Family Practice  
Nurse Practitioner - Internal Medicine  
Nurse Practitioner - Pediatrics  
Nurse Practitioner (Advanced)  
Nurse Recruiter (RN)  
Nursing Director  
Nursing Extern  
Occupational Therapist - Registered  
Occupational Therapy Assistant - COTA  
Occupational Therapy Supervisor  
Office Manager  
Oncology (RN)  
Orthotics Technician  
Outpatient Services Director  
PACS Administrator  
PACS Coordinator  
Painter  
Paramedic (EMT-P)  
Pastoral Care Director  
Patient Access Manager  
Patient Account Representative  
Patient Accounting/Business Office Director  
Patient Care Associate  
**Patient Care Coordinator (Non RN)**  
Patient Care Coordinator (RN)

Patient Care Technician - Multi-skilled  
Patient Registrar  
Patient Registrar Supervisor  
Patient Relations Director  
Patient Representative (Degreed)  
Patient Representative (Non-degreed)  
**Patient Representative Manager**  
**Patient Representative Supervisor**  
Payroll Clerk  
Payroll Coordinator  
Payroll Supervisor  
PBX Operator (Telephone Operator)  
PBX Supervisor  
Personal Care Giver/Companion/Sitter  
Pharmacist - Clinical  
Pharmacist - Staff  
Pharmacist Supervisor  
Pharmacy Manager  
Pharmacy Services Director  
Pharmacy Technician (Certified/Non-certified)  
Pharmacy Technician Supervisor  
Phlebotomist (Certified/Non-certified))  
Phlebotomist Supervisor  
Physical Plant Manager  
Physical Therapist - Licensed  
Physical Therapy Aide  
Physical Therapy Assistant - LPTA  
Physical Therapy Director  
**Physical Therapy Manager**  
Physical Therapy Supervisor  
Physician Assistant  
Physician Liaison  
Physician Recruiter  
Physician Relations Director  
Physician Relations Specialist  
Plumber  
Polysomnographic (Sleep) Technician  
Polysomnographic (Sleep) Technologist  
Population Health Coordinator  
Practice Management Director (Non-MD)  
Programmer Analyst  
Programmer Applications  
Psychiatric Technician/Mental Health Aide  
Psychological Service Director  
Psychologist - Ph.D.  
Public Relations Director  
Public Relations Representative  
Purchasing Agent/Buyer  
Purchasing Director  
Purchasing Manager  
Quality Assurance Nurse  
Quality Improvement Coordinator  
Quality Improvement Director  
Quality Improvement Manager  
Quality Management Analyst  
Radiation Therapist  
Radiological Services Director (Non-MD)  
Radiology Assistant  
Radiology Manager

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Radiology Supervisor  
Radiology Technician I  
Radiology Technician II  
Radiology Technologist (Multimodality)  
Receptionist (Clerk)  
Recreation Therapist  
Referral Coordinator  
Registered Nurse - Clinic or Medical Office  
Registered Nurse - Graduate  
Registered Nurse - Operating Room  
Registered Nurse - Operating Room - Ambulatory Surgery Center  
Registered Nurse - Shift Supervisor  
Registered Nurse (RN) I  
Registered Nurse (RN) II  
Registered Nurse First Assistant  
Rehabilitation Services Director  
Reimbursement Specialist  
Release of Information Clerk  
Research (RN)  
Respiratory Care Technician (Non-cert/Non-reg)  
Respiratory Therapist (Certified)  
Respiratory Therapist (Registered)  
Respiratory Therapy - Shift Supervisor  
Respiratory Therapy Director  
Respiratory Therapy Manager  
Revenue Cycle Director  
**Revenue Cycle Manager**  
Risk Management Director  
Safety Director  
Scheduling Coordinator  
Secretary  
Secretary - Executive  
Security Director  
Security Guard - Commissioned  
Security Guard - Noncommissioned  
Security Guard Manager  
Security Guard Supervisor - Commissioned  
Security Guard Supervisor - Noncommissioned  
Shipping and Receiving Clerk  
**Shipping and Receiving Manager**  
Shipping and Receiving Supervisor  
Social Services Director - MSW  
Social Media Specialist  
Social Worker - BSW  
Social Worker - LMSW/LPC  
Social Worker - MSW  
Special Procedures Technician  
Speech Therapist/Pathologist  
Sterile Supply Technician  
Stockroom Clerk  
Stroke Coordinator (RN)  
Surgery Scheduler  
Surgery Scheduler - Ambulatory Surgery Center  
Surgical Technician First Assistant  
Surgical/Operating Room Technician - CST Ambulatory Surgery Ctr  
Surgical/Operating Room Technician (Certified)  
Surgical/Operating Room Technician (Non-certified)  
Systems Administrator  
Systems Analyst  
Telecommunications Manager  
Telephone Systems Technician  
Training & Education Director  
Training Specialist  
Transitional Care Manager  
Transporter  
Trauma Coordinator (RN)  
Trauma Registrar  
Trauma Services Director  
Tumor Registrar (CTR)  
Ultrasound Technologist I  
Ultrasound Technologist II  
Unit Clerk/Secretary  
Utilization Review (LVN)  
Utilization Review (RN)  
Valet Parking Attendant  
Volunteer Coordinator  
Volunteer Services Director  
Web Developer  
Wellness Program Administrator  
Wound Ostomy Continence Nurse (Certified Medicare)