Job Catalog Table

The Ohio State University & Wexner Medical Center

2022

THE OHIO STATE UNIVERSITY
HUMAN RESOURCES

Career Roadmap jobs along with their descriptions are listed in the first few pages. Following that, each job is assigned an eight (8) character job code that represents the Job Function, Subfunction and Band/Level. The table is only inclusive of jobs that are in scope for Career Roadmap.

Reading a CR Code - Career Roadmap Jobs are composed of three elements:

1 **Job Function**
2 **Job Subfunction**
3 **Band and Level**

Here is an example using a Staff Accountant - *FINACTS2*:

FIN - ACT - S2

How do I use this?

Step 1 To select the correct Job Function, read the description of the 37 identified Functions that are categorized by work discipline
Example
Job Title: **Staff Accountant**
Job Function: **Finance**

Step 2 After you identify the applicable Function, review the subfunction descriptions which describes the primary job duties of the position
Example
Subfunction: **Accounting**

Step 3 After you identify the description of closest fit (~70% job alignment), select the Band and Level based on the Career Band and Level Guide
Example
Band & Level: **S2**

Job Function Name	Job Function Code	Job Function Description
Academic Administration	ACA	Academic Administration provides a range of strategic and administrative enrollment processes and support programs and services that ensure effective intake of students, provide the means for success during the academic experience and after graduation. Includes development, delivery, measurement, evaluation, and continuous improvement to optimize effectiveness with relevant audiences. In any area, roles may focus on processes or programs serving domestic or international populations, underrepresented groups, honors and scholars, cross-disciplinary initiatives, etc.
Agricultural Operations	AGO	Agricultural Operations is responsible for managing programs, facilities, and sites devoted to improving soil, crop, plant, animal and environmental resources. Operations include farms, arboretums (or arboreta), greenhouses, branch facilities, forests, gardens and related areas. Supports educational, research and community programs. Provides agricultural businesses with resources for successful planning and management.
Allied Health Specialties	AHS	Allied Health professionals (distinct from medicine, pharmacy and nursing) deliver health or related services using scientific principles and evidence-based practice for the diagnosis, evaluation and treatment of acute and chronic diseases; promote disease prevention and wellness for optimum health; and apply administration and management skills to support health care systems in a variety of settings. This job function includes the allied areas of dentistry, neurodiagnostic, polysomnography, ophthalmology, optometry, perfusion and respiratory.
Animal Health and Care	AHC	Animal Health and Care is responsible for programs and services for animal health, including the prevention, diagnosis, and treatment of disease, injury, and disorders, as well as ongoing health. Areas include providing clinical direct care, secondary and tertiary referral services, diagnostic testing, education, as well as addressing the related needs of individuals, organizations, and communities. Operations include primary, secondary and tertiary hospitals, clinics, field sites, farm sites, and research labs.
Athletics	ATH	Athletics oversees professional activities, programs and services related to all aspects of intercollegiate sports programs, including leadership and athletics operations support.
Business Planning and Operations	BPO	Business Planning and Operations is responsible for the strategic planning, analysis and ongoing operations of colleges and units. Reporting and analytics support is provided to inform strategic planning and business operations; project management support is provided as a means of executing on the strategic plan. Additionally, administrative assistance and office services provides administrative support to executives, managers, and departments such as clerical support, office, mail and copy center services.
Care Management	CRM	Care Management organizes patient care activities to facilitate the appropriate delivery of health care services and transition of care across the continuum.
Clinical Laboratories	LAB	Clinical Labs is responsible for pre-analytic, analytic and post-analytic functions on clinical specimens in order to obtain information about the health of a patient as pertaining to the diagnosis, treatment and prevention of disease; assisting care providers with clinical information related to patient care, education and research.
Clinical Support	CLS	Clinical Support is responsible for assisting healthcare professionals in providing a variety of direct and indirect patient care activities in collaboration with the patient, family, and other members of the care team.

Job Function Name	Job Function Code	Job Function Description
Development and Engagement	DEV	Development and Engagement is responsible for developing and executing multifaceted, institution-wide strategies for engagement, fundraising and giving activities.
Education	EDU	Education facilitates learning through the acquisition of knowledge, skills, values, beliefs and habits.
Environmental Health and Safety	EHS	Environmental Health and Safety develops, implements and monitors environmental and safety programs and policies to ensure compliance with federal, state and local environmental, health and safety regulations, and ensures a safe and healthy environment for staff, faculty, students, patients and visitors.
Facilities, Engineering and Acquisition	FAC	Facilities, Engineering and Acquisition ensures that university's physical spaces and resources serve and inspire those who learn, work and visit. Manages planning, design, installation and construction services, operations and maintenance of the university's physical environment and real estate. Oversees grounds, equipment, furniture and basic services that influence the life of the university community.
Finance	FIN	Finance establishes financial controls and policies, ensures controls are implemented and effective, executes financial operations, prepares and interprets financial and operational reports, and supports strategic decisions.
Food Services	FSV	Food Service is responsible for the daily food service and retail operations for patients, staff, students and visitors in retail spaces throughout the university. This includes food distribution, customer service, sales, restocking of inventory and other daily operations of services provided
Health Care Administration	HCA	Health Care Administration is responsible for the overall support and operational services to the organization for health care providers, the organization's health care outreach programs and operational efficiencies for a cutting edge health system.
Health Information Management	HIS	Health Information Management ensures that the best information is available to make medical decisions through management of medical record data and information resources. Provides patient information management in a manner that ensures efficiency, accuracy, privacy and security in accordance with compliance requirements for medical record documentation and coded information.
Health Plan	HPL	Health Plan manages and administers health benefits and services to health plan members on behalf of client organizations. The health plan serves as a single point of contact for health and wellness services, resources, information and communications to plan members.

Job Function Name	Job Function Code	Job Function Description
Human Resources	HRS	Human Resources is responsible for establishing HR-related policies and controls, partnering with clients to provide solutions, executing HR operations, providing and interpreting HR-related reports, and supporting strategic decisions.

Job Function Name	Job Function Code	Job Function Description
Imaging	IMG	Imaging provides invasive, noninvasive and therapeutic procedures for the diagnosis, treatment and prevention of disease. Treats inpatient and outpatient populations through the process of creating visual representations of the interior of a body for clinical analysis and medical intervention.
Information Technology	ITT	Information Technology is responsible for the use of any computers, software applications, storage, networking and other hardware or physical devices, infrastructures and processes for creating, managing, securing and exchanging all forms of electronic data. It incorporates leading-edge techniques for collaboratively enhancing the performance of installed systems, identifying new technologies, developing applications and transitioning from legacy to new systems.
Legal and Compliance	LGL	Legal and Compliance provides advisory services including the rendering of legal advice and services on matters concerning the rights, obligations and privileges of the organization. Represents the organization to government agencies, suppliers and other stakeholders. Ensures the organization fosters a culture of compliance and integrity.
Library and Museum	LIB	Library and Museum promotes innovative research and creative expression, advances effective teaching, curates and preserves information essential for scholarship and learning, and shares knowledge and culture. Collaborates with academic colleagues, staff, students and outside scholars to ensure collections are accessible for academic research, learning and general interest.
Marketing and Communications	COM	Marketing and Communications is responsible for communications and marketing strategy and management, partnering with colleges and business units to provide creative solutions and consultation in the effective execution of marketing and communications initiatives for stakeholders including current and potential students, patients, employees, media and others.
Nursing	NUR	Nursing is responsible for the promotion of health and prevention of illness by providing patient care and supportive services directed towards the achievement of positive patient care outcomes.
Performing Arts	PER	Performing Arts is responsible for live or recorded performances of dance, theatre, music and other forms of cultural and artistic forms of expression and entertainment. Includes creation, preparation, construction, production and related areas involved in guiding and supporting faculty, staff, students and external artists and professionals in both performance and classroom settings. Generally does not include exhibits at museums or other venues.
Pharmacy	PHA	Pharmacy manages all aspects of patients' pharmaceutical needs in various clinical settings. Focuses on achieving optimal medication use and patient outcomes in a collaborative, patient-focused environment.
Quality	QAL	Quality establishes and monitors the consistent commitment to standards in order to satisfy specific internal, regulatory or other requirements.

Job Function Name	Job Function Code	Job Function Description
Rehabilitation	REH	Rehabilitation is responsible for patient screening, evaluating, establishing and carrying out plans of care specific to sub-function clinical disciplines. Also responsible for primary and secondary preventative or interventional methods for sustained health and quality of life. Can operate in a variety of clinical and community-based settings. May have various job responsibilities including clinical, academic, research and community-based roles.
Research Administration	REA	Research Administration manages and administers research programs and labs. Represents the organization in working with funding agencies and developing financial resources and programs. Collaborates with faculty and staff members on developing and implementing research programs and agenda. Ensures compliance with laws, regulations, policies and sponsors related to research.
Research and Scholarship	RES	Research and Scholarship creates and disseminates knowledge through scholarship, scientific inquiry and creative expression.
Sales and Customer Service	SAL	Sales and Customer Service represents the organization to external and internal customers by providing strategic alliance, sales, service and information services.
Security	SEC	Security promotes a safe university environment, establishes processes to be followed in the event of an emergency, provides safety programs that protect the institution and provides safe conditions that comply with laws and regulations.
Social and Behavioral Health	SBH	Social and Behavioral Health provides services to patients, families, students and the community to meet their wellness, social and emotional needs.
Student Life	STL	Student Life supports students on their paths to success. Promotes and provides co-curricular opportunities, services and resources that have development outcomes that are purposeful and holistic and prepare students to live healthy, productive and fulfilling lives throughout their time at The Ohio State University. Student Life professionals deliver the programs, services, facilities and administrative functions that facilitate the co-curricular environment of a college or university and enhance the educational experiences of its students toward their self-exploration, learning and development.
Supply Chain	SUP	Supply Chain is responsible for the network between the university and its suppliers to procure and distribute essential products to the university customers both internally and externally.
Transportation	TRA	Transportation is responsible for all aspects involved with the movement of humans, animals and goods from one location to another.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Academic Administration	Academic Program Services	APS	Academic Program Services is responsible for work which falls within multiple subfunctions or provides a range of services for designated groups. This includes roles in central offices, colleges and regional campuses which span more than one area such as academic advising, admissions, career services, student services, etc. May be focused on general or specialized areas for students at the undergraduate, graduate, post-graduate, professional, post-doctoral, fellowship or similar areas, ensuring support throughout the educational cycle from entry to graduation. May be involved with grants processes. Works with faculty to provide advice and coordination.
Academic Administration	Academic Success and Enrichment	ASE	Academic Success and Enrichment focuses on programs and services that provide and enhance students' academic and life skills. Examples of programs developed and administered include First Year Experience, Second-Year Transformational Experience Program, learning centers, skills workshops, tutoring services and other learning experiences for the general, international and other identified populations. [Note - For the Tutors for academic courses, see Education Function]
Academic Administration	Career Services	CSV	Career Services provides career advising and counseling, as well as professional development, experiential learning and other programs providing real-world experiences to enhance learning, demonstrate capabilities, and to prepare undergraduate, graduate and professional students and alumni for post-graduation outcomes. Includes planning and administering events and services such as facilitating campus recruiting visits for companies and organizations, career fairs, courses, and workshops to develop and enhance skills in career management, job search and other areas. Provides job search support and networking opportunities. May advise students and organizations on individual, professional, and business branding to increase visibility in the marketplace. Develops, administers, and/or provides support to organizations hiring for, as well as providing applied learning opportunities through, internship, externship, co-op, field experience, and practicum programs. Includes applied learning programs which meet requirements for course credit. Performs outreach and consultation to organizations and community, industry and professional groups, faculty and university partners, and develops relationships to expand career and experiential learning opportunities. Administers in-depth assessments and coaches individuals on academic major choices, career exploration, developing capabilities to navigate barriers, building self-confidence, making decisions, et al. Utilizes, supports, and at times directly manages, career-related technologies, databases, technologies designed for data collection, and the methods and processes for reporting career outcomes.
Academic Administration	College and Regional Recruiting and Enrollment	CRE	College and Regional Recruiting and Enrollment is responsible for student recruiting programs, pre-application and pre-admission, and related processes at a college or regional campus. Collaborates with central admissions and other offices; interacts with students, families and external organizations to exchange information and resolve issues. These roles develop, implement and administer plans, programs and events for general and targeted student recruitment in support of organizational goals. Ensures compliance with applicable regulations and policies.
Academic Administration	Graduate and Professional Admissions	GPA	Graduate and Professional Admissions is responsible for centralized admissions applications processes, systems data inputs and maintenance and admissions notifications. Coordinates with individual colleges to ensure efficient enrollment as the colleges review and select students for entry to graduate and professional academic programs. Includes interactions with students, families, external organizations and within the university for information exchange and issues resolution. These roles also develop, implement and administer or support plans, programs and events for general and targeted student recruitment in support of organizational goals. Ensures compliance with applicable regulations and policies.
Academic Administration	International Programs	INP	International Programs supports the university to ensure successful international initiatives, student experiences through global education programs, university intercultural and area studies, and/or advising of non-immigrant needs of international students, scholars, and employees. May facilitate and administer accessible programming domestically and globally; hosts cultural events and programming to welcome and continuously engage with the international student and scholar community; and/or foster teaching, research, outreach, collaboration, and linkage with universities in different regions of the world. May also apply subject matter expertise to advise students, staff, faculty, and scholars on laws, regulations, and policies on non-immigrant statuses, as well as advising staff, faculty, and scholars on issues related to international education industry best practices, including fostering intercultural competencies. May work with government entities, campus partners, colleges, and overseas partners to facilitate experiences and activities in the US and abroad.
Academic Administration	Registration and Records	RGR	Registration and Records is responsible for processes related to academic records, academic progress, enrollment data, classroom support, academic certification, fee assessment and national and institutional testing. Forecasts and plans enrollment in collaboration with faculty for decisions on number of class sections to be offered; provides data services internally and externally in compliance with policies and regulations; supports services related to enrollment, advising and eligibility determinations. Includes offices such as University Registrar, roles involved in classroom allocation, capacity planning, electronic and other forms of document management, etc. Ensures that class schedules are up-to-date and entered in systems, enrollment data is reported and communicated, and assessments are completed.
Academic Administration	Student Financial Aid	SFA	Student Financial Aid strategizes, plans and processes student financial aid operations. Includes financial counseling, award verification and determination, funds management, risk management and compliance with federal, state, local and athletic organizations regulations and requirements, as well as university policies. Oversees financial resources, ensures internal controls and audits, and supports fundraising activities.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Academic Administration	Undergraduate Academic Advising	UAA	Undergraduate Academic Advising fosters student success through programs and strategies which support fulfillment of educational goals. Includes advising students on university policies, procedures, program and degree requirements and a range of other academic matters. Student orientation activities, materials preparation and distribution, logistics, teaching student survey courses and related actions are involved. Provides referrals to appropriate units for financial, mental health and other services.
Academic Administration	Undergraduate Admissions	UGA	Undergraduate Admissions is responsible for admissions applications reviews, systems data inputs and maintenance, and admissions recommendations and decisions. Includes interactions with students, families, external organizations and within the university for information exchange and issues resolution. These roles also develop, implement and administer plans, programs and events for general and targeted student recruitment in support of organizational goals. Ensures compliance with applicable regulations and policies.
Academic Administration	Student Services	SSC	Student Services is responsible for front-line customer service, counseling and coordination for inquiries related to financial aid, residency, records and registration, transcript review and verification and student accounts. Includes collaboration with University Registrar, Student Financial Aid, University Bursar and other student support offices, and representing these services to students. Handles inquiries arriving via various channels, such as online, phone, mail, email and in-person.
Agricultural Operations	Agricultural Administration	AGA	Agricultural Administration oversees administration of agricultural operations to support the university's research and extension programs. Includes facilities management, farm operations, collaboration with capital planning and real estate management, as well as providing representation for advisory committees, commodity organizations, communities and others.
Agricultural Operations	Farm Support	FRM	Farm Support is responsible for successful operation of a farm or other facility including greenhouses and feed mills. Includes livestock, herds, crops, production, planting and harvesting; compliance with applicable local, state and federal regulations. Involves selecting, purchasing and ensuring upkeep of farm equipment, and safe operation. Responsible for ensuring upkeep of farm property and buildings, and for overall appearance. Supports plans for teaching, research and service. Includes budget management, community relations.
Allied Health Specialties	Advanced Practice Respiratory Therapy	APR	Advanced Practice Respiratory Therapy provides advanced respiratory care management for patients using evidence-based, complex diagnostic and therapeutic clinical practice and disease management protocols. Provides consultation; orders diagnostic tests and respiratory care services. Requires state licensure as well as specialty certification through the NBRC.
Allied Health Specialties	Biomedical Photography	BMP	Biomedical Photography is responsible for medical photography utilizing all photographic techniques applicable in order to properly document body parts, including the eye, cornea, iris and retina. Performs imaging procedures that include angiography, photography, echography and ocular coherence tomography. Supports the physicians and their patient needs for additional photographic diagnostic tools, capture photographs appropriately in the electronic medical record, to comply with all legal requirements for record retention and to adhere to all HIPPA requirements.
Allied Health Specialties	Dental Assistants	DAS	Dental Assistants provide patient comfort and demonstrate good oral hygiene techniques. Dental Assistants may also be responsible for: Sterilizing dental instruments; providing chair-side dental assisting services; taking radiographs; assisting with laser-based treatments; preparing trays; pre-authorization, ABN and scheduling; maintaining quality outcome indicators; taking patient blood pressure and pulse; providing patients with follow-up instructions for surgery or other oral procedures and infection control; recovering patients from anesthesia and remove sutures.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Allied Health Specialties	Dental Hygienist	HYG	Dental Hygienists prevent and treat disease, disorders and conditions of the oral cavity. Duties include: taking and developing dental x-rays, cleaning teeth, placing sealants and fluorides on the teeth, teaching patients how to brush and floss properly and taking patient history. Educates the patient on nutrition to optimize good dental health and more.
Allied Health Specialties	Dental Lab Technician	DLT	Dental Technicians are behind the scenes making full and partial dentures from impressions. Creates crowns and veneer, orthodontic appliances and splints. Works with a wide range of materials and high tech equipment and instruments.
Allied Health Specialties	Neurodiagnostic Services	END	Neurodiagnostic Services performs a wide variety of electroneurodiagnostic procedures on patients with suspected neurologic injury and disease and monitors patients for seizure or other neurological disorders. Prepares patients for testing, performs testing and collects information pertinent to the interpretation of test results in EEG, Electromyography (EMG), Autonomics, Epilepsy Monitory (EMU) and Evoked Potentials (EP).
Allied Health Specialties	Ophthalmology Services	OPH	Ophthalmology Services diagnoses and treats issues with the anatomy, physiology and diseases of the eyeball and orbit, either medically or surgically. Performs eye surgery and prescribes a broad range of drug therapies. Takes patient history, tests vision and performs specialized ophthalmic testing.
Allied Health Specialties	Optometry Services	OPT	Optometry Services interprets and translates eye exam prescriptions for patient need of contact lenses and eye wear spectacles; instructs and educates optometric student interns in identifying patient needs with eye wear according to prescription. Performs equipment function in coordination with eye exam as directed by clinical attending.
Allied Health Specialties	Perfusion Services	PER	Perfusion Services provides extracoporeal support procedures (heart-lung machine) for patients undergoing heart surgery, liver transplantation and other surgical procedures requiring intraoperative autotransfusion, intraoperative chemotherapeutic procedures and various intraoperative monitoring and diagnostic procedures in the operating room environment. Provides cardiac support procedures including intra-aortic balloon support and other forms of ventricular assist for patients in the operating room and intensive care setting.
Allied Health Specialties	Polysomnography Services	RST	Polysomnography Services analyzes, monitors and records physiologic data during sleep and wakefulness within the Sleep Disorder Centers, providing diagnostic evaluation for patients suspected of having sleep disorders. Prepares patients for both night polysomnographic recordings and multiple sleep latency tests and maintenance of wakefulness tests. Analyzes and scores the sleep study for interpretation by a sleep physician.
Allied Health Specialties	Respiratory Therapy Services	RRT	Respiratory Therapy provides all types of respiratory care including respiratory therapy treatments, oxygen and humidity therapy, mechanical ventilation, whole blood analysis and hyperbaric treatments. Develops and implements performance initiatives to ensure optimal patient outcomes and patient satisfaction. The Pulmonary Diagnostic Lab provides service for patients undergoing pulmonary function tests, such as spirometry, lung volumes, diffusing capacity measurements, blood gas studies and bronchoscopies. Also provides specialized tests, such as methacholine challenge, eucapnic voluntary hyperventilation, exercise stress testing and sputum induction.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Animal Health and Care	Animal Health Instructional Laboratory	AHL	Animal Health Instructional Laboratory advances the education and training of veterinary and other students and practitioners, as well as medical researchers, postdoctoral scholars and animal care professionals through immersive clinical simulations, practical skills laboratories, consultation and instruction. Develops simulations for teaching and assessment, preparing and conducting laboratories and demonstrations in such areas as medical, anesthesia, surgical techniques and a range of other skills. Evaluates and reports on student or practitioner performance. Incorporates a variety of laboratory support and administration responsibilities. May perform research-related activities. May train staff to maintain certifications for animal care registration.
Animal Health and Care	General Animal Care	GAC	General Animal Care is responsible for basic support for livestock and other large or small animals. Includes feeding and cleaning animals, cleaning work areas and habitats, pasture and forage management, herd management, care of animal health, as well as support for farm staff, veterinary care or other technical specialists, faculty, visitors, researchers. Involves assisting with data collection, reporting animal behavior, issues, helping prepare animals for study or surgery, transporting, moving or restraining animals; supports or assists in inventory, facilities and equipment upkeep and other processes.
Animal Health and Care	Laboratory Animal Veterinary Services	LAV	Laboratory Animal Veterinary Services provides direction in advancing medical research by ensuring the humane care and treatment of laboratory animals and advancing quality scientific research. Provides veterinarian care. Works with principal investigators, researchers, postdoctoral scholars and animal care staff; ensures the humane care and use of animal standards are maintained per regulatory requirements. Administers programs and procedures, completes process analyses and improvements, ensuring the university's clinical research compliance for accreditation and licensure. Serves as institutional authority for the analysis and approval of animal protocols and provides ongoing consultation on adherence to protocols. Informs regarding changes in scientific research regulations for animals in areas of medicine, quality assurance, training, translational surgery and emerging biomedical research areas; publishes in scholarly journals.
Animal Health and Care	Research Laboratory Animal Health	RLA	Research Laboratory Animal Health cares for animals in the research setting. Supports humane and responsible practices in compliance with regulations, accreditation standards, university policies, and sound research methods. Assists veterinarians, faculty, researchers and other staff. Includes maintaining sanitary conditions and usability of laboratories and surgical areas, ensuring availability of supplies and equipment.
Animal Health and Care	Veterinarian	VET	Veterinarian provides patient care, client services, and consultation. Areas of care include surgical, orthopedic, neurosurgical, minimally invasive, general, oncologic, emergency, diagnostic and rehabilitative. Advises and trains clinical students and residents. May perform research-related and outreach activities. Services may be performed at central hospital and clinic, local clinics, farms, etc.
Animal Health and Care	Veterinary Care	VCT	Veterinary Care assists veterinarians with medical procedures involving animal health. Includes primary care (community practice, dentistry), specialty services (behavior, cardiology, dermatology, equine medicine, equine surgery, farm animal medicine and surgery, small animal internal medicine, integrated oncology, neurology, ophthalmology, radiology, rehabilitation, small animal surgery and theriogenology) and anesthesia and critical care (small and large animal). Basic nursing services include, but are not limited to, measuring vital signs, calculating dosages of medications and constant rate infusions, venipuncture, IV (peripheral and central) and urinary catheter placement, fluid therapy, administering medications (orally, subcutaneously, intramuscularly and intravenously), wound management, bathing, restraining, etc. Utilizes specialty equipment including endoscopy, arthroscopy, ultrasonography, radiological (Radiographs, CT, Nuclear Medicine, MRI, Fluoroscopy), laser and other specialized equipment directly related to the specialty. Utilizes advanced techniques in applying anesthesia and in emergency and other critical cases. Monitors patients (visual observations, physical exams, overall patient assessments), documents these observations and clinical assessments in the patient's medical record and communicates changes in patient's medical condition or status to the clinician. Communicates with clients regarding patient care, updates, surgical recommendations, follow-up care and discharge instructions. Follows prescribed clinical and safety procedures. Provides educational support to veterinary students, veterinary technician students, interns and residents. May provide research-related support.
Animal Health and Care	Veterinary Clinical Pathology Laboratory	VCP	Veterinary Clinical Pathology Laboratory is responsible for the overall operation and support of the Clinical Pathology Laboratory, to include hematology, hemostasis, biochemistry, urinalysis, cytology, and flow cytometry, as well as supporting the Blood Bank.
Animal Health and Care	Veterinary Customer Services	VCS	Veterinary Care Customer Services serves as the point of entry within a designated area or via the call center supporting clients, visitors and referring veterinarians. Supports clients and navigates complex protocols, phone systems and organizational structure to provide process and services information to faculty, residents, students, clients, visitors and referring veterinarians. Includes communications regarding client financial responsibilities, referral process and solving access and financial issues. Also includes scheduling appointments, handling customer inquiries, managing client expectations, auditing medical records and may involve advocating for clients.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Animal Health and Care	Veterinary Imaging	VMG	Veterinary Imaging is responsible for diagnostic imaging processes and services for animals using multimodalities such as magnetic resonance imaging (MRI), computerized tomography (CT), radiography or other methods. Includes acquiring images and archiving results, calibrating and maintaining imaging equipment, and related duties. Supports faculty and students; trains students on proper use of equipment, safety, relevant regulations, and patient handling. Veterinary Imaging Technicians administer sedatives, restrain animals and provide other hands-on procedures as necessary in order to ensure proper images. Other responsibilities include interacting with faculty, residents, interns and veterinary care technicians, entering information in the EMR, ensuring proper supplies inventories, and supporting research needs as necessary.
Animal Health and Care	Veterinary Medical Records	VMR	Veterinary Medical Records ensures that all medical records are accurate and comply with the standards established by the Veterinary Medical Center. Includes collecting, receiving information, scanning, storing documents and performing systems data inputs. Interprets medical diagnoses and information to maintain electronic medical records; trains system users; collaborates with and assists clinicians and researchers on understanding of coding requirements, conducting queries necessary to fulfill research, clinical, and academic needs. May perform research-related activities. May provide educational services.
Animal Health and Care	Veterinary Microbiology Laboratory	VML	Veterinary Microbiology Laboratory is responsible for the overall routine and specialized testing of clinical, feed and environmental samples, including bacteriology, mycology, serology and molecular diagnostic.
Animal Health and Care	Veterinary Operations and Services	VOS	Veterinary Operations and Services is responsible for the overall operation of a hospital or clinic. Those in leadership roles are responsible for major or multiple functions and services within a hospital. Key functions include operational planning and execution, financial planning and accountability, process analysis and improvement, program assessment and development of growth strategies, customer experience, facility management and renovation, clinical research compliance, and accreditation, regulation and licensure compliance.
Athletics	Athletic Operations	ATO	Athletic Operations provides support to student athletes, coaches and sports programs by managing and maintaining required athletic and gymnasium equipment, providing game-day management activities and general athletic operation support.
Athletics	Athletics Administration	AAD	Athletics Administration oversees and directs an athletics program, sport or athletics department function. Manages allocated resources and represents the department within and outside of the institution, as needed, including with regulatory bodies and associations such as the NCAA and Big 10 conference.
Athletics	Camps and Clinics	ACC	Camps and Clinics coordinates all aspects of athletic and recreational programs, serving both internal university and external user groups. May include various duties such as programmatic planning, event coordination and general operational responsibilities related to the production of athletic camps and clinics.
Athletics	Strength and Conditioning	STC	Strength and Conditioning plans and directs performance-conditioning and strengthening activities for assigned student athletes and specific university teams.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Athletics	Collegiate Athletic Training	ATR	Athletic Training assigned to the Department of Athletics is responsible for providing health care for collegiate student athletes. The practice of Athletic Training encompasses the prevention, evaluation, treatment and rehabilitation of emergent, acute or chronic injuries and medical conditions. These professionals work alongside the team physician and serve as the center of the medical team in providing and managing the direction of care, return to play, and return to learn of athletic related injuries and illnesses. Additional responsibilities may include on-site coverage for practices, competitions , and travel events, as well as department policy development and supporting risk management in the area of student athlete healthcare.
Athletics	Student Athlete Services	SAS	Student Athlete Services focuses on academic support, counseling, and academic skill-building for student-athletes. Includes: designing and implementing strategic instructional plans for those who are under-prepared for college; identifying the student-athlete's skill set; completing needs assessments; providing direct counseling; monitoring progress towards degree and assisting in eligibility certification; delivering instructional activities. Services can be offered one-on-one or in group settings. Goals include improvements in various areas, such as time management, reading, writing, note-taking, testing, and other skills to increase the student-athlete's chances of success in college and beyond. Also includes collaborating with staff and university partners to effectively monitor the student athlete from recruitment through graduation. This includes maintaining regular communication with Athletic, Academic, and Academic Support units, implementing learning support programs, training of tutors and mentors in learning strategies; identifying and collecting data for evaluating and improving the effectiveness of services; may involve meetings with prospective student athletes and families; assisting students with technology usage. Understanding, interpreting, and applying knowledge of NCAA, Big Ten, OSU, and other policies and rules are elements of these roles.
Business Planning and Operations	Administrative Assistance	ADM	Administrative Assistance is responsible for providing administrative support within the organization. Exercises tact and diplomacy with confidential information. Uses word processing, presentation, and spreadsheet software to draft correspondence, presentations, agendas, reports and other materials. May operate multi-line phone system, organize meeting rooms, direct visitors, book transportation, or support the faculty recruitment process. May draft responses to inquiries and screen incoming calls, visitors, mail, and email. Maintains electronic and paper filing systems. Supports leaders with business travel needs, expense reports, payables submissions, calendaring and meeting arrangements.
Business Planning and Operations	Business Operations	BOP	Business Operations is responsible for cross-functional management and administration of an organization's resources, including but not limited to finance, processes and operations, human capital, facilities, equipment, systems, and communication. Conducts the daily operations of an organizational or academic unit which may include budgeting, forecasting, and financial modeling. Business operations professionals gather and analyze data to construct key performance indicators to monitor and improve performance and reinforce strategic decision making. They are responsible for aligning the strategy with business resources and driving change and business transformation efforts to ensure long-term business viability while maximizing the value of the organization's services. May propose or formulate policy and oversee the preparation and management of grant and contract proposals. Manages vender relationships, relationships within the organization and, at times, relationships with peer institutions or community organizations.
Business Planning and Operations	Community Outreach	COM	Community Outreach develops and coordinates community engagement and educational programs that will assist in addressing the needs of the community and surrounding areas. Creates and plans programs to engage and support the community, students and employees. Promotes fundraising and volunteer recruitment. May involve researching and implementing community engaged learning programs. Develops relationships with community leaders and can serve as the organization's liaison with volunteers and the community.
Business Planning and Operations	Data Analytics Science	DAS	Data Analytics Science is responsible for providing advanced analytics, predictive modeling, and machine learning. Applies advanced statistical and mathematical concepts to manage and manipulate complex, high volume data sets from multiple data sources including structured and unstructured data. May provide input to the process of aggregating data within a data warehouse environment.
Business Planning and Operations	Office Services	SVC	Office Services is responsible for coordinating and executing the administrative activities of an office including sorting and distributing incoming correspondence and packages, preparing outgoing correspondence and packages, and supporting special or bulk mailings. May run a copy center, order office supplies and ensure copiers, fax machines and other office equipment is serviced and in working order. May act as first point of contact for facilities issues and log maintenance requests.
Business Planning and Operations	Project Management	PMO	Project Management is responsible for facilitating internal projects from proposal and inception through post go live activities. Coordinates project planning, governance, resourcing, budgeting, progress reporting, issues management, and change management. Ensures project results meet quality, schedule, and cost requirements. At higher levels accountability for project budget and people leadership becomes more pronounced. Monitors project status and recommends course corrections to schedule, resources, or cost. Supports projects from multiple disciplines.
		ATR	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Business Planning and Operations	Reporting and Analytics	RAA	Reporting and Analytics works with the business to understand and design analytical approaches to open-ended strategic business problems and communicates insights and fuel strategic decision-making with key stakeholders through reports, dashboards, presentations, storytelling and thoughtful discussion. Leverages business understanding, sophisticated report writing tools, programming skills, in-depth knowledge of databases, and the ability to perform sophisticated statistical analyses to consume and interpret data sets from multiple sources in order to impact performance optimization, goal setting, strategic decisions, and the generation of new hypotheses
Business Planning and Operations	Strategic Planning	SPL	Strategic Planning is responsible for enhancing organizational growth and sustainability through strategic investments in services provided to students, health system patients and other stakeholders. May recommend investments in equipment, facilities, or human capital. Strategic planners understand and shape the organization's strategy and mission and support leaders in facilitating associated communications and processes. Translates the strategic vision into actionable plans and key performance indicators that align the structure, resources and goals in support of the organizational mission and assessing performance. Strategic planners guide effective decision making by researching the competitive environment, monitoring and analyzing industry trends and market changes as well as constructing forecasts and analytical models that provide insights into significant internal and external changes that may serve as opportunities or threats. Strategic planners exercise skill in analytical problem solving, project management, communications and leadership in addition to understanding organizational structures, business operations and procedures and data analysis.
Business Planning and Operations	Venture Development	VEN	Venture Development provides support services to help create and grow startup ventures originating at the university. May facilitate access to funding sources, business leaders and entrepreneurs, business mentors and other resources. May support marketing, networking, and business development efforts.
Business Planning and Operations	Volunteer Program Management	VOL	Volunteer Program Management supervises and coordinates the activities of the volunteers at the organization. Administers and develops volunteer programs and achieves results through managing volunteers. Selects, trains and supervises volunteers. Ensures volunteers deliver excellent service to departments and their customers and that program provides a meaningful volunteer experience. Coordinates new volunteer roles, develops training programs, works with business and community partners, and program growth and operational logistics. Ensures program and volunteers comply with organizational and external expectations, policies and regulations.
Business Planning and Operations	Change Management	CMG	Change Management is responsible for planning and executing change management for non-Information Technology projects. Focuses on changes to business processes, corporate/market initiatives and/or organization structures. Identifies project risks and creates mitigation strategies. Applies change management methodologies, communication planning, organizational readiness assessment and stakeholder analyses.
Care Management	Care Management Services	CMS	Care Management Services manages and oversees operations, programs and projects designed to evaluate and improve all case management, patient care resource management and social work functions across the continuum. Assures innovative strategies are used positively to impact patient care and achieve quality patient outcomes. Works to improve service performance and reimbursement, length of stay and costs. This sub-function is for people leaders over dual areas such as social work and case management or social work and patient care resource management.
Care Management	Case Management	CMG	Case Management collaborates with health care team members to develop a plan of care for each assigned patient from admission through discharge. Ensures patient progresses towards desired outcomes by monitoring patient care through assessments and/or evaluations. Identifies and resolves barriers that hinder effective patient care. Actively involved in discharge planning process.
Care Management	Case Management - RN	NCM	Nursing Case Management collaborates with health care team members to develop a plan of care for each assigned patient from admission through discharge. Ensures patients' progress towards desired outcomes by monitoring patient care through assessments and/or evaluations. Identifies and resolves barriers that hinder effective patient care. Actively involved in discharge planning process. May perform utilization management duties. Requires RN license.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Care Management	Education	EDU	Education provides personalized training by designing, developing, implementing, and evaluating classroom and clinical instruction to support the orientation, ongoing educational needs and professional development of employees.
Care Management	Nurse Navigation	NNV	Nurse Navigation provides clinical guidance and facilitates patients and their families through the treatment process. Navigates patients through the diagnostic evaluation. Educates and supports each patient empowering them to make informed treatment decisions. Requires RN license.
Care Management	Patient Navigation	PNV	Patient Navigation directs patients to different resources and information in the health care system. Coordinates screenings and appointments with providers to ensure timely delivery of diagnostic and treatment services. Remains a support system throughout the patient's treatment. Maintains communication with patients, survivors, families and health care providers to monitor patient satisfaction.
Care Management	Utilization Case Management	UCM	Utilization Case Management reviews all hospital admissions, hospital stays and elective procedures to determine appropriateness using the criteria of severity of illness and the intensity of service. May certify patient bills for care rendered. Maintains accurate records of utilization activities; carries out the non-certification process for admission and/or continued stay; and collects data for utilization activities and quality assurance processes.
Care Management	Utilization Case Management - RN	UNM	Utilization Nurse Case Management reviews all hospital admissions, hospital stays and elective procedures to determine appropriateness using the criteria of severity of illness and the intensity of service. May certify patient bills for care rendered. Maintains accurate records of utilization activities; carries out the non-certification process for admission and/or continued stay; and collects data for utilization activities and quality assurance processes. Requires RN license.
Clinical Laboratories	Autopsy	AUT	Autopsy performs routine decedent processing tasks (receipt, release, communications), performs medical autopsies and processes surgical pathology specimens post examination (transport, storage, disposal).
Clinical Laboratories	BioAssay Development	DEV	BioAssay Development develops, validates and implements new Next Generation Sequencing protocols and other complex genomic assays in a CAP and CLIA (College of American Pathologists and Clinical Laboratory Improvement Amendments) laboratory environment. Duties include custom assay design, preparation and validation of protocols, training of lab personnel on assays, production of data, and assisting in the preparation and publication of clinical research studies, with an emphasis on clinical utility of genomic technology in cancer diagnostics.
Clinical Laboratories	Bioinformatics	BIO	Bioinformatics is responsible for test development and use of bioinformatics pipelines to provide annotation of next-generation sequencing (NGS) data in a CAP and CLIA (College of American Pathologists and Clinical Laboratory Improvement Amendments) laboratory environment. Secondary responsibilities will include providing bioinformatics and technical support for new test development and helping to define and improve variant curation data models and the scoring and reporting process. Assists in the analysis, design, testing and implementation of clinical information systems and solutions.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Clinical Laboratories	Blood Bank	SBB	Blood Bank performs routine and specialized tests for transfusion, reference labs and research. Prepares blood components which includes: receiving blood products from outside sources, thawing Fresh Frozen Plasma and Cryoprecipitate, and allocating blood products for transfusions. ABO and RH typing, cross matching, antibody screening and identification. Issues blood and blood products for patient transfusion.
Clinical Laboratories	Cell Therapy	CEL	Cell Therapy is responsible for processing, cryopreservation, storage, and infusion of marrow, peripheral blood progenitor cells, lymphocytes, and other immune effector cells in support of the pediatric transplantation service at Nationwide Children's Hospital and the adult transplantation service at the James Cancer Hospital and Solove Research Institute. Responsible for ensuring the quality of the cell products by performing testing procedures and for reporting the product testing results.
Clinical Laboratories	Cytogenetics	CGS	Cytogenetics performs fluorescent in situ hybridization (FISH) and chromosome analysis on inpatient and outpatient specimens received from the OSUMC and other local and state hospitals and physicians, using high resolution microscopes and a digital imaging system. These procedures are used to examine blood, bone marrow and solid tumor specimens for chromosomal changes. Techniques include karyotyping, analysis of G-banded chromosomes, other cytogenetic branding techniques as well as molecular cytogenetics such as fluorescent in situ hybridization and comparative genomic hybridization.
Clinical Laboratories	Cytology	CYT	Cytology is responsible for specimen samples dealing with the diagnoses of diseases and conditions through the examination of tissue samples from the body within the department of pathology. Provides primary screening of gynecologic (GYN) and exfoliate (non-GYN) patient samples, submits abnormal specimens to a cytopathologist for further evaluation; evaluates on-site fine needle aspiration biopsy (FNAB) slides; prepares patient samples submitted for evaluation using laboratory techniques and instrumentation in the cytopreparation laboratory.
Clinical Laboratories	Electron Microscopy	EMS	Electron Microscopy provides all technical aspects of routine electron microscopy (EM) services for a variety of tissue types. These technical responsibilities include accessioning, gross examination, triaging and EM processing of kidney biopsy specimen.
Clinical Laboratories	Gross Pathology	GPT	Gross Pathology receives, triages and accessions gross (macroscopic) examination of biopsy specimens and non-complex surgical resections and frozen section processing for intraoperative consultations. Also eligible to acquire autopsy prosection skills. All tasks are performed with the goal of making a definitive diagnosis of a patient's disease.
Clinical Laboratories	Histocompatibility	CHT	Histocompatibility performs clinical testing for histocompatibility for the purpose of solid organ and bone marrow transplants. This involves HLA (Human Leukocyte Antigen) typing, allo antibody analysis and cross matching.
Clinical Laboratories	Histology	HTL	Histology prepares tissue samples for analysis through processing, embedding, microtomy and histochemistry to aid in the diagnosis of disease and abnormalities.
Clinical Laboratories	Blood Bank	SBB	Blood Bank performs routine and specialized tests for transfusion, reference labs and research. Prepares blood components which includes: receiving blood products from outside sources, thawing Fresh Frozen Plasma and Cryoprecipitate, and allocating blood products for transfusions. ABO and RH typing, cross matching, antibody screening and identification. Issues blood and blood products for patient transfusion.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Clinical Laboratories	Immunohistochemistry	IHC	Immunohistochemistry utilizes antibodies to detect proteins (antigens) in cells within a tissue section to visualize and document cellular components within cells and within their proper histological context. Based on immunostaining of thin sections of tissues and viewed by either light or fluorescence microscopy.
Clinical Laboratories	Lab Compliance	CMP	Lab Compliance tracks, monitors, educates and provides feedback to multidisciplinary teams performing laboratory testing. Responsible for understanding various laboratory testing, documentation and retention of records to ensure compliance with laboratory regulations for testing locations. Responsible for all preparation, maintenance, compliance and/or audits related to the conventions, guidelines and state and federal laws for: Point of Care testing sites, and all clinical laboratories system wide.
Clinical Laboratories	Lab Services	SVS	Lab Services provides for the overall operation or support of multiple sub-functional services or areas, to ensure an environment that supports the quality of services offered as essential and integral to patient care. Includes support roles as well as position leading and managing multiple sub-functions. Labs are responsible for analyzing and testing body fluids and tissues. This includes blood, urine, cerebral spinal fluid, synovial fluid, all types of tissue samples, and almost any type of sample removed from a patient for testing. Responsible for operating and maintaining complex analyzers that are used in a laboratory and ensuring the laboratory results of each patient are accurate and timely. Perform routine and specialized testing of both moderate and high complexity.
Clinical Laboratories	Molecular Pathology	MBS	Molecular Pathology is both clinical and research work utilizing: molecular techniques and assays, nucleic acid isolations, polymerase chain reaction (PCR), capillary electrophoresis, fragment analysis, genotyping, sequencing, cell culturing, fluorescent in situ hybridization (FISH) techniques using formalin fixed paraffin imbedded tissue, aliquots samples, specimen processing and testing services; verifies and reports test results. Performs and documents quality control, proficiency testing, quality assurance and preventative maintenance on instrumentation.
Clinical Laboratories	Renal Pathology	RPT	Renal Pathology provides all technical aspects of routine histology, electron microscopy (EM), and immunofluorescence (IF) services for a variety of tissue types. These technical responsibilities include accessioning, gross examination, triaging, EM processing, histologic preparation and immunofluorescence staining of kidney biopsy specimens with the goal of making a definitive diagnosis and characterization of medical diseases (non-tumor).
Clinical Laboratories	Surgical Pathology	SPT	Surgical Pathology receives, triages and accessions gross (macroscopic) examination of all complexity of surgical resections and biopsies. Responsible for frozen section processing and gross assessments for intraoperative consultations, as well as, autopsy prosection. All tasks are performed with the goal of making a definitive diagnosis of a patient's disease.
Clinical Laboratories	Digital and Tele Pathology	DTP	Digital and Tele-pathology is responsible for scanning conventional glass slides to create whole-slide digital images that are utilized by pathologists to render a patient diagnosis. The digital pathology program involves infrastructures connecting affiliate clinical laboratories to OSU subspecialized pathologists for the remote reviewing of diagnostic tissue slides by utilizing whole slide live microscopes and video sharing. Secondary responsibilities involves creating and implementing training procedures for both local and remote site personnel; validating equipment and personnel both onsite and remotely; creating standard operating procedures for the remote connection and review of whole slide images between sites; troubleshooting technical issues including site to site connectivity, image quality, operation of scanners, file storage issues, data management, and process issues; investigating new equipment and procedures; site preparation for potential clinical validation; and participating in strategic planning and relationship development for growing the Digital Pathology program.
Clinical Laboratories	Microbiology Laboratory	MBL	Microbiology Laboratory performs a variety of procedures utilizing culture techniques for bacteria, fungi and mycobacteria, organism identification, susceptibility testing, molecular assays utilizing film array technology, multiplex PCR assays as well as RT-PCR assays. Follows standard operating procedures, good laboratory practices, and all safety guidelines while testing patient samples. Performs and documents quality control, proficiency testing, quality assurance measures and routine instrument maintenance and cleaning.
Clinical Laboratories		IHC	Immunohistochemistry utilizes antibodies to detect proteins (antigens) in cells within a tissue section to visualize and document cellular components within cells and within their proper histological context. Based on immunostaining of thin sections of tissues and viewed by either light or fluorescence microscopy.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Clinical Support	Cardiovascular Technician	CVT	Cardiovascular Technician assists Physicians and Registered Nurses in the examination and treatment of cardiac patients. Performs a variety of patient care tasks which may include: providing patients with cardiac monitors and device equipment, performing ECGs, interpreting holter monitor scans, and carrying out all necessary technical and non-technical tasks associate with device and monitor testing and the operation and maintenance of equipment. May perform additional duties such as measuring vital signs, collecting samples, recording information on patients' charts, and preparing and turning over procedure rooms.
Clinical Support	Emergency Medical Services	EMS	Emergency Medical Services is responsible for collaborating with members of the patient care team in the Emergency Room. Performs a variety of patient care tasks which can include: measuring vital signs, collecting specimens, performing simple sterile dressings utilizing surgical asepsis and providing basic pulmonary care.
Clinical Support	High Level Disinfection	HLD	High Level Disinfection provides assessments and direction regarding high level disinfection and sterilization methods for maintaining evidence-based best practices, policies and training in order to meet industry and regulatory standards.
Clinical Support	Infant Milk Services	IMS	Infant Milk Services is responsible for the preparation, distribution, inventory, and management of both Human Milk and Donor Human Milk.
Clinical Support	Medical Assistance	MED	Medical Assistants are responsible for performing routine administrative and patient care support activities in a Health System medical practice to assist medical or nursing staff in the examination and treatment of patients.
Clinical Support	Patient Care Services	PCS	Patient Care Services is responsible for assisting physicians and registered nurses in the examination and treatment of patients. Performs a variety of patient care tasks which can include: measuring vital signs and monitoring health, collecting samples, recording information on patients' charts and preparing treatment rooms for examination.
Clinical Support	Patient Transportation	PTR	Patient Transportation is responsible for ensuring safe and efficient transportation of patients, equipment, supplies and specimens to and from patient care areas within the Medical Center.
Clinical Support	Perioperative Support	PER	Perioperative Support is responsible for assisting physicians and registered nurses during the period of time surrounding a patient's surgical procedure in the operating room. Cleans and disinfects equipment in the operating room. Expedites room turnover for surgical procedures by replacing equipment and supplies. Transports patients when needed.
Clinical Support	Cardiovascular Technician	CVT	Cardiovascular Technician assists Physicians and Registered Nurses in the examination and treatment of cardiac patients. Performs a variety of patient care tasks which may include: providing patients with cardiac monitors and device equipment, performing ECGs, interpreting holter monitor scans, and carrying out all necessary technical and non-technical tasks associate with device and monitor testing and the operation and maintenance of equipment. May perform additional duties such as measuring vital signs, collecting samples, recording information on patients' charts, and preparing and turning over procedure rooms.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Clinical Support	Physician Extender	EXT	Physician Extender is responsible performing a variety of outreach or clinical duties that can include: community education, instruction in brief rehabilitation programs, management of patient flow for healthcare providers in clinic, and other responsibilities as deemed necessary by physicians or physician assistants.
Clinical Support	Psychiatric Support	PSY	Psychiatric Support is responsible for caring for individuals with mental or emotional conditions or disabilities, following the instructions of a physician or other health practitioners. Performs a variety of patient care tasks which can include: measuring vital signs and monitoring health, collecting samples, recording information on patients' charts and preparing treatment rooms for examination.
Clinical Support	Surgical - Anesthesia	ANS	Surgical Anesthesia Services is responsible for assisting Anesthesiologists in preparing for medical procedures. Responsible for ensuring safety and that sanitary conditions are met.
Clinical Support	Surgical - Sterile Supply	STS	Surgical Sterile Supply is responsible for assuring a safe and accurate supply of medical equipment and instruments to health care team members.
Clinical Support	Surgical Technologist First Assist	STF	Surgical Technologist First Assist provides aid in exposure, hemostasis, closure and other intraoperative technical functions that help the surgeon carry out a safe operation with optimal results for the patient. In addition to intraoperative duties, the surgical assistant also performs preoperative and postoperative duties to better facilitate proper patient care. Performs these functions during the operation under the direction and supervision of the surgeon and in accordance with hospital policy and appropriate laws and regulations.
Clinical Support	Unit Clerical Support	UCA	Unit Clerical Support is responsible for preparing, compiling and maintaining patient and operational records in the nursing unit. Provides a variety of clerical support services in collaboration with other members of the patient focused care team.
Clinical Support	Surgical Technologist - Inpatient	IST	Inpatient Surgical Technologist is responsible for performing a variety of technical duties to assist in preparing and caring for pre-operative patients in an operating room, while assisting the surgical team. Can assist in preparing for operation by setting up tables, instruments and supplies according to type of case.
Clinical Support	Surgical Technologist - Outpatient	OST	Outpatient Surgical Technologist is responsible for performing a variety of technical duties to assist in preparing and caring for pre-operative patients in an ambulatory surgery center, while assisting the surgical team. Can assist in preparing for operation by setting up tables, instruments and supplies according to type of case.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Clinical Support	Surgical Technologist - Cardiovascular	CST	Cardiovascular Surgical Technologist is responsible for performing a variety of technical duties to assist in preparing and caring for pre-operative patients in an operating room, while assisting the Cardiovascular surgical team. Can assist in preparing for operation by setting up tables, instruments and supplies according to type of case.
Clinical Support	Organ Recovery	ORG	Organ Recovery provides 24/7 organ offer coverage for the Comprehensive Transplant Center (CTC) for all organ systems. Receives all organ offer calls, reviews with the responsible CTC Attending Physician/Surgeon, communicates with all pertinent members of the transplant, operating room, and inpatient teams to ensure a successful recipient operation, and communicates as needed with Organ Procurement Organizations (OPO). Coordinates all aspects of organ recovery, including but not limited to; initial offer review, organ recovery transportation, donor/recipient tissue typing, donor/recipient surgery scheduling, organ acceptance documentation, use/destruction of stored tissue and vessels, and coordination of necessary organ preservation activity. Oversees quality reviews of declined organ offers, performs audits ensuring appropriate data entry, leads process improvement initiatives, and coordinates education with clinical staff regarding organ recovery policies and procedures.
Clinical Support	Post-Mastectomy Services	PMS	Post-Mastectomy Services supports oncology patients with bras and prostheses fittings. Assists customers with product selection, purchases, and scheduling fitting appointments. Provides reassuring environment for patients.
Development and Engagement	Development	DEV	Development is responsible for developing and executing strategies for securing gifts mainly from individuals, foundations and corporations. In that process, development officers develop and implement strategies for prospect identification, qualification, cultivation, solicitation and stewardship. They will work with academic and unit leaders to plan, evaluate and implement fund-raising activities that meet current and future institutional needs. They will represent the institution to wide-range of individuals and interface with high-level donors. They are expected to work in a collaborative nature across the university. A subset will assist in planning and implementing all of this work with major gifts prospects (100,000 dollars or higher).
Development and Engagement	Development Services	SVC	Development Services is responsible for processing gifts made to the university and maintaining an accurate database of donor and alumni information. Provides first tier customer service to donors and alumni and updates or maintains print and electronic communication materials. May engage with Donor Experience, Alumni Relations, and Events professionals to better support and engage donors. Interprets gift and endowment agreements to ensure the university is able to accept and utilize funds in the way requested by donors. Partners with legal and other resources on related compliance matters and audits accounts for accuracy.
Development and Engagement	Donor Experience	DEX	Donor Experience is responsible for partnering with a variety of people to plan and execute developing and executing strategies, programs, activities and communications designed to thank and recognize donors and to instill trust that their gifts are used in accordance to their intentions and confidence that they make a difference, in order to build lifelong relationships and inspire people to continue and increase their support. Understands and tracks data related to donors' giving and stewardship activity. Advises and coordinates with development and academic partners about stewardship for individuals and/or groups of donors. Monitors use of gift funds and helps generate and share messaging about how gifts are used. Helps connect students, faculty, and others who benefit from gifts with donors. Reviews gift and fund documentation as needed. Participates in a community of donor relations and stewardship professionals who share information and learn from best practices.
Development and Engagement	Prospect Development	PRD	Prospect Development is the strategic arm of an organization's fundraising operation, focusing on prospect pools and pipelines. Prospect Development professionals collaborate with gift officers and development leaders to ensure fundraising efforts are focused on working with the right donors for the right gifts at the right time (and in many cases, with the right initiatives). Prospect Development has evolved to now include the following roles and responsibilities: prospect identification and research, relationship management and data analytics.
Development and Engagement	Engagement and Alumni Relations	ARE	Engagement and Alumni Relations may be responsible for the strategy, planning and execution of alumni events, volunteer activities and partnerships with alumni clubs and societies. Engages and supports alumni governance bodies including boards and councils. Develops, conducts and promotes alumni programs and services to constituents including reunion, travel and tours, speakers and general activities to enhance involvement opportunities across the alumni network. Conducts visits and discovery calls and may pass leads to development teams.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Education	Continuing Education	CED	Continuing Education plans, develops, implements and administers continuing education programs, such as workshops, certificate programs, seminars or special events for professionals and/or lifelong learners. Collaborates with academic departments, outside organizations and agencies in providing credit and noncredit offerings.
Education	Early Childhood Education	ECE	Early Childhood Education manages or provides developmentally appropriate early care and education; provides support to families on child education; provides model training experiences for teachers. May develop research environment and oversee, perform and report on research conducted within the program. May oversee operational activities of the child care center including: budget, facility management, staff hiring and training and development, program assessment and services to ensure quality and efficiency.
Education	Education Program	EDP	Education Program directly supports faculty and academic units or is indirectly involved in the development and delivery of educational offerings and programs offered by the university. Supports, coordinates and implements various departmental curricula and may oversee specific departmental education programs. May coordinate support functions for academic programs to ensure goals and objectives specified for the program are met. These blended or hybrid roles are predominantly Education, but are not necessarily focused in any single subfunction.
Education	Electronic Learning Development	ELD	Electronic Learning Development develops and deploys computer-based training and interactive e-learning courses and training modules. Collaborates with subject-matter experts to develop or enhance content and utilize best-practice mechanisms to deliver content to learners. Shares expertise in the development and use of e-learning methodologies for course design. Creates or documents development standards, templates and story boards. Manages e-learning content vendors and liaises with internal and external technical resources to ensure connectivity. May engage with technical and business resources to ensure courses are properly assigned to learners. May involve developing educational programs for community engagement to increase awareness of the university's electronic learning services.
Education	Extension Educators	EXT	Extension Educators collaborate with faculty, specialists, associates and the community to design and implement educational and informational programs throughout the state, furthering the overall mission of The Ohio State University Extension. Focuses programming targeted to community needs in such areas as agriculture and natural resources, family and consumer science, 4-H youth development and community development. May include involvement in external funding processes, community assessments, external partnerships and facilitating community groups; teaching and program evaluations for various target audiences; promotional materials development, budget management and/or administrative support.
Education	Graduate Medical Education	GME	Graduate Medical Education collaborates with medical residency training programs in all aspects of the program and institution accreditation. Supports and maintains the educational quality of the training program and ensures compliance with accrediting bodies' standards and other regulatory requirements for a given discipline. May oversee operational activities – budget, reporting program and faculty assessment to ensure high-quality training programs that meet the needs of the learners and align with the mission and strategic direction of the health sciences leadership.
Education	Instructional Aid	IAD	Instructional Aid provides materials to relevant professionals in an instructional setting. May assist in student assessment and evaluation. May assist students in the proper design and use of equipment in an instructional setting. May plan, develop and deliver instructional materials, professional development and resources that support individual instructors, courses or other targeted audiences.
Education	Instructional Design	IDG	Instructional Design systematically develops instructional specifications and course content using learning and instructional theory to ensure the quality of instruction, from inception through implementation. May be responsible for the translation of course content and/or concepts that supports learning following accepted design standards created during the instructional development process.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Education	Tutoring	TUT	Tutoring provides direct assistance with individual student learning within certain subject areas or skills.
Education	Youth Program Educator	YPE	Youth Program Educator instills and fosters the necessary skills, talents and motivation needed to be successful young adults in a variety of programs that may include college preparation, STEM, arts, agriculture, sports, etc.
Environmental Health and Safety	Biosafety	BSF	Biosafety is responsible for regulatory and compliance issues involving the receipt, use and shipment of biohazardous materials. Implements the university-wide safety guidelines, policies and procedures for the use and manipulation of biohazards. Provides subject-matter expertise and support to the Institutional Biosafety Committee, Institutional Animal Care and Use Committee, and various departments within the Office of Research.
Environmental Health and Safety	Environmental Compliance	EVC	Environmental Compliance assists the university in obtaining and maintaining compliance with applicable environmental, health and safety regulations. Assists with the development, coordination and implementation of training programs, prevention efforts and educational outreach on how to improve processes and procedures in physical spaces across the organization. Some activities may include evaluation of regulations for applicability, obtaining permits, preparing reports and acting as a liaison with governmental agencies on the university's behalf.
Environmental Health and Safety	Environmental Health and Safety Services	SVC	EHS Services is responsible for oversight, processes, policies and procedures that span at least two subfunctions within the Environmental Health and Safety function. Provides administrative direction, including long-range planning, fiscal management and development of strategic vision and goals, and assures compliance with internal and external standards, policies and standards.
Environmental Health and Safety	Hazardous Materials Management	HMM	Hazardous Materials Management develops appropriate chemical hygiene policies and practices to implement proper collection, storage and processing for the disposal of chemical and infectious wastes in compliance with local, state and federal regulations. Develops and follows SOPs for safe and proper handling of hazardous materials. Interacts and assists customers in the university community with proper management of hazardous materials.
Environmental Health and Safety	Hospital Safety - Emergency Management	EMG	Hospital Safety - Emergency Management develops and implements programs to ensure a safe and compliant environment for patients, visitors and staff. Supports the accreditation programs through compliance with Joint Commission (TJC), Ohio Department of Health (ODH) and Centers for Medicare and Medicaid Services (CMS). Oversees emergency management functions to ensure compliance with location and national standards. Activities may involve coordinating emergency preparedness committee activities, maintenance of the emergency operations plan, completion of the annual hazard vulnerability analysis and coordination of regional response integration.
Environmental Health and Safety	Hospital Safety - Environment of Care	EOC	Hospital Safety - Environment of Care develops and implements programs to ensure a safe and compliant environment for patients, visitors and staff. Supports the accreditation programs through compliance with Joint Commission (TJC), Ohio Department of Health (ODH) and Centers for Medicare and Medicaid Services (CMS). Activities may involve environmental rounding, policy development and training of faculty and staff.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Environmental Health and Safety	Laboratory Safety	LAB	Laboratory Safety is responsible for regulatory and compliance issues in research laboratories using radioactive materials, hazardous chemicals and biohazard agents. Activities include record and performance-based inspections, tracking laboratory documentation, providing educational materials and offering compliance and regulatory guidance to laboratory personnel. Provides subject-matter expertise related to emergency procedures, accreditation inspections and regulatory audits.
Environmental Health and Safety	Medical Health Physics	MHP	Medical Health Physics is responsible for regulatory and compliance issues involving the licensing and/or registration for the receipt, use and disposal of radioactive materials and radiation generating devices in medical and clinical areas. Provides radiation safety support, record and performance-based audits, and educational materials for diagnostic and therapeutic use of radioactive materials in human patients.
Environmental Health and Safety	Occupational Health and Safety	OHS	Occupational Health and Safety oversees programs, procedures and audits for compliance with occupational safety and health regulations. Assists with the development, coordination, and implementation of training programs, prevention efforts and educational outreach on process and procedure improvement in physical spaces across the organization. Activities may include conducting surveys, responding to workplace hazards, and industrial hygiene services such as analysis and evaluation of raw materials, by-products, toxic materials, physical agents, workplace design and ventilation and laboratory exposure control.
Environmental Health and Safety	Radiation Safety	RAD	Radiation Safety is responsible for regulatory and compliance issues involving the licensing and/or registration for the receipt, use and disposal of radioactive materials, radiation generating devices and lasers in non-medical and research areas. Provides safety services for personnel monitoring, record and performance-based laboratory inspections, contamination surveys, instrument calibrations, emergency procedures, handling of low-level radioactive waste and educational materials.
Environmental Health and Safety	Safety and Loss Control	SAF	Safety and Loss Control investigates and documents safety incidents and safety incident trends to determine root causes. Implements strategies including health and safety training and culture programs to reduce safety incidents. May develop and track associated metrics and build dashboards to highlight trends for leadership review. Conducts safety audits of buildings, facilities, tools and equipment in accordance with organizational requirements and applicable government laws and regulations.
Environmental Health and Safety	Hospital Safety - Life Safety	LSF	Hospital Safety - Life Safety develops and implements programs to ensure a safe and compliant environment for patients, visitors and staff. Supports the accreditation programs through compliance with Joint Commission (TJC), Ohio Department of Health (ODH) and Centers for Medicare and Medicaid Services (CMS). Oversees fire code and building rehabilitation to ensure compliance with location and national standards. Activities may involve assessment of interim life safety measures, inspection of project sites, development of life safety policies and education of project and contract personnel.
Facilities, Engineering and Acquisition	Biomedical Engineering	BME	Biomedical Engineering assures that the patient care instrumentation used is safe and effective. This involves all aspects of medical equipment asset management, including systems planning, pre-purchase assessment, acquisition, installation, functional verification, incorporation into the environment, routine maintenance, corrective maintenance and scheduled updates as appropriate. Works closely with providers to identify and address issues involving medical systems applications. Works closely with hospital administration, finance and procurement to achieve the best value for medical equipment, while coordinating with Facilities Services and Information Technology to insure systems compatibility.
Facilities, Engineering and Acquisition	Building Systems - HVAC	HVC	Building Systems - HVAC installs, repairs and maintains a variety of equipment including: chillers, air handling units, refrigeration, variable air volume boxes, electric motors, heat pumps, boilers, steam and hot water heating systems, pumps, intake and exhaust fans, hermetic and semi-hermetic compressors, split systems, air compressors, air driers, and packaged units as well as maintains multi-vendor, networked building automation systems (BAS), performs preventative maintenance on building controls, calibrates sensors, configures alarms, installs and replaces controls system devices and troubleshoots operational issues. Creates, reviews and revises control algorithms and programs that assess and resolve BAS and controls issues. Provides direction on major initiatives, system strategies, procedures, policies and methodologies to ensure compliance with authorities having jurisdiction (AHJ). Supports energy and sustainability initiatives.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Facilities, Engineering and Acquisition	Campus Planning	PLN	Campus Planning manages the programming, utilization planning, design, development, architecture, disposition of campus properties and facilities, including buildings, infrastructure and landscape projects. Conducts research on project requirements and prepares information regarding specifications, cost and timeline. Effectively integrates projects into the existing campus, produces detailed plans and coordinates the work of contractors.
Facilities, Engineering and Acquisition	Civil Engineering	CVL	Civil Engineering oversees the design, construction and maintenance of building structures and infrastructure to improve and protect the environment for the university. Analyzes proposed projects to ensure structural reliability, resource efficiency and cost-effectiveness.
Facilities, Engineering and Acquisition	Electrical Engineering	ELC	Electrical Engineering develops scope, specifications and drawings for electrical projects. Performs engineering quality assurance reviews of construction and renovation projects. Troubleshoots complex electrical system issues; provides direction for resolution for the electrical distribution systems, emergency power distribution systems, fire alarm and electronic systems. Assesses infrastructure and assets to ensure regulatory compliance. Supports energy and sustainability initiatives.
Facilities, Engineering and Acquisition	Environmental Sustainability	SUS	Environmental Sustainability utilizes reduction strategies for energy and cost through comprehensive outreach pertaining to practices and policies that are admissible for the integration of university-wide conservation efforts.
Facilities, Engineering and Acquisition	Facilities Engineering	ENG	Facilities Engineering is responsible for the strategic vision, planning, development, implementation, functionality and evaluation of building mechanical, electrical and plumbing systems. Provides direction on system strategies, procedures, policies and methodologies to ensure compliance with authorities having jurisdiction (AHJ) and visitor and staff safety. Enhances and ensures effective, safe, efficient and uninterrupted operations of building infrastructure systems for the university. Supports energy and sustainability initiatives.
Facilities, Engineering and Acquisition	Facilities Operations	OPS	Facilities Operations performs maintenance activities consisting of inspecting, assessing and repairing building mechanical, electrical, plumbing systems and Athletic grounds. Coordinates the day-to-day facilities operations to ensure effective, safe, efficient and uninterrupted operations through adherence to regulatory requirements.
Facilities, Engineering and Acquisition	Facilities Project Management	FPM	Facilities Project Management orchestrates construction, grounds and space utilization-related projects from proposal and inception through project completion reporting. Coordinates project planning, materials and equipment delivery, governance, resourcing, budgeting, progress reporting, issues management and change management. Ensures project results meet quality, schedule and cost requirements. At higher levels, accountability for project budget and people leadership becomes more pronounced. Monitors project status and recommends course corrections to schedule, resources or cost. Typically supports projects relating to new construction, expansion, renovation, electrical and mechanical infrastructure, space allocation and grounds or other physical assets.
Facilities, Engineering and Acquisition	Facilities Services	SVS	Facilities Services maintains the cleanliness, sanitation and appearance of facilities at the university. Facilities Services includes, but is not limited to: cleaning support areas on patient units, offices, labs, restrooms, corridors, elevators, stairs and outside entrances, as well as other housekeeping functions associated with the day-to-day operations of the university.
Facilities, Engineering and Acquisition	Campus Planning	PLN	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Facilities, Engineering and Acquisition	Interior Design Planning	IDP	Interior Design Planning oversees and participates in the installation of several interior space finishes such as carpeting, fixtures, accessories, draperies, paint, wall coverings and paint. Coordinates with contractors, architects, engineers and plumbers. Estimates and manages budget for materials and installation of an interior space project.
Facilities, Engineering and Acquisition	Linear Accelerator Engineering	LAE	Linear Accelerator Engineering assesses, installs, maintains, supports and verifies performance of multiple modalities of radiation oncology treatment systems including linear accelerators, simulators and treatment planning imaging systems. Collaborates with medical physicist in support of treatment planning systems and multiple therapeutic modalities. Develops and implements strategies for ongoing technical support for high technology radiation oncology systems.
Facilities, Engineering and Acquisition	Mechanical Engineering	MEC	Mechanical Engineering develops scope, specifications and drawings for HVAC and mechanical projects. Performs engineering quality assurance reviews of construction and renovation projects. Troubleshoots complex HVAC, mechanical and controls systems issues; provides direction for resolution of the heating, ventilating and air conditioning (refrigeration) systems (HVAC/R), plumbing, medical gas, fire protection, and other mechanical and utility distribution systems. Assesses infrastructure and assets to ensure regulatory compliance. Supports energy and sustainability initiatives.
Facilities, Engineering and Acquisition	Radiology Equipment Engineering	REE	Radiology Equipment Engineering engineers, installs, configures, maintains and supports several modalities of complex imaging systems to insure stability, reliability and acceptable performance. Provides functional and empirical analysis related to planning, design, installation and implementation of imaging systems infrastructure. Plans and performs upgrades to the imaging equipment and systems, which may include MRI, CT, PET, FLUORO, mammography, digital X-ray, portable X-ray and fluoro, and ultrasound imaging technologies and systems in accordance with manufacturers' specifications and clinical engineering procedures. Assists with strategic projects involved in evaluating and researching new and existing products, procedures and/or workflows needs associated with all imaging modalities for the university. Researches current and developing technologies to provide technical guidance pertaining to the capabilities, limitations and requirements of high-technology imaging systems.
Facilities, Engineering and Acquisition	Real Estate	RLE	Real Estate manages campus property and real estate, including buy and sell strategies and transactions, as well as lease management.
Facilities, Engineering and Acquisition	Biomedical Field Services	FSE	Biomedical Field Services engineers, installs, configures, maintains and supports a variety of complex systems to ensure stability, reliability and acceptable performance at customer sites. Provides functional and empirical analysis related to planning, design, installation and implementation of systems infrastructure. Plans and performs upgrades to equipment and systems in accordance with manufacturers specifications and clinical engineering procedures. Researches current and developing technologies to provide technical guidance pertaining to the capabilities, limitations and requirements of high-technology systems.
Facilities, Engineering and Acquisition	Facilities Services Training	TRA	Facilities Services Training provides education and training direction for continuous improvement of sanitation and appearance of facilities at the university. Keeps staff current about changes in protocols and procedures.
Finance	Accounting	ACT	Accounting properly records the organization's financial transactions, assets, liabilities, revenue and expenses in accordance with generally accepted accounting principles (GAAP). Maintains and reconciles general ledger accounts. Significant emphasis on creation of financial statements, such as balance sheets, income statements and cash flows, with the corresponding supporting schedules. Provides financial and operational reports and analytics and may act as subject matter expert for system implementations. Serves as liaison to financial and operational leadership. Participates in month-, quarter- and year-end close activities. Develops the organization's financial controls, and provides oversight.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Finance	Accounts Payable	FAP	Accounts Payable reviews, verifies and processes invoices and makes payments to vendors and suppliers for goods and services received according to contractual terms and cash management principles. Responsible for record-keeping and accounts payable general ledger account reconciliation. Evaluates and develops accounts payable policies and procedures. Ensures appropriate controls are implemented and adhered to. Responds to or researches vendor inquiries. May also support three-way match reconciliation and match exception resolution, rebate tracking and analysis, vendor maintenance and 1099 reporting.
Finance	Accounts Receivable	FAR	Accounts Receivable bills customers and processes payments made to the organization from customers. Responsible for keeping records and responding to customer inquiries related to account status, as well as the collection and aging of receivables. Ensures compliance with all laws, statutes and regulations.
Finance	Budgeting	BUD	Budgeting compiles and reviews budgets and budget assumptions for colleges and units, including modeling of gross patient revenue, reimbursement and expenses of the Health System. Creates the long range financial forecast, taking into consideration historical expenditures, actual performance and estimates of expense and income determined by statistical analyses. This includes defining the set of assumptions used to estimate the volumes which drive the net revenue and expenses. Maintains databases, data interfaces and budget models for all departments. Performs record-keeping function and establishes budgetary control mechanisms.
Finance	Bursar	BUR	Student financial accounts are managed by the Office of the University Bursar, which bills and collects tuition, fees, campus housing and other university-related charges to ensure maximum cash flow. Collects and writes off student and non-student past due receivables for university departments, and works with the Ohio Attorney General on further debt collection efforts. Manages and applies payments, external scholarships, waivers and payment plans for student and non-student debt and makes adjustments to accounts as needed. Refunds financial aid credit balances to students and parents. Invoices third-party sponsors. Produces and files 1098-T tax forms. Responds to student and parent inquiries through support of Buckeye Link and by assisting students and parents directly. Collects university, Perkins and Health Profession loans as well as oversees the promissory note and exit interview processes for those loans. Familiar with financial aid and Department of Education regulations. Ensures compliance with all laws, statutes and regulations.
Finance	Business Transactions and Services	TRA	Business Transactions and Services processes high-volume financial transactions, including employee travel and procurement of supplies, services and equipment. Coordinates all aspects of procurement, including reviewing and processing of purchase orders, invoices and payments, working with vendors to resolve problems, serving as a liaison with central units and following up on the processing of procurement cards. Processes travel requests and requests for reimbursement of expenses. Serves as an advisor to faculty and staff for policy interpretation and assistance with procuring goods and services in a timely manner. Serves as initial point of contact for compliance and interpretation of financial policies and procedures. Ensures appropriate controls are implemented and adhered to. May also prepare bank deposits and enter journal transactions into the general ledger system.
Finance	Clinical Finance Case Management	FCM	Clinical Financial Case Management is responsible for a variety of functions that revolve around clinical interpretation of medical records, assessment of procedures or tests according to the regulations of the payer and education of clinical staff on their impact on the revenue cycle. This includes obtaining, providing and communicating clinical information to payers to secure precertification of hospitalizations or outpatient procedures. Through the use of their clinical expertise, this position interprets clinical information in e-results and paper records, understands results of various tests and identifies expected outcomes for the patient. This may also require working closely with the physician offices to procure the necessary information held in their offices. Follows up on rejections from managed care payers and the development of appeals to obtain payments. Responsible for the medical necessity denials process from RAC, MIC, etc.
Finance	Cost Accounting	CAC	Cost Accounting determines the full and incremental costs of providing goods and services to clients. Investigates and analyzes historical costs for material purchases, labor, equipment depreciation, repairs or patient charge information to allocate all department costs to products or to procedures or patients. The results may be used to establish pricing for services and evaluating financial performance at the product or at the procedure or patient level.
Finance	Debt Management	DBT	Debt Management coordinates debt funding of university capital projects, including all health system projects. Monitors the debt structure and financing conditions in the capital markets, leads the selection and supervision of investment bankers and trustees or paying agents, maintains investor relations and oversees relationships with bond counsel, financial providers and rating agencies and manages the university's liquidity on variable rate debt.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Finance	Finance Business Process and Systems	BPS	Finance Business Process and Systems researches, implements and maintains the business process solutions that support the finance function. Typically partners with internal IT resources to coordinate system implementation and integration activities, and leverages project management methodologies. Typically engages and manages relationships with consultants and vendors to support the research, implementation and maintenance of finance solutions. Works with stakeholder groups to design or update finance and accounting processes, policies and training. Engages stakeholder groups to define requirements, and configures and tests new functionality. Helps stakeholders with reporting and troubleshooting system or data related concerns. Defines and monitors controls and governance, including uploads and data maintenance activities.
Finance	Finance Healthcare Reimbursement	REM	Finance Healthcare Reimbursement prepares, reviews and analyzes all third-party report filings to include cost reporting, appeals and payment calculations for Medicaid, Medicare and Tricare (CHAMPUS). Provides reimbursement and regulatory analysis on health system projects and new concepts and potential new services. Provides month-end calculation of net revenue and revenue variance explanations.
Finance	Financial Analysis	ANL	Financial Analysis develops comprehensive and complex financial analyses of programs, projects and business plans to advise colleges and units, including the Health System. Helps client groups optimize financial results by preparing analytical reports and presentations for management and clinical staff to support key decisions. Requires deep and thorough understanding of supported business operations. Reviews opportunities to invest in new facilities, services, medical programs and physician recruitment through assessment of programmatic returns on investments (ROI). Provides historical trends and monitors impact of changes in relevant industry trends.
Finance	Financial Operations	OPS	Financial Operations oversees the financial and accounting operations of the unit including the following fiscal services: financial systems, reporting and internal controls, policies and regulations. Develops and maintains the unit budget system and budgetary policies. Supports the unit in budget preparation, forecasting, identifying and implementing strategic initiatives. Oversees the general ledger, the preparation of unit financial reports, and performs financial analysis. Responsible for the recording of revenue and accounts receivable including: billing customers and processing payments, record keeping, responding to customer inquiries related to account status, and the aging and write-off of receivables. Responsible for maintaining the integrity of the physical assets of the unit, which includes recording the disposal or sale of fixed assets and the coordination of physical inventories. Organizes internal audit responses.
Finance	Fixed Asset Accounting	FIX	Fixed Asset Accounting maintains the integrity of the physical assets of organization. This includes tracking all capital purchases made against budget, recording the disposal or sale of fixed assets and reconciling the cost of all assets, including construction projects recorded by Facilities with those recorded in the General Ledger. Reconciling also includes the coordination of physical inventories conducted within each college, unit or department and coordinating the results with both external and internal auditors as well as third-party audits that support the filing of governmental cost reports.
Finance	Information Systems Internal Audit	ISA	Information Systems Internal Audit assesses the effectiveness of internal controls, risk management and governance for information systems in accordance with organizational objectives and regulatory requirements. Reviews processes that support the information systems control framework. Performs independent audits and multi-disciplinary review of complex and sensitive issues related to information systems across the university. Performs information system audits, special investigations and consultations to management. Reports findings and recommendations to leadership and the board.
Finance	Insurance Risk	INS	Insurance Risk develops, recommends and administers risk mitigation strategies through insurance products such as property, casualty, general liability and medical malpractice insurance to attain desired levels of risk exposure. Works with other risk management professionals to determine which risks can be mitigated through internal programs and which risks require various levels of insurance coverage. Determines proper mix of insurance and self-insurance. Negotiates insurance premiums and coverage terms with insurance companies and brokers. Ensures premium obligations are paid and claims are processed according to policy terms.
Finance	Internal Audit	FIA	Internal Audit assesses the effectiveness of internal controls, risk management and governance in accordance with organizational objectives and regulatory requirements. Reviews processes that support the internal controls framework. Performs operational and financial audits and multi-disciplinary reviews of complex and sensitive issues from across the university. Performs operational and financial audits, special investigations and consultations to management. Reports findings and recommendations to leadership and the board.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Finance	Internal Controls	FIC	Internal Controls ensures the effectiveness of the internal controls framework. Educates business process owners on the controls framework and provides tools and resources to aid in the development of effective controls and associated documentation. Provides subject-matter expertise on relevant legal and regulatory developments. Documents the business processes, risks and internal controls that mitigate identified risks.
Finance	Investments	INV	Investments oversees and manages the annual and long-term performance of institution assets under management. Analyzes, documents, makes and implements recommendations for the institution's investment portfolio. Partners with external managers and specialized investment teams to implement investment strategy.
Finance	Payroll	PAY	Payroll calculates and distributes paychecks; delivers accurate and timely employee payroll disbursements, tax withholdings, deductions and funding for the university and medical center. Ensures all payments and deductions comply with all federal, state, local and other regulatory instruments. Administers court-ordered withholding orders; understands various visa types and appropriate taxation of nonresident alien payments. Has general understanding of basic accounting principles. Prepares and distributes pay information and required tax reporting documents to employees. Maintains payroll records, prepares reports to meet internal and external obligations.
Finance	Payroll Accounting	PAC	Payroll Accounting is responsible for payroll-related accounts, reconciliation and GL accuracy. Owns all payroll banking activities, including escheatment, reconciliation, stop payments and verifying bank files. Responsible for ledger account mapping, fringe expense and fringe recovery allocations. Creates various accounting papers, schedules and summaries. Maintains payroll period reconciliations of deductions and earnings and makes appropriate payments to deduction vendors. Determines the need for new accounts and revisions in the payroll account structure. Consults with units and payroll staff concerning the accounting treatment of complex transactions and managing direct retro distributions. Works directly with internal and external auditors.
Finance	Payroll Timekeeping and Absence	TIM	Payroll Timekeeping and Absence accurately records, calculates and approves employees' worked time and absences from work. Ensures time and absences comply with all federal and state regulations including Fair Labor Standards Act, wage and hour laws, as well as applicable union contracts and university policies. Maintains time clocks, mobile, web clock and calendar time entry methods. Calculates overtime, shift differentials and holiday hours. Manages vacation and sick time off accruals and payouts according to policy. Consults with units and payroll staff concerning treatment of complex transaction and managing time.
Finance	Revenue Cycle - Financial Counseling	RFC	Revenue Cycle - Financial Counseling verifies coverage for outpatient, inpatient and ambulatory surgery services, provides financial counseling and makes recommendations to customers or family members for various third-party financial assistance programs or payment plans.
Finance	Revenue Cycle - Patient Accounting	RPA	Revenue Cycle - Patient Accounting is responsible for all aspects of patient billing and collection processing to include insurance claim submission, insurance follow up, payment posting including refund and credit processing, underpayment reconciliation, billing customer service in a call center setting and self-pay collections including financial assistance programs.
Finance	Revenue Cycle - Pre-certification	RPC	Revenue Cycle Pre-certification verifies benefits for outpatient, inpatient and ambulatory surgery services, as well as obtaining prior authorization for visits, procedures and hospitalizations, pre-approval, PCP referrals, predeterminations for all electively scheduled admissions, outpatient surgeries and other designated outpatient visits.
Finance		FIC	Internal Controls ensures the effectiveness of the internal controls framework. Educates business process owners on the controls

Function	Subfunction Name	Subfunction Code	Subfunction Description
Finance	Revenue Cycle - Registration	RSR	Revenue Cycle - Registration ensures that patient registrations are completed promptly with accurate, up-to-date demographic information. Completes verification of insurance information as well as patient liability determination. Provides support to physicians and customers by coordinating their requests and satisfying their needs in one transaction. Solves routine and complex customer problems and knows where to direct customers to address specific questions.
Finance	Revenue Cycle - Scheduling	RSD	Revenue Cycle - Scheduling schedules new, return and other appointments as requested. Assures accurate appointment, demographic and insurance information is gathered to support clinical and financial needs including changes to patient or insurance information. Provides support to patients and physicians by coordinating their requests and satisfying their scheduling needs.
Finance	Revenue Cycle Services	RFN	Revenue Cycle Services supports the operation of multiple revenue cycle areas. Ensures high-quality service offering including: patient accounting, registration, scheduling, pre-certification, pre-authorization, financial counseling and Clinical Financial Case Management.
Finance	Revenue Integrity	RVI	Revenue Integrity is responsible for the development, maintenance and education in regards to the Charge Description Master (CDM). Reviews coding procedures and code utilization to ensure appropriate billing and reimbursement.
Finance	Tax	TAX	Tax prepares and reviews tax records to be filed by the institution with appropriate taxing authorities. Records maintenance to support all tax returns as filed, coordinates with other university offices for purposes of interpreting tax regulations, and develops policies and procedures to ensure compliance with all laws, statutes and regulations.
Finance	Treasury	TRE	Treasury is responsible for managing cash, the liquidity of institution investments and overseeing short and intermediate term investment of operating funds. Provides banking and cash management services including depositing checks and cash, acceptance of payment cards and receipt of electronic funds. Assists departments with the implementation of new financial products and services and compliance with regulatory requirements.
Finance	Financial Case Management	FMG	Financial Case Management is responsible for a variety of functions that revolve around interpretation of medical records, assessment of procedures or tests according to the regulations of the payer and education of clinical staff on their impact on the revenue cycle. This includes obtaining, providing and communicating information to payers to secure precertification of hospitalizations or outpatient procedures. Works closely with the physician offices to procure the necessary information held in their offices. Works closely with financial counselors and clinical staff to obtain appropriate clinical and financial information for assessment, disease based assistance and subsidy enrollments. Responsible for providing customers (patients and clinicians) with accurate, up-to-date information regarding disease based assistance, insurance eligibility including federal and state subsidies as well as maintaining a database with accurate patient information.
Food Services	Food Production	FPR	Food Production prepares, stores and cooks all high-quality food served to patients, staff, students and visitors. Safe food-handling and sanitation guidelines are followed for all food areas. May support outreach and educational events to the community to promote healthy lifestyles.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Food Services	Food Service	FSV	Food Service is responsible for the daily food service and retail operations for patients, staff, students and visitors in retail spaces throughout the university in such places as the BistrOH! and other cafe locations. This includes food distribution, customer service, sales, restocking of inventory and other daily operations of services provided.
Food Services	Food Services Management	FSM	Food Services Management provides oversight and general direction for nutritional and food service operations for patients, staff, students and visitors. Provides administrative direction, including long-range planning, fiscal management and development of strategic vision and goals, and assures program compliance with internal and external standards, policies and practices.
Food Services	Nutrition Care	NTC	Nutrition Care plans, develop and educates regarding patient nutrition and health, to positively affect health with a focus on research based decision making on dietary planning.
Food Services	Culinary Education	CUL	Culinary Education is responsible for the planning, development, preparation and storage of food for practical application. Leads cooking and education experiences to promote a healthy lifestyle through evidence based research and hands on involvement. Provides oversight and general direction for implementation of community and patient focused culinary education programs. This includes recipe and menu development, program compliance with standards, policy and practices as well as fiscal compliance.
Health Care Administration	Accountable Care Organization Administration	ACO	Accountable Care Organization (ACO) Administration plans, develops and implements administrative systems and a provider network to manage care of populations covered by accountable care contracts. Accountable for quality and cost of care as well as financial performance under ACO, involving shared savings, bundled payment, capitated and other types of value-based payment or population health management contracts. Organizes processes to coordinate care, manage risk associated with chronic disease and complex cases and allocate payments for care.
Health Care Administration	Accreditation	ACD	Accreditation provides support and guidance to the organization to monitor compliance with regulatory bodies. Develops and implements processes and policies for the organization to improve efficiencies and to help report findings to leadership and outside entities.
Health Care Administration	Actuarial Services	ACS	Actuarial Services analyzes and develops statistical data for actuarial studies to assist in establishing insurances rates, rating structures and systems for groups and categories to ensure financial integrity. Utilizes data to assist in financial projections and analysis of projects.
Health Care Administration	Ambulatory Care Administration	AMB	Ambulatory Care Administration manages programs and staff of the ambulatory services department. Establishes and implements approved standards and guidelines for ambulatory services and programs. Monitors patient progress and maintains working relationships with community agencies. May be accountable for business, functional or operational results through work of others but without a formal reporting relationship, such as management of outsourced staff.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Health Care Administration	Credentialing Services	CDS	Credentialing Services researches and completes the verification and/or re-verification review process for all contracted physicians, practitioners and nurses in compliance with state, regulatory bodies and accrediting organizations.
Health Care Administration	Credentials Verification Organization	CVO	Credentials Verification Organization (CVO) is responsible for the processes and compliance in regards to all credentialing activities for the organization to include: delegated credentialing, non-delegated health plan credentialing, provider enrollment and managed care credentialing for government payer plans. Develops strategic plans and processes to create an efficient and safe credentialing process to ensure providers can perform medical procedures and services as appropriate.
Health Care Administration	Delegated Credentialing	DCR	Delegated Credentialing is responsible for relationships with all contracted and delegated payers and external customers while adhering to contractual requirements for plan enrollment, data reporting and other terms of the payer and customer contracts, as well as complying with accreditation and legal standards. Maintains business relationships with internal and external customers to ensure that commercial payer reimbursement is maximized.
Health Care Administration	Managed Care Administration	MCA	Managed Care Administration develops and implements the managed care strategies of the organization. Provides overall management and oversight of strategic planning, business development, contract negotiation, financial performance and productivity. Monitors member satisfaction and quality, employee relations, provider relationships, development and compliance, care coordination and external provider compliance and community and governmental affairs.
Health Care Administration	Managed Care Contracts	MCC	Managed Care Contracts negotiates contracts between the organization, care providers and health insurance providers. May include some or all of the following: the overall coordination and implementation of bid contracts to institutions including national hospital buying groups and national managed care accounts; managing administration fees, memberships and charge backs. Directs the processing, submission, follow-up and performance analysis of bid quotations. Coordinates with product management the action plans and contracting activities of the managed care field staff. Analyzes and communicates competitive information and market conditions. Develops, analyzes and processes pricing strategies, contract language defining performance parameters and administrative procedures for rebate programs to targeted markets. Manages and monitors contract life cycle. Interfaces with managed care field staff on process issues, contract structure, and data submission.
Health Care Administration	Medical Interpretation Services	INT	Medical Interpretation Services converts information from one language to another to assure effective communication, care and access to services. Interpreters verbally communicate using appropriate medical terminology in various languages between Limited English Proficient (LEP) or non-English-speaking individuals and providers and support services in a clinical setting. Interpreters serve as a cultural broker as needed to promote better understanding among providers when providing medical care to LEP patients. Serves as an ambassador to patients, families, visitors and staff regarding patient support services.
Health Care Administration	Medical Secretarial Support	SEC	Medical Secretarial Support is responsible for secretarial work of the department including greeting patients and visitors, patient check-in and check-out, gathering and organizing patient information, and ensuring the delivery of high levels of customer service for patients.
Health Care Administration	Medical Staff Services	MSS	Medical Staff Services is responsible for the operational support of the organization's provider resources to include appointments to inpatient units along with outpatient settings, provider relations, processing of applications, orientation and the billing, collection and deposit of staff dues; includes maintenance or upkeep of provider records and their website provider profile.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Health Care Administration	Outpatient Administration	OUT	Outpatient Administration is responsible for operations in all outpatient settings in accordance with organizational standards, policies, and regulations.
Health Care Administration	Outreach Relations	OTR	Outreach Relations is responsible for strengthening partnerships between the organization, hospitals and health care providers through Ohio.
Health Care Administration	Patient and Family Relations	PFR	Patient and Family Relations serves as a liaison between the organization, patients and their families and assists with retrieving and communicating personal health care information between appropriate internal and external parties to assure patient, family, provider, organizational and regulatory requirements are met. Provides support to patients, families and providers through education, application and evaluation of best practices designed to enhance the patient and family experience. Employs highly developed interpersonal skills to resolve concerns and proactively works to reduce opportunities for communication failures. Assists with interpreting hospital policies, procedures and services.
Health Care Administration	Patient Experience	PAT	Patient Experience builds and sustains a patient- and family-centered culture through development, implementation and evaluation of strategies and initiatives designed to improve the patient and family experience. Patient Experience shapes the organization's culture and supports leaders in facilitating associated communications and processes. Translates patient experience strategies into actionable plans and key performance indicators that align the structure, resources and goals in support of the organizational mission and assessing performance. Guides effective decision-making by researching and implementing evidence-based best practices, monitoring and analyzing industry trends, as well as employing analytical models that provide insights into the patient and family experience. Exercises skill in analytical problem-solving, project management, communications and leadership in addition to understanding organizational structures, business operations and procedures and data analysis.
Health Care Administration	Provider Enrollment	PRO	Provider Enrollment is responsible for all activities related to enrollment of providers for government payers and assuring continued enrollment. Initiates and monitors the provider corporate credentialing functions to assure that all practitioners are enrolled in all required and government payer programs in accordance with established thresholds set by Medicare, Medicaid, Bureau of Worker's Compensation, etc., and enrollment into other non-delegated health plans.
Health Care Administration	Service Line Administration	SLA	Service Line Administration provides oversight and general direction for health care service line operations. Provides administrative direction including long-range planning, fiscal management and development of strategic vision and goals. Assures program compliance with internal and external standards, policies and practices.
Health Care Administration	Staff Scheduling	SCH	Staff Scheduling creates schedules and maintains staffing operations for the organization. Supports operations by reviewing staffing requests, coordinating scheduling for proper coverage, utilizing systems for tracking staff over a variety of shifts and rotations and monitoring overtime and attendance. Staff Scheduling regularly coordinates with Human Resources to ensure staffing feasibility and compliance.
Health Care Administration	Virtual Health	VHL	Virtual Health coordinates remote delivery of health care services and transmission of clinical information using Virtual Health and/or telemedicine technology across all sites of care.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Health Care Administration	Medical American Sign Language Interpretation Services	ASL	Medical American Sign Language (ASL) Interpretation Services conveys medical information between deaf or hearing-impaired individuals and providers and clinical support staff to assure effective communication, care and access to services. Medical ASL Interpreters communicate using appropriate medical terminology between Limited English Proficient (LEP) or non-English-speaking individuals and providers and support services in a clinical setting. Interpreters serve as a cultural broker as needed to promote better understanding among providers when providing medical care to deaf or hearing-impaired patients. Serves as an ambassador to patients, families, visitors and staff regarding patient support services.
Health Information Management	Clinical Documentation Improvement	CDI	Clinical Documentation Improvement ensures that medical record documentation reflecting the level of service rendered to patients is complete and accurate through extensive interaction with various levels of health services professionals and coding staff. Applies official coding guidelines and regulations related to payment systems when interacting with providers and coding staff. May provide education, perform record audits and send electronic queries to providers.
Health Information Management	Coding Audit	CDA	Coding Audit reviews medical records and supporting documents for timely and accurate coding in accordance with the organization's coding policies and procedures. Provides guidance on documentation requirements, improvement processes for queries and documentation and appropriate training to staff based on audit reports.
Health Information Management	Coding Quality	CDQ	Coding Quality reviews charts for accurate and timely coding that is supported by medical record documentation and is in accordance with organization's coding guidelines, as well as federal coding regulations. Coding quality is responsible for providing feedback for improving coding quality through training, educational programs and process improvements.
Health Information Management	Document Imaging	DOC	Document Imaging scans, verifies and indexes medical record documents in an electronic medical record document imaging system. Deletes documents posted to the wrong patient; scans and posts to the correct patient. Performs quality control function, which may include verifying that documents are scanned to the correct patient, and for proper document usage and dates.
Health Information Management	Health Data Analytics	HDA	Health Data Analytics gathers and interprets data from a variety of sources (i.e. electronic health records, billing claims, cost reports and patient satisfaction surveys) to help improve the quality of care, lower the cost of care and enhance patient experience. May automate internal and external reports, present information to hospital leadership and make recommendations based on findings in support of research, surveys, health system operations, accreditation and regulatory compliance.
Health Information Management	Health Information Operations Management	HIM	Health Information Operations Management provides oversight and general direction for coding and patient information operations for patients, staff and students. Provides administrative direction including long-range planning, fiscal management and development of strategic vision and goals. Assures program compliance with internal and external standards, policies and practices.
Health Information Management	Health Information Privacy and Security Compliance	HIP	Health Information Privacy and Security Compliance monitors compliance with the HIPAA Privacy Rule and/or other laws and regulations governing health information privacy. Assesses, consults and develops policy recommendations. Develops procedures and other training materials to educate staff. Conducts compliance rounds, investigates alleged breaches of protected health information, performs audits of access to electronic medical records and tracks and reports any confirmed breach of protected health information.
Health Information Management		ASL	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Health Information Management	Inpatient Medical Coding	IMC	Inpatient Medical Coding translates health care diagnoses and medical procedures into universal medical alphanumeric codes for inpatient facilities that accommodate patients requiring more extensive care. These facilities can include hospitals and inpatient rehabilitation facilities. Abstracts this information from documentation in a timely and accurate fashion to ensure that a patient's visit is not misrepresented for billing and informational purposes.
Health Information Management	Master Patient Index	MPI	Master Patient Index maintains the integrity of the enterprise master patient index. Updates or revises information, and investigates reported potential duplicate medical records and merges when necessary. Moves documents in the electronic medical record from one patient's record to another. Updates patient care teams. Prints and mails transcribed reports. Updates provider addresses.
Health Information Management	Medical Records Management	MRM	Medical Records Management assembles, maintains, retrieves and files health information in medical records and charts. Analyzes and completes timely medical records in compliance with medical staff bylaws, medical staff rules and regulations, hospital policies, state and federal regulations, and accreditation standards. May maintain vaccination compliance records for students and/or university employees and address any policy and requirements inquiries where needed.
Health Information Management	Medical Transcription	MDT	Medical Transcription transcribes or edits routine letters, medical reports and other recorded data, including operative reports, discharge summaries, patient history and examinations with speed and accuracy by accessing the electronic patient record and using various electronic and word processing equipment.
Health Information Management	Outpatient Medical Coding	OMC	Outpatient Medical Coding translates health care diagnoses and medical procedures into universal medical alphanumeric codes in a variety of facilities, including hospitals, ambulatory surgical centers and clinics. Abstracts this information from documentation in a timely and accurate fashion to ensure that a patient's visit is not misrepresented for billing and informational purposes.
Health Information Management	Patient Identity Management	IDP	Patient Identity Management recommends policies, procedures and/or electronic medical record design features to identify potential warning signs where fraud may be suspected. Liaises with external parties to monitor and resolve fraud issues. Corrects records and keeps detailed documentation of all changes to the official patient record.
Health Information Management	Release of Information	ROI	Release of Information administers the release of information in compliance with all privacy regulations and requirements to protect personal information and privacy for all patients or clients. Responsible for ensuring that only authorized individuals have access to patient information, i.e. providers, patients, attorneys, subpoenas, court orders, insurance companies, state and federal agencies and other health care facilities.
Health Information Management	Tumor Registry	TUM	Tumor Registry abstracts patient medical records to identify cancer patients in order to communicate cancer-related health information to researchers, providers and public health officials to better monitor and advance cancer treatments, research and cancer prevention screening programs.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Health Information Management	Vital Statistics Records	VSI	Vital Statistics Records collects data from a patient's records and from interviewing new parents to submit birth certificate data electronically to the state database used for program planning and evaluation, and to submit application for newborn's social security number. Assures accurate and complete reporting, consults with providers, performs quality control functions, such as verifying accuracy of database entry compared to parent's handwritten information and electronic medical record.
Health Information Management	Cardiac Arrest Registry	CAR	Cardiac Arrest Registry manages and maintains registry. Uses data to measure improvement in out-of-hospital cardiac arrest care in order to advance care and survival from cardiac arrest.
Health Information Management	Coding Quality Education	CAR	Coding Quality Education assures accuracy and compliance of coding. Conducts and coordinates ongoing educational programs and training for the Coding Unit and incoming clinical staff. Responsible for providing feedback for improving coding quality through training, educational programs and process improvements.
Health Information Management		CQE	Coding Quality Education assures accuracy and compliance of coding. Conducts and coordinates ongoing educational programs and training for the Coding Unit and incoming clinical staff. Responsible for providing feedback for improving coding quality through training, educational programs and process improvements.
Health Plan	Client Services	CLS	Client Services investigates, analyzes and develops innovative solutions for client-specific issues related to claims, networks, providers, eligibility, collections and systems by collaboration with all health plan teams.
Health Plan	Member Services	MBS	Member Services provides information and assistance to health plan members in support of members' needs navigating their health plans. May assist with provider referrals, routine and complex questions, including covered services, provider bills, EOBs, resolution of escalated issues and other needs.
Health Plan	Provider Network Management	PNM	Provider Network Management administers activities related to system and provider contracting, network and information management and credentialing. Negotiates contract terms; ensures application of regulatory, business and contract requirements are met. Includes development and support of statewide provider relationships, provider-related financial analysis, network configurations, reimbursements and other activities in support of the provider network.
Health Plan	Employee Assistance Program	EAP	Employee Assistance Program supports The Ohio State University Employee Assistance Plan, a program to provide telephone or in-person assistance to employees and their family members on a variety of issues, including work-related problems, crisis support, relationships, alcohol or substance abuse and others. Coordinates services with external vendor and provides internally based telephone crisis intervention, assessment, short-term problem resolution, referral and case management services to members.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Health Plan	Health Plan Pharmacy Administration	HPP	Health Plan Pharmacy Administration provides expertise for program evaluation and creation, value analysis, and clinical integrity for the health plan and its members. Ensures value optimization through data analytics, knowledge of medication therapy, price negotiating, and metrics driven decisions.
Human Resources	Absence and Vocational Services	AVS	Absence and Vocational Services is responsible for the strategy and process of managing disability cases with the objective of minimizing institutional risk including time away from work due to illness or injury. Implements return to work strategies institutionally and at the case level including accommodations and light, part-time, or alternate duty assignments. Coordinates physician review of cases; administers and coordinates institution and statutorily required leave programs including short term disability (STD), long term disability (LTD), Family Medical Leave (FML), and Worker's Compensation. Engages partners such as Legal and Benefits to ensure conformity with regulatory requirements and benefit plans.
Human Resources	Benefits	BEN	Benefits is responsible for identifying, benchmarking, designing, recommending and communicating employee benefits programs including health and financial benefits, disability, leave, retirement, and wellness programs that fit within the total rewards structure and attract and retain talent. Partners with technology and process design resources, including vendors, to deliver benefit solutions into the organization. Includes significant associated benefit administration and customer service such as for absence management, workers compensation, etc. Consults with leadership on the strategic direction of benefit programs including governing bodies and committees. Responsible for compliance and consistent administration of benefit programs; consults with legal resources to provide guidance on benefit related compliance issues. Partners with finance resources to budget and accrue for benefit related programs.
Human Resources	Compensation	CMP	Compensation is responsible for identifying, designing, and recommending market competitive compensation programs that attract and retain employees, drive performance and organizational results, and provide rewards and recognition for individuals and teams. Partners with technology and process design resources to deliver compensation solutions into the organization including the base pay program, annual salary planning, and incentives. Provides strategic consultation to HR Business Partners on compensation matters. Consults with legal resources to provide guidance to HR and the organization on compensation related compliance issues. Partners with finance resources to budget and accrue for compensation related programs.
Human Resources	Employee and Labor Relations	ELR	Employee and labor relations is responsible maintaining and improving employee relationships via communication, performance management, processing grievances and disputes, and interpreting university policies. Responsible for developing labor strategies and policies, overseeing the management of labor relations, leading the negotiation of collective bargaining agreements with unions, and managing union grievances.
Human Resources	HR Business Partners	HRP	HR Business Partners are responsible for providing designated leaders with strategic consultation by aligning business objectives with employee and manger needs on cross discipline matters including performance, succession, learning, compensation, benefits, etc. Helps leaders effectively utilize core HR programs and processes such as in the Total Rewards and Talent Management areas. Supports designated leaders, managers and supervisors in HR lifecycle activities such as recruiting, onboarding, pay and job changes, performance management, life events, and terminations.
Human Resources	HR Service Center	SVC	HR Service Center is responsible for the administration of centralized HR processes. Partners with HR COE leaders to understand business requirements and timelines and determine service level agreements. Partners with technology resources to deliver HR solutions into the organization. Consults with legal resources to ensure HR solutions and process are legally compliant. Administers annual and ongoing programs and spearheads continuous improvement initiatives. Provides tier 1 and 2 inquiry resolution and forecasts HR Service Center workforce needs and other case management metrics.
Human Resources	Learning and Development	LRD	Learning and Development is responsible for enhancing workforce skill, capability and effectiveness through design, implementation and administration of programs including onboarding, training and learning for staff, managers, and leaders. Measures the effectiveness of learning and development programs in attracting, developing, motivating, and retaining a productive and engaged workforce. Learning and development programs support the overall talent management strategy by contributing to the creation of a high-performance, sustainable organization that meets its strategic and operational objectives. Responsible for maintaining inventory of learning support materials, liaising with venders, ensuring integrity of learning records, and invoice management.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Human Resources	Mobility	MOB	Mobility is responsible for managing global and domestic assignments, national and international transfers, the planning and costing of inbound and outbound movements including tax compliance issues, immigration and visa issues and the personal issues that arise when moving employees and their families from one location to another. Partners with legal and tax resources, including vendors, to ensure compliance with immigration and tax laws and to understand options and strategies related to potential future assignments and repatriations. Partners with HR and business leaders to developed the mobility strategy and consider how to apply the strategy to their workforce. Partners with finance to appropriately account and forecast for mobility programs.
Human Resources	Talent Acquisition	TLA	Talent Acquisition is responsible for the ongoing strategy and process of sourcing, recruiting, and selecting talent. Partners with technology and process design resources, including vendors, to deliver recruiting solutions into the organization including effective sourcing and selection solutions. Consults with leadership on the strategic direction of Talent Acquisition programs including executive recruiting and selection. Consults with legal resources to provide guidance on recruiting and selection related compliance issues.
Human Resources	Talent Management	TLM	Talent Management is responsible for enhancing organizational effectiveness and well-being through planned, systematic changes in attitudes, beliefs, and values through the implementation of integrated HR programs including performance, succession, executive coaching and assessment, culture, values, and employee engagement. Reviews current state and desired future state and employs techniques of behavioral science to better enable the organization to adapt to change. Sets strategy for leadership development and may influence organizational design.
Human Resources	Total Rewards	TRW	Total Rewards is responsible for identifying, designing, and recommending market competitive compensation, benefits, wellness, recognition, and other rewards programs that attract and retain employees and drive performance and organizational results for individuals and teams. Partners with technology and process design resources to deliver total rewards solutions into the organization. Provides strategic consultation to HR Business Partners on total rewards matters. Consults with legal resources to provide guidance to HR and the organization on total rewards related compliance issues. Partners with finance resources to budget and accrue for total rewards related programs.
Human Resources	HR Information Systems	HRI	HR Information Systems is responsible for researching, implementing, and maintaining the technology solutions that support the HR function. Typically partners with internal IT resources to coordinate system implementation and integration activities and may leverage internal IT processes or project methodologies. Typically engages and manages relationships with consultants and venders to support the research, implementation, and maintenance of HR solutions. Works with stakeholder groups to design or update HR processes considering the supporting technologies. Engages stakeholder groups to define system requirements, configures or outsources system configuration, tests new functionality, and releases new functionality to production. Helps stakeholders with reporting and troubleshooting system or data related concerns. Defines and monitors system controls and governance including uploads and data maintenance activities.
Human Resources	Diversity and Inclusion	DIV	Diversity and inclusion is responsible for developing and deploying strategies that support an organizational culture that embraces and leverages diversity and inclusion. Works across the organization to integrate diversity and inclusion within HR and Student initiatives and university operations. Develops programs and contributes to policies that support the diversity and inclusion strategy.
Imaging	Brachytherapy	HDR	Brachytherapy administers radiation treatment under the supervision of the physician by running the High Dose Rate Unit and by the use of the intraoperative equipment. Maintains inventory of equipment and assisting Physics in keeping documentation for Brachytherapy procedures. Prepares equipment and transports radioactive materials to surgical cases, and is certified by the Department of Transportation to package and sign for hazardous materials shipping out of the department. Assays incoming sources to ensure proper activities are sent from the company. Order radioactive sources for prostate cases, and ensures these sources are prepared for these cases.
Imaging	Computed Tomography - CT	CTS	Computed Tomography - CT produces images through the use of computed tomography. CT provides cross-sectional images of patients' bones, organs and tissue, which are then used to diagnose medical conditions.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Imaging	Echocardiography	EKO	Echocardiography provides non-invasive imaging technology (sonography) to analyze a patient's heart, specifically the function of the veins, arteries, chambers and valves, assisting the physician to diagnose heart disease.
Imaging	Imaging Education	EDU	Imaging Education administers the Educational Program for Therapeutic and Imaging Services. Develop, manage, and deliver didactic and clinical education for students, fellows, and other medical personnel from national and international institutions.
Imaging	Imaging Informatics	IFM	Imaging Informatics manages the acquisition, storage, retrieval and use of information in health care to improve access and quality through digital technology while ensuring the integrity of the imaging systems.
Imaging	Imaging Services	SVC	Imaging Services is responsible for the overall operation or support of multiple sub-functional service areas to ensure an environment that supports the quality of services offered as an essential and integral to patient care. Includes basic support roles as well as position-leading and managing multiple sub-functions. Develops, implements and manages radiation safety programs, policies and procedures, including screening, access controls and staff training.
Imaging	Interventional Radiology	VIR	Interventional Radiology performs minimally invasive, image-guided procedures for the diagnosis and the treatment of disease in nearly every organ system.
Imaging	Mammography	MAM	Mammography utilizes multiple modalities such as sonography, X-rays, MRI and biopsies for diagnosis and screening of the human breast. Develops, implements and manages mammography compliance and staff training.
Imaging	Medical Dosimetry	CMD	Medical Dosimetry generates radiation dose distributions and calculations under the direction of the Radiation Oncologist for the purpose of successful therapeutic patient treatment. Operates and performs quality assurance on the treatment planning computer.
Imaging	Multimodality Imaging	MUL	Multimodality Imaging provides service to patients for clinical, therapeutic or diagnostic procedures through the use of X-rays, ultrasound, CT or MRI. Technologist must have multiple advanced certifications, utilizing the different modalities on a daily basis.
		EKO	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Imaging	Navigation	NAV	Navigation assists the surgeon through invasive angiographic, cardiovascular and/or interventional procedures for the diagnosis of disease and injury. Uses image-guided surgery navigation systems and instruments to assist in visually correlating intraoperative anatomy with scans and images. Coordinates operation and maintenance of all surgical laser equipment.
Imaging	Nuclear Medicine	NUC	Nuclear Medicine is responsible for nuclear medicine in vivo and in vitro imaging using sophisticated radiation-detecting instrumentation, including SPECT and PET (Single-Photon Emission Computed Tomography and Positron Emission Tomography) for the diagnosis of disease and injury.
Imaging	Radiation Biology and Physics	ABR	Radiation Biologist and Physics evaluate and interpret medical radiation treatment prescriptions. Collaborates with medical providers in the design and modification of effective radiation treatments for patients; oversees and monitors treatment plans developed by dosimetrists, and participates in development and execution of equipment monitoring, calibration and safety surveys. Provides technical assistance in the development of treatment plans for patients undergoing radiation therapy; monitors patients; maintains established policies, procedures, objectives, quality measurement and safety; performs time, dose, fractionation safety checks; performs clinical research as required.
Imaging	Radiation Therapy	RTT	Radiation Therapy provides the application of therapeutic X-rays, protons and radioactive substances to patients for simulation and treatment of benign or malignant tumors and pain.
Imaging	Radiology	RAD	Radiology is responsible for clinical, therapeutic, or diagnostic procedures through the use of X-rays. Positions and instructs the patient for radiological examinations, adjusts imaging equipment and determines proper voltage, current and desired exposure time for each image. Includes bone density, fluoroscopy.
Imaging	Ultrasound	UST	Ultrasound is responsible for clinical procedures through the utilization of sound waves. Records images of internal organs and identifies various issues related to organs and soft tissue.
Imaging	Vascular Sonography	RVT	Vascular Sonography provides non-invasive imaging technology (sonography) to diagnose potential disorders of the blood vessels, veins and arteries.
Imaging	Women's Imaging	MFM	Women's Imaging provides obstetrical and gynecologic imaging for women who have gynecologic indications or are considered a high risk pregnancy.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Imaging	Three Dimensional Imaging	THE	Three Dimensional Imaging performs image post-processing on imaging exams used in the diagnosis and treatment of the patient within the Imaging department utilizing X-ray, ultrasound, CT, MRI, etc. Renders a three-dimensional image on a two-dimensional surface by creating an optical illusion of depth.
Imaging	Magnetic Resonance Imaging - MRI	MRI	MRI develops, implements and manages MRI safety programs, policies and procedures, including screening, access controls and staff training. Generates images of the organs of the body through non-invasive imaging technology utilizing strong magnetic fields, magnetic field gradients and radio waves to generate images of the organs of the body to diagnose medical conditions.
Information Technology	Applications Development	APD	Applications Development plans, designs, and implements full-stack custom software solutions that may cross multiple technologies, multiple products and/or organizational units. It includes collaboration with project teams to develop custom software solutions that meet a variety of needs. Ensures applications meet functional, technical and security requirements; evaluates code to ensure it meets industry standards and is valid, properly structured, and compatible with browsers, devices, operating systems, et al. Develops and implements software system validation and testing methods; supports current applications, monitors application performance. Performs detailed problem analysis and research, identifies options, proposes solutions. Develops reports, dashboards and other visuals to support management and strategic decision making with long-term effects.
Information Technology	Applications Management	APM	Applications Management is responsible for daily administration and management of non-enterprise applications, both cloud and on-premise, including technical testing, troubleshooting, analysis, installation, configuration and maintenance. Adheres to standard practices to ensure the availability, security and performance of applications. Provides technical assistance and customer support, training users, managing vendor relationships, creating reports, performing data analysis and correcting issues. Includes strategic projects to evaluate and research new and existing products or technologies, procedures and/or workflow needs. Provides technical guidance pertaining to the capabilities, limitations and requirements of applications. Creates and maintains documentation for systems. Plans and oversees projects for new functionality rollouts, unit implementations, etc. Includes applications such as health systems informatics surrounding patient care, ancillary departments, revenue cycle, physician-centric, patient-centric and other applications in the hospital and ambulatory setting.
Information Technology	Audiovisual Production	AUD	Audiovisual Production is responsible for centralized room-scheduling and event-based audiovisual access and support, as well as production assistance with event recordings and live streaming of events. Supports education, research, clinical, conferences, events, communications or administrative activities and other purposes. Includes one or more of the following areas: technical, instructional or command media, or video and audiovisual production. Works closely with and/or provides counsel to institutional representatives coordinating major projects or events.
Information Technology	Business Systems	BSA	Business Systems formulates and defines systems scope and objectives through research and fact-finding combined with an understanding of applicable business systems and industry requirements. Designs processes and functionality for moderately complex information systems. Includes gathering and analyzing business user needs, analyzing data and documenting requirements, rules and data sources; revises existing system logic as necessary. Provides support to users by creating reports and query tools, maintaining current reports and responding to custom data requests. Communicates system status and data issues. Advises on end-user training for business applications to ensure understanding of functionality. Troubleshoots and maintains existing applications (e.g., monitoring processes, correcting errors, analyzing data quality, maintaining data integrity, testing systems, etc.). Provides technical consulting on information systems projects.
Information Technology	Cloud Data Solutions	CDS	Cloud Data Solutions is responsible for cloud adoption, developing and coordinating cloud architecture and computing, including design, planning, management, maintenance and support, and facilitating cultural change. Designs and maintains the cloud infrastructure components, including network design, virtual machine resource allocation, storage and security. Ensures designs are in line with overall Information Technology standards, collaborating with stakeholders to align cloud architecture with service tiers, internal Service Level Agreements and organization goals.
Information Technology	Communications Infrastructure	CMI	Communications Infrastructure creates, updates and maintains outside plant and pathways, structured cabling and wireless network infrastructure records through the use of Computer Aided Design (CAD) tools. Designs and maintains copper, coax, and fiber optic physical backbone networks. Creates and maintains university building design standards for Division 27 and related appendices. Responsible for the oversight, administration, and project management of both the physical pathway and cabling to support voice, video, data and security systems, including wireless networks. Conducts surveys, engineers pathways and creates wired and wireless network designs in buildings; includes preparing scopes of work, estimates, budgets, and documentation and drawings for installations. Reviews construction drawings and specifications for university projects. Performs work inspections and applies relevant standards, codes, and regulations pertinent to low voltage systems.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Information Technology	Data Engineering	ENG	Data Engineering prepares the big data infrastructure to be analyzed by data scientists and maintains data movement jobs using Extract, Transfer, Load (ETL) tools or general programming languages. Selects the optimum method for the situation and developing scalable and reliable solutions. Creates data warehouses used for reporting or analysis. Ensures the delivery of data on time, accurately and securely.
Information Technology	Data Governance	GOV	Data Governance is responsible for metadata management, governance and quality management to deliver a comprehensive and impactful capability and framework that includes standards, practices, processes, tools and infrastructures. Collaborates with stakeholders to implement solutions dedicated to metadata management, data cataloguing, discoverability and other enterprise data initiatives. Collaborates with data stewards and data and application owners to improve the quality, availability and usability of enterprise data assets and related metadata.
Information Technology	Database Administration	DBA	Database Administration performs installation and configuration, operation, maintenance and support of database management system (DBMS) software to ensure stability, reliability, recoverability and acceptable performance. Optimizes database performance via monitoring and tuning, capacity planning and by performing necessary software upgrades in accordance with ITIL and other best practices. Serves as a technical resource on projects and other scheduled work activities requiring database management expertise. Evaluates and researches new and existing products, procedures and/or workflows needs associated with database management software. Implements viable backup, recovery and high availability strategies and mechanisms. Executes database recovery, restoration and/or restart as required.
Information Technology	Disaster Recovery	DRY	Disaster Recovery develops disaster recovery policies, strategies and procedures. Conducts assessments of potential business impacts and risks, including definition of critical systems and functions. Coordinates updates of plans and supporting documentation.
Information Technology	Endpoint Engineering	IEE	Endpoint Engineering engineers and administers enterprise endpoint environment encompassing PC and MAC desktops and laptops, handheld mobile devices and peripherals to ensure stability, reliability and acceptable performance. Provides advanced technical support; identifies opportunities to transition support tasks to the service desk level. Leverages multiple tools and systems to manage large scope of diverse devices to include imaging, application packaging and delivery, patching and security.
Information Technology	Enterprise Applications Development	EAD	Enterprise Applications Development (e.g. Oracle, Kronos, Workday, ServiceNow) is responsible for design and development, as well as consultation for the custom application development, integrations development and associated configuration, maintenance and upgrades of Enterprise-wide applications. Works with appropriate leaders, business partners and staff to plan and develop large-scale application solutions that satisfy the organization's strategic and business needs. Utilizes business and technical knowledge and experience to identify and analyze needs in order to create solutions to meet diverse and potentially conflicting customer requirements. Consults for applications management and administration to provide expertise on updates to enterprise applications, for resolving applications issues, configuration or testing challenges. Includes development of training and documentation of applications according to organization standards and requirements. Develops reports, dashboards and other visuals to support management and strategic decision making with long-term effects across the university.
Information Technology	Enterprise Applications Management	EAM	Enterprise Applications Management (e.g. Oracle, Kronos, Workday, ServiceNow) is responsible for daily administration and management, configuration, integration, maintenance, release management and upgrades of enterprise-wide applications, both cloud and on-premise. Works with appropriate leaders, business partners and staff to manage large-scale applications. Manages vendor relationships. Utilizes business and technical knowledge and experience to identify and analyze needs in order to ensure solutions on an ongoing basis meet diverse customer requirements. Isolates and resolves application utilization problems and errors that impact many areas and large numbers of users. Includes projects requiring updates to enterprise applications. Performs configuration, testing, debugging, training and documentation of application according to organization standards and requirements. May develop reports, dashboards and other visuals to support management and strategic decision-making with long-term effects across the university.
Information Technology	Enterprise Architecture	ARC	Enterprise Architecture is responsible for leading moderately large or complex architecture projects. Is a technology expert in designing architecting solutions for a variety of enterprise initiatives, and aligning these solutions with the overall enterprise architecture. Determines and develops architectural approaches and solutions, conducts business reviews, documents current systems and develops recommendations of how to proceed with the applications. Collaborates with internal and external partners to ensure that technology decisions and blueprints align with the overall Enterprise Architecture Framework. Contributes in the planning of the overall organizational IT strategy. (Enterprise examples are Oracle, Workday, Epic)

Function	Subfunction Name	Subfunction Code	Subfunction Description
Information Technology	Enterprise Database Administration	EDA	Enterprise Database Administration installs, configures, operates, maintains and supports enterprise database software (e.g. Oracle, Workday, Epic) to ensure stability, reliability, recoverability and acceptable performance. Optimizes performance via monitoring and tuning, capacity planning and by performing necessary software updates and quarterly upgrades in accordance with ITIL and other best practices. Serves as a technical resource on projects and other scheduled work activities requiring enterprise database expertise. Applies new and changing developments in the application architecture and the underlying database software. Implements viable backup, recovery and high-availability strategies and mechanisms. Executes database recovery, restoration and/or restart as required.
Information Technology	Information Security and Risk Management	SRM	Information Security and Risk Management provides security engineering, risk management, design, access and identity control, operational support and consultation. Provides policy and governance oversight; security operational services; set-up, verification, and audit of user access and authorizations; risk analysis and response. Partners with stakeholders at the university or unit level to ensure systems and data are secured against a range of physical, electronic, cyber and other threats.
Information Technology	Information Technology Training	ITT	Information Technology Training plans, designs, develops, delivers and evaluates training, adoption and optimization in the integrated information systems that support and enhance revenue cycle, clinical practice, administrative, and management needs and outcomes. Applies operational knowledge and application education expertise to coordinate and provide support for all new and current applications and software upgrades. Includes assessment, planning, design, delivery and evaluation of all training efforts, as well as involvement in the review of existing workflows and processes; collaborates with operational experts in the definition of future state application workflows.
Information Technology	Instructional Technology Services	ITS	Instructional Technology Services designs, develops and implements learning environment presentation and content delivery technology across the university. This includes project scoping, presentation system design and installation, control system programming and system commissioning. After commissioning, performs lifecycle repair and maintenance functions. Assesses suitability of emerging technology for deployment in learning environments.
Information Technology	IT Change Management	ICM	IT Change Management delivers IT process improvement and change initiatives. Involves the standardization of methods, procedures and change models to implement change and make the change management process more efficient. Collaborates with various stakeholders to evaluate proposed changes based on benefit and risk, and to prioritize resources based on business need. Ensures that all changes are thoroughly tested and that each deployment includes a back-out plan in the event of deployment failure. Supports the design, development and delivery of communications, evaluation of user readiness and creation of resistance management plans. Has a role in defining organizational goals and strategic plans.
Information Technology	IT Infrastructure and Data Center	INF	IT Infrastructure and Data Center is responsible for the oversight, administration, and project management of complex and mission-critical layer 1 infrastructures including the structured cabling, and related power and physical systems in all telecommunications spaces and data centers. Collaborates with university units and vendors for the detailed creation, budgeting, development and design, planning, implementation, integration, maintenance and support of low-voltage systems on construction and renovation projects, as well as IT initiatives. Delivers a layer 1 transport system that supports business technologies and functions, ensuring it meets all standards, codes and regulations and complies with the Building Design Standards. Includes managing and maintaining horizontal and backbone cabling including copper and optical fiber networks, generating detailed scopes of work, creating and reviewing detailed design documentation. Also involves maintaining power requirements and uninterruptable power systems and ensuring quality controls.
Information Technology	IT Multi-Discipline	IMD	IT Multi-Discipline manages, administers and/or supports two or more subfunctional areas of information technology. Responsibilities may involve a variety of tools and technologies in any area or level of platform and infrastructure, including analysis, development, administration or implementation pertaining to systems or applications software, hardware, databases, networks, processing, operations, end-user support, training, etc. Ensures support for overall strategies and application of industry best practices for service delivery, automation, change management, resource and capacity planning and continuous improvement.
Information Technology	IT Operations	OPC	IT Operations monitors critical environment architecture and engagement on escalated events. Initiates and manages enterprise calls with a focus on resolving critical issues. Proactively monitors and engages in resolution of network and system health. Understands end-to-end network and security configurations with a focus on application support. Monitors and supports engineering upgrades and maintenance on the enterprise infrastructure environment. Provides engineering-level support and engagement for enterprise releases and upgrades. Participates in strategic projects for evaluating and researching new and existing products, procedures and/or workflows needs associated with enterprise systems.
Information Technology		EDA	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Information Technology	IT Process Engineering	IPE	IT Process Engineering designs, develops, implements, maintains, supports and continually improves key IT service management processes. Accountable for process quality. Ensures alignment of processes to IT service management frameworks and best practices adopted by the organization. These processes include incident management, request management, change management, service level management, configuration management, problem management and knowledge management. Includes carrying out emergency fixes, determining and addressing other impacts. Participates in projects varying in size, scope, risk and impact.
Information Technology	IT Project Management	IPM	IT Project Management is responsible for the project life cycle through the initiation, planning, execution, and closure phases for IT projects involving multiple technologies, multiple systems, business unit functions and stakeholders. Projects range in size and complexity in support of strategic business goals and objectives. Manages IT initiatives as they move from design, to build, installation, go-live, training and ultimately into the customer's operational state. Ensures completion of essential functions required to ensure consistent, quality, successful delivery of assigned projects, while managing competing demands of scope, schedule, cost, risk, quality and stakeholder expectations.
Information Technology	IT Relationship Management	IRM	IT Relationship Management manages and monitors the relationship between information technology service owners and their customers. Works closely with the information technology user groups and contracted service providers to assess internal needs and vendor performance. Establishes service level agreements. Audits contractual compliance, solicits feedback from users and communicates scorecards to vendors. Coordinates lifecycle activities such as incident management, compliance audits, software licensing and software and hardware upgrades and maintenance. Performs cost and spend analyses to identify cost-effective solutions for existing and future contracts.
Information Technology	IT Service Support	ISS	IT Service Support is responsible for Multi-Tier, Omni-channel support. Includes the initial point of contact for IT services, receiving customer issues and requests providing troubleshooting with an emphasis on first contact resolution. Evaluates issues and escalates as needed to higher-tier and specialized staff. Involves user support on software and hardware from base offices or on-site and field desktop locations (main campus, regional sites, medical facilities). Performs varying complexities of regular or project-related installation, preventive maintenance, break and fix, fault diagnosis, identification, isolation and resolution and deployment. Performs continued monitoring of escalations of customer issues and requests. Communicates, tracks and reports computing environment outages while working with IT personnel and leadership to monitor or assist in problem resolution.
Information Technology	Mobile Development	MBL	Mobile Development is responsible for applications for mobile devices to access digital products and content. Includes designing, developing and testing platform-specific applications that are installed on the mobile device (i.e., native installation); develops applications using the tools and language of the targeted device platform (e.g., Xcode, Swift, and Objective-C for Apple iOS devices, Eclipse, Kotlin, and Java for Google Android devices). Completes associated analysis, implementation, operation, deployment and support.
Information Technology	Network Services	NET	Network Services is responsible for the daily administration and management of network components which include: network switches, routers, firewalls, proxies, wireless access points, wireless controllers, load balancers, operating systems, infrastructure applications, appliances and cloud integration. Adheres to Information Technology Infrastructure Library (ITIL) practices in an effort to ensure the availability, security and performance of infrastructure systems and fulfillment of customer Service Level Agreements (SLAs). Evaluates, develops and implements efforts of infrastructure enhancements in order to improve and maintain the environment in accordance with established IT processes and operational standards. May include creating and developing network architecture design solutions for infrastructure systems and establishment of strategic technology services roadmaps. Responsible for systems projects of varying scope, risk and impact. Involved in strategic projects for evaluating and researching new and existing products, procedures and/or workflow needs. Researches current and developing technologies to provide technical guidance pertaining to system capabilities, limitations and requirements.
Information Technology	Server Administration	SRV	Server Administration engineers, builds, installs, configures, operates and maintains systems hardware, software and related infrastructure to improve the reliability, scalability, sustainability, recoverability and availability in the server environment. Includes provisioning, monitoring, tuning, capacity planning, security, troubleshooting and support. Researches and provides technical guidance on new and existing products; evaluates, develops and implements enhancements; assesses and recommends procedures and workflows. Projects range in scope, risk and impact.
Information Technology	Software Build and Release Management	SBR	Software Build and Release Management executes projects involving changes to IT systems. Facilitates the process of standardizing protocols and procedures. Responsible for end-to-end support for build and release activities. Examines and fully understands the processes and procedures related to all aspects of build and release management. Increases efficiency through research, design and implementation of solutions, improvements and automation to make processes as streamlined and effortless as possible. Participates in decision-making for source code management systems and other development and testing tools.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Information Technology	Solutions Engineering	SNG	Solutions Engineering designs and develops IT solutions to ensure business requirements align with strategic direction and standards. Includes technical planning, developing and modifying specifications for new products, applications and service offerings. Assesses compatibility and integration of products and services proposed as standards, in order to ensure integration across interdependent technologies.
Information Technology	Storage Area Network	SAN	Storage Area Network (SAN) engineers, builds, installs, configures, operates, maintains and supports centralized storage hardware (SAN, NAS, etc.) and software, which includes enterprise backup and recovery hardware and software, to ensure stability, reliability, recoverability and optimum performance. Optimizes storage infrastructure via monitoring, tuning, capacity planning and by performing necessary hardware and software upgrades in accordance with policies, procedures and standards. Plans and develops the detailed engineering, design and implementation of the storage infrastructure. Technical resource on projects and other scheduled work activities. Responsible for storage management projects of varying scope, risk, and impact. Leads and facilitates strategic projects involved in evaluating and researching new and existing products, procedures and/or workflows needs associated with centralized storage hardware and software. Researches current and developing storage technologies to provide technical guidance pertaining to system capabilities, limitations and requirements.
Information Technology	System Administration	SYS	System Administration performs engineering, design, build and management of on-premise and cloud physical and virtual servers, backup, storage and operating systems, including disaster recovery solutions. Performs installation, configuration, operation, maintenance and support of operating systems and infrastructure applications. Ensures the availability, security and performance of systems via monitoring, tuning and capacity planning, as well as by performing necessary software upgrades in accordance with ITIL and other best practices. Serves as a technical resource on projects and other scheduled work activities requiring systems management expertise. Evaluates and researches new and existing products, procedures and/or workflows needs associated with server hardware and systems software. Provides technical guidance pertaining to the capabilities, limitations and requirements of current and developing server and systems technologies (such as Cloud-based IaaS).
Information Technology	Systems Accessibility	ACC	Systems Accessibility promotes accessibility in all systems as defined in the Americans with Disabilities Act. Assesses systems, webpages and forms to ensure accessibility; makes remediation and design and coding recommendations, and tracks progress.
Information Technology	Unified Communications	COM	Unified Communications designs, builds, installs, configures, maintains and supports the voice and video/AV network and related monitoring systems to ensure stability, reliability and acceptable performance. Plans and performs upgrades to voice and video/AV equipment and systems which may include voice technologies, VoIP systems, digital signage, video/AV and conferencing networks and related systems in accordance with ITIL best practices. Further managed systems include Call Center ACD Telephony, Enterprise paging, Instant Messaging and Presence, E911 and Telemedicine. Responsible for voice and video/AV network systems projects that range from small to large in scope, risk and impact. Leads and facilitates strategic projects involved in evaluating and researching new and existing products, procedures and/or workflows needs associated with telecommunications and video/AV systems including periphery equipment. Researches current and developing technologies to provide technical guidance pertaining to the capabilities, limitations and requirements of voice and video/AV network systems.
Information Technology	User Interface	USR	User Interface plans, designs, develops, documents, debugs and supports the front end of the software solution. Ensures the interface is easy and intuitive for users, conducts user research and performs usability tests. Optimizes application designs by leveraging responsive or adaptive design; applies applicable software tools.
Information Technology	Web Development	WEB	Web Development uses server-side (e.g., PHP, Ruby, Python, Java, ASP.NET) and/or client-side (e.g., HTML, CSS, JavaScript), and/or database (e.g., MySQL, Oracle) tools to create websites from concept to finished product (front-end and/or back-end). Collaborates with business stakeholders to understand needs and translate into technical requirements. Applies functional knowledge of layers of computer software development, server, network, hosting environments, relational and non-relational databases, APIs, user interface and experience, quality assurance, version control systems and security.
Information Technology	Health Systems Informatics	HSI	Health Systems Informatics manages and supports applications, software and hardware upgrades applicable to clinical and business workflows and operations. Conducts assessments of the clinical and business environments that are unique to health care. Process analysis, workflow reengineering, and process redesign are performed working closely with operational leaders. Also designs, builds, tests and implements clinical systems and solutions. Works with appropriate clinical and business partners to provide ongoing technical assistance, user optimization, end user training and other support needs.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Information Technology	Email and Collaborative Services	EMA	Email and Collaborative Services designs, builds, implements and manages the university's centralized email system to achieve service level objectives. Installs, configures, operates, maintains and supports collaboration services such as Box, OneDrive, Office 365, Teams. Supports related cloud and on-premise components for anti-virus, anti-spam, bulk e-mail, retention and archiving, and message transport agent servers. Ensures availability, security, and performance via monitoring, tuning and capacity planning. Implements software upgrades in accordance with ITIL and other best practices. Provides technical expertise, guidance, direction, and assistance for projects and ongoing needs.
Legal and Compliance	Compliance	CPL	Compliance ensures the organization's compliance with regulatory and quality standards and fosters a culture of integrity. Works with colleges and units to develop and implement internal controls, processes and programs that access and enhance compliance. Investigates reports of ethics or compliance violations. Stays abreast of relevant pending legislation. May engage with regulatory commissions and authorities or advance university positions with external and internal stakeholders.
Legal and Compliance	Contract Management	CNT	Contract Management negotiates the business terms and conditions of diverse contractual agreements such as the purchase of products and services, the sale of services by university earnings units, material transfer agreements, data use agreements, licensing agreements, assignment of intellectual property, sponsored research projects or real estate transactions among others. May assure compliance with competitive bidding requirements. Drafts, executes, and analyzes contractual agreements to optimize value realization and minimize risk. Safeguards university interests in commercial transactions including that of intellectual property and data.
Legal and Compliance	Government Affairs	GOV	Government Affairs guides and represents the organization on legislative and regulatory matters with elected and other government officials at the federal, state, and local levels. Ensures the organization is represented effectively and influencing efforts are successfully pursued to shape the regulatory environment. Monitors the progress of legislative and regulatory matters of interest to the organization and provides analysis to leadership. Develops strategy to effectively inform officials of the organization's needs and concerns and engages stakeholders in similar organizations.
Legal and Compliance	Investigations	ITG	Investigations gathers information through interviews, records and other sources to evaluate the authenticity of complaints, violations of university policy or state and federal laws and may mediate a proper course of action. Ensures prompt, impartial and well-documented investigation processes; maintains privacy of sensitive information; collaborates and consults with appropriate university offices in the course of investigations. Advises the organization on preventative measures and may develop and implement training to continue best practices and effective reporting strategies.
Legal and Compliance	Legal Counsel	CSL	Legal Counsel represents the organization and specific public interest agencies on assigned legal matters. Reviews, edits or prepares supporting legal documentation including opinion letters, briefs, contracts, regulatory applications and filings, etc. Conducts or reviews legal research and provides legal counsel to staff and leaders within the organization to mitigate risk and to advise on potential courses of action. May develop legal strategies and gather evidence to defend organization against legal claims and charges. May seek, review or direct the services of outside counsel. Must be admitted to practice law within relevant jurisdictions and may practice law within a particular area of specialization or emphasis.
Legal and Compliance	Legal Counsel - Intellectual Property Law	IPL	Legal Counsel - Intellectual Property Law represents the organization on assigned legal matters. Reviews, edits or prepares supporting legal documentation including opinion letters, briefs, contracts, regulatory applications and filings, etc. Conducts or reviews legal research and provides legal counsel to staff and leaders within the organization to mitigate risk and to advise on potential courses of action. May develop legal strategies and gather evidence to defend organization against legal claims and charges. May seek, review or direct the services of outside counsel. Must be admitted to practice law within relevant jurisdictions and specializes in Intellectual Property Law.
Legal and Compliance	Legal Services	SVC	Legal Services manages and supports the advisory services provided by the law departments. May allocate resources to ensure the most critical work is covered or may manage the relationship of outsourcing partners. Ensures that counsel given implements legal best practices and mitigates risk of litigation. May support attorneys by conducting legal research or other investigations, preparing legal documents and ensuring the availability of relevant reference materials. May support the legal staff by fulfilling administrative duties such as keeping meeting minutes, maintaining electronic and paper filing systems, providing legal reports, acting as gatekeepers, keeping schedules including court appearances and making contacts of a highly sensitive nature.
Information Technology		EMA	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Legal and Compliance	Risk Management	RSK	Risk management identifies and rates all key risks across the institution in order to support decision-making, budgeting and strategic planning processes. Proactively identifies, assesses, prioritizes and mitigates risk. Monitors external economic and regulatory changes and identifies impacts to institution strategy and operations. Develops policies, processes, and procedures to ensure the continuity of critical functions and/or processes to mitigate the impact of potential operational disruptions of any kind or other unplanned occurrences. Conducts business impact analysis, risk assessments, identification of dependencies, and recovery strategies for business continuity plan (BCP) development. Ensures BCPs are maintained, tested, and stored in a single repository
Legal and Compliance	Trademark and Licensing	TRL	Trademark and Licensing regulates, promotes and protects the use of the university's name and identifying marks, both on and off campus. Protects and licenses the university name and identifying marks on commercial products and services, university promotions, sponsorships, affinity programs, etc.
Legal and Compliance	Legal Counsel - Healthcare Law	HCL	Legal Counsel - Healthcare Law represents the organization on assigned legal matters. Reviews, edits or prepares supporting legal documentation including opinion letters, briefs, contracts, regulatory applications and filings, etc. Conducts or reviews legal research and provides legal counsel to staff and leaders within the organization to mitigate risk and to advise on potential courses of action. May develop legal strategies and gather evidence to defend organization against legal claims and charges. May seek, review or direct the services of outside counsel. Must be admitted to practice law within relevant jurisdictions and specializes in Healthcare Law.
Legal and Compliance	Legal Counsel - Tax Law	TXL	Legal Counsel - Tax Law represents the organization on assigned legal matters. Reviews, edits or prepares supporting legal documentation including opinion letters, briefs, contracts, regulatory applications and filings, etc. Conducts or reviews legal research and provides legal counsel to staff and leaders within the organization to mitigate risk and to advise on potential courses of action. May develop legal strategies and gather evidence to defend organization against legal claims and charges. May seek, review or direct the services of outside counsel. Must be admitted to practice law within relevant jurisdictions and specializes in Tax Law.
Legal and Compliance	Clinical Risk Management	CRM	Clinical Risk Management utilizes extensive clinical experience and/or medicolegal concepts to investigate, analyze, and manage significant clinical events in coordination with attorneys. Serves as a resource to physicians, nurses, and staff by providing medicolegal guidance with support from attorneys. Conducts extensive review of patients charts within the electronic medical record for use by attorneys and Medical Center leadership. Monitors patient events, assuring appropriate follow-up as needed. Tracks and trends events highlighting opportunities for education and improved patient safety strategies. Develops focused education for clinical staff. Serves as members of clinical quality committees, including root cause analysis workgroups throughout the Medical Center.
Legal and Compliance	Legal Counsel - External Support	CES	Legal Counsel - External Support supports specific public interest agencies on assigned legal matters. Under supervision, engage with the local and regional community to organize programmatic events. Assist in running and teaching the clinic to provide law students with necessary skills.
Legal and Compliance	Liability Insurance Operations	LOI	Liability Insurance Operations manages and administers self-insurance strategies including a captive insurer providing liability coverage for medical malpractice. Provides underwriting, policy language development, analysis of actuarial premiums, evaluation of risk and issuance of coverage. Investigates and evaluates legal, reputational, and clinical risk of individual providers to determine insurability. Collaborates with internal legal counsel and the Ohio Attorney General to respond to litigation matters, clinical risk management, and contractual business risks. Performs data analysis on insured providers and claims to identify trends. Directs the captive insurance company and coordinates all service vendors supporting its operations. Negotiates professional liability reinsurance for captive. Verifies compliance of self-insurance program and captive insurance company with federal and foreign regulatory bodies. Reports to the Self Insurance Board regarding governance and oversight matters. Advises the organization's leadership on risk and insurance matters.
Library and Museum	Acquisition, Description, and Metadata	ADM	Acquisition, Description, and Metadata acquires and processes materials of various physical and digital formats and types. Works with vendors for order placement and completion and works with gifts-in-kind donors for donation accession. Negotiates licenses for electronic resources. Ensures compliance with purchasing, legal and other policies. Manages access to and location of digital resources and conducts copy and original cataloging and creation of other forms of metadata and description to support content discovery and stewardship. Completes record and metadata maintenance and performs organization of content and prepares it for access. May include selection and budgetary management.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Library and Museum	Archives	ARC	Archives applies archival theory and practice and assesses, describes, manages and preserves permanent records, archival and other historically valuable materials in various physical and digital formats and types. Enables appropriate management and stewardship of archival collections. Sets and administers policy to allow campus and public access to archival materials.
Library and Museum	Collections Management	CMT	Collections management maintains and manages collections with regard to storage and accessibility of materials which may include special or historical collections. Responsibilities include labeling, shelf preparation activities, bindery operations and associated vendor relationships, material transfers and associated records updates, space and equipment needs, associated budgetary considerations.
Library and Museum	Conservation	CON	Conservation identifies, treats, preserves and restores materials of various physical and digital formats and types. These include art, rare books and papers, archival documents, artifacts, digitally converted and born-digital objects, among others. Provides documentation on conservation actions, which may include condition proposals and reports, treatment proposals and reports, and digital preservation practices and applied standards. Responsible for preventive preservation, emergency planning, preparedness, response and recovery efforts.
Library and Museum	Digitization	DIG	Digitization is responsible for digitization of collections in a wide range of formats. Enables appropriate management and stewardship of digital objects to promote accessibility that meet continually evolving standards and specifications for imaging and related metadata creation. May include contributions to overall digitization strategy and policies.
Library and Museum	Education Services	EDS	Education Services facilitates learning and programming through collaborations and creative design. Engages in instructional design, curriculum implementation, technology application, and assessment. Collaborates with academic faculty and staff to develop programming to support course objectives using digital and physical holdings and resources. Creates materials and programs to support and evaluate academic and program objectives, course design, and delivery. Offers an array of programming for audiences throughout the community and across campus.
Library and Museum	Exhibitions	EXH	Exhibitions performs duties related to the design and production of library and museum exhibitions. Prepares artwork, artifacts and collections objects for exhibition, including transportation, framing, matting, mount-making security and hardware. Builds and designs furniture, fixtures and interactive elements of exhibitions. Designs exhibition layouts, labels and graphic elements. Installs, de-installs and maintains exhibitions.
Library and Museum	Media Arts	MEA	Media arts works with artists from around the world on the production and/or post production of new works in studios. Edits video, maintains video archive, upgrades systems and maintains production equipment in facilities.
Library and Museum	Museum Curator	MCR	Museum Curator plans and implements exhibitions and other visual and media art venues including associated research, interpretation and programming related to museum and gallery collections, exhibitions and media arts.
Library and Museum		ARC	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Library and Museum	Museum Registrar	MRR	Museum Registrar is responsible for movement of objects in and out of museums and galleries including object entry, acquisition and disposal. Performs loans management, collection care, object packing and logistics, location control and indemnity and insurance. Performs exhibition tour management.
Library and Museum	Records Management	RCM	Records Management is responsible for records management initiatives including policy, retention and best practice guidelines. Builds and cultivates relationships to ensure appropriate management and disposition of records in all formats.
Library and Museum	Scholarly Sharing	SCS	Scholarly Sharing provides copyright and open-access publishing services to both the university and external community through guidance, communications, programming, instruction and publication services.
Library and Museum	Teaching and Research	TRS	Teaching and Research provides sophisticated research and reference assistance to faculty, students and other patrons of the library. Serves as instructor of record, designs course materials and engages in teaching or co-teaching of courses, as well as guest lecturing in other classes.
Library and Museum	Library Public Services	PSV	Library Public Services provides high level of customer service including library, patron and public services that may include complex problem solving skills. May include circulation functions such as borrowing and lending, reference, research, database searches, consultation services, collection reserves, document delivery, reading room staffing and consultation, management of borrower sanctions and daily operation of library locations and/or buildings. May instruct and educate customers in using library resources and equipment.
Marketing and Communications	Analytics and Performance	ANP	Analytics and Performance analyzes marketing performance to understand impact on business objectives, optimize marketing plans and inform strategic decision-making. Tracks and analyzes behavioral data across awareness, engagement, action, and advocacy. Collects data from multiple sources and develops marketing campaign results summary and performance dashboards. Responsible for description and diagnostic analyses such as average donation per alumni, year-over year change in billings, or average revenue generated from a marketing campaign.
Marketing and Communications	Audience Insights and Research	AUD	Audience Insights and Research applies mathematical, statistical, and economic techniques to determine market conditions, project population demand, and inform business approaches and decisions including project launch timing. Performs complex analytics and statistical modelling on large data sets to identify market/business sector trends, patterns to inform business and marketing decisions. Creates data mining architectures, models, protocols, statistical reporting, and qualitative and quantitative research and data analysis methodologies, and guides analysis and reporting to identify target populations, define key segments and simulate the impact of new initiative launches and marketing campaigns/messaging. Synthesizes research findings into actionable insights and develops frameworks that inform strategy and key business decisions. Champions audience-centric mindset and develops/maintains audience knowledge repository.
Marketing and Communications	Content and Editorial Strategy	CES	Content and Editorial Strategy facilitates the development of informative, engaging and strategy-based content across teams, using a combination of creative skills and strategic thinking, with the goal of driving engagement with audiences in alignment with Ohio State's brand and organizational objectives. Infuses creative ideation and audience-centric thinking into existing work as well as emerging marketing content opportunities. Contributes to research of markets, industries and best practices to create results-focused content. Collaborates across the enterprise to ensure alignment to content and editorial strategies. Contributes to the definition and understanding of content metrics and optimization

Function	Subfunction Name	Subfunction Code	Subfunction Description
Marketing and Communications	Omnichannel Strategy	OMN	Omnichannel Strategy works with strategy and channel leads to develop the approach for integrating paid, owned and earned channels to maximize audience engagement along their journey. Defines scope, cost and benefits of proposed user journeys and strategies. Uses data insights and analytics to ensure efficient and effective marketing across channels. Maintains in-depth knowledge of current ecosystem, as well as emerging omnichannel engagement strategies and best practices.
Marketing and Communications	Marketing and Communications	CMK	Marketing and Communications develops, implements, and oversees comprehensive marketing and communications programs for a college, a unit, or in support of institutional priorities. Supports the design, implementation, measurement, and optimization of marketing and communication plans and programs with long-and short-term strategies that support institutional priorities and business goals, while contributing to building the Ohio State brand. Manages the effective and efficient delivery of communications both internally and externally, including executive communications support.
Marketing and Communications	Marketing Operations	OPS	Marketing Operations is responsible for cross-functional management and administration of business processes, work systems, workflows and tools that provide optimal efficiency and effectiveness in the creation and delivery of marketing deliverables. Accountable for trafficking projects including aligning on project tasks, managing against timeline deliverables, resource allocation and managing logistics across all engaged parties. Traffic responsibilities also include completion of QA/quality assurance, managing stakeholder review/approval processes and routing/flighting final assets (e.g., paid media placement, print production, channel teams) to deliver projects on-scope and on-time. Gathers and analyzes data to construct key performance indicators to monitor and improve operational efficiency and reinforce strategic decision making.
Marketing and Communications	Print Production Services	PRI	Print Production Services is responsible for print production and reproduction services including printing, duplication, bindery and pre-press operations. Coordinates work with internal customers. Ensures proper operation and maintenance of all equipment. Coordinates project deadlines, dates and parameters.
Marketing and Communications	Search Marketing	SRC	Search Marketing develops, optimizes and executes strategies to increase visibility through search engines. Defines, prioritizes and manages execution of key initiatives, including keyword research and analysis, on-site content optimization, and inbound link acquisition and optimization. Analyzes industry trends and competitive landscape to exploit any expansion and optimization opportunities.
Marketing and Communications	Creative Leadership	CRE	Creative Leadership guides the creative strategy for the organization in alignment with the brand positioning, brand experience strategy and organizational goals. Develops creative campaigns to reinforce the organization's overall brand and desired image. Conceptualizes and develops creative content in alignment with marketing plans; develops content utilizing artists, copywriters, photographers, videographers and other creative resources.
Marketing and Communications	Editorial Design	EDI	Editorial Design designs, creates and edits media and communications publications and materials. Develops and executes a wide range of materials for internal and external audiences. Coordinates visioning production through all facets of the creative process for digital and print publications. Selects, directs or manages creative partnerships including but not limited to photographers, illustrators, freelance designers and printers.
Marketing and Communications	Event Management	EVT	Event Management plans, develops, and directs events that support the strategic goals and objectives of the organization. Responsible for event objectives and requirements, budgets, vendor contracts and management, transportation, facilities, catering, signage, communications equipment and other aspects of events. Coordinates event activities and monitors effectiveness and return on investment of events.
		OMN	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Marketing and Communications	Executive Communications	EXE	Executive Communications develops and manages communications for university leadership, including speeches, briefings, talking points, editorials, correspondence, digital and social media and other communications as requested. Researches and develops communications that promote institutional goals, enhance leaders' profiles, advance key university messaging and initiatives and engage with key constituencies.
Marketing and Communications	Media Planning and Buying	BUY	Media Planning and Buying develops media plans to support the marketing strategy and organization's objectives. Identifies target audience and conducts research to understand their characteristics, behavior and media habits to decide how to best communicate with them. Designs a media plan based on the organization's objectives. Develops plans for best way to reach target audiences. Purchases time or space for advertising from media companies, negotiates pricing and schedules placements. Analyzes the effectiveness of the campaign and media investments, including ROI.
Marketing and Communications	Photography	PHO	Photography is responsible for photographing events, people, buildings, work activities and other subjects as required for marketing and communications needs. Coordinates the planning and execution of photography assignments.
Marketing and Communications	Research Communications	RSC	Research Communications manages the organization's interactions with the media and news outlets with a focus on university research and researchers. Secures media placements, and provides news and information for the general public and key audiences as it relates to university research. Develops news content (text, images, social posts, etc.) to support university research.
Marketing and Communications	Social Media	SOC	Social Media develops, implements, measures and optimizes a social media strategy that furthers university and/or college/unit awareness, drives traffic to university and/or college/unit social media pages, and promotes engagement other objectives. Responsible for development of a comprehensive plan for social media engagement, including conducting market research to identify social media sites of interest to target constituencies. Develops and updates social media content. Monitors university and/or college/unit social networks, responds to comments, and collects feedback from audiences.
Marketing and Communications	User Experience Design	UXD	User Experience Design translates user needs and business requirements to architect information and optimize experiences in support of the organization's strategic vision for how customers interact, communicate and engage with its digital and physical products, services, and processes (systems). Employs human-computer interaction (HCI) standards, research and observation techniques, usability testing, task analysis, and other feedback methodologies to study and evaluate users' reactions to a system, its ease of use, perception of the value of the system, utility, efficiency in performing tasks, etc. Analyzes, and may execute and facilitate, research and data to create user personas, journey maps and blueprints in relation to systems.
Marketing and Communications	Videography	VID	Videography creates and produces videos for use in marketing and communications campaigns. Responsible for pre-production activities, including developing key message points and storyboarding, script development. May produce and direct the videography, including equipment, lighting, sound and staging. Performs post-production activities such as editing, mastering and publication to desired media.
Marketing and Communications	Writing and Editing	WRT	Writing and Copyediting develops communications with appropriate and effective content to be used in support of organization's initiatives. Communications may include correspondence, briefings, speeches, articles, papers or other informative and promotional material. Researches information needed for specific communications, organizes materials and develops written content in accordance with organization's communications standards, terminology and style. Edits own and others' work.
		EXE	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Marketing and Communications	Multimedia Production	BCA	Multimedia Production directs and coordinates activities related to radio and/or television broadcasting, podcasting, streaming, and audio and visual production. Plans, develops and manages content; coordinates and administers programs, processes and facilities for radio, podcasts, television and our digital streaming. Responsibilities may include programming, production, editing, post-production, scheduling and other activities related to broadcasting. Coordinates with the Office of Legal Affairs and other university partners to secure contracts, location agreements with outside talent, film and video production entities to ensure compliance with university requirements and regulations.
Marketing and Communications	Marketing Strategy and Management	MMT	Marketing Strategy and Management develops and implements a comprehensive marketing program with long- and short-term goals and strategies in alignment with the university's brand strategy and organizational objectives, prioritizing opportunities to build awareness, drive engagement, inspire action and motivate advocacy. Conceptualizes, develops and guides marketing strategy and implementation, ensuring alignment with identified goals and objectives. Uses research, customer segmentation, trend analysis and predictive statistics to develop strategy and measure effectiveness. Develops and defines the university's brand strategy and/or college/unit value proposition, including positioning, architecture, messaging and equity elements. Outlines, establishes and/or supports brand management and governance, including development and/or alignment with brand guidelines/standards, structure, processes and toolkits to build, strengthen and maintain a consistent image in alignment with brand strategy.
Marketing and Communications	Media and Public Relations	MRL	Media and Public Relations Manages the organization's interactions with the media and news outlets with a focus on strategic communication of the organization's goals, initiatives and priorities. Represents the organization to the media to create, enhance and sustain relationships between the organization and external constituencies. Secures media placements and provides news and information for the general public and key audiences. Develops news content to support the organization's strategic goals. Coordinates the release of public records to the media
Marketing and Communications	Graphic and Motion Design	GRA	Graphic and Motion Design designs and creates graphic, animation, visual effects and marketing communication materials that consistently reflect, identify, drive and communicate messages and initiatives in alignment with brand strategy and organizational objectives. Plans, schedules, develops and manages design and/or digital animation projects. Ensures compliance with Ohio State brand identity standards and guidelines. Graphic and motion design outputs may be used across a variety of media, including but not limited to social media, web, mobile and other digital formats, and publications, print advertising, or brochures.
Marketing and Communications	Email and CRM Marketing	EML	Email and CRM Marketing develops, plans and executes targeted marketing campaigns in direct marketing channels (email, print, SMS, etc.) in support of university goals and initiatives. Consults with internal and external partners to establish 1:1 marketing strategies and tactics that drive effective results. Collaborates cross-functionally to ensure that campaigns support business strategy and integrate with website and other communications. Leverages CRM platform and partners with technology staff to manage, prepare and access CRM data to drive marketing segmentation and personalized content experiences. Analyzes and reports on effectiveness of campaigns. Adopts "always-on" testing strategy and marketing automation flows and journey mapping to optimize effectiveness.
Marketing and Communications	Communications and Public Relations Strategy and Management	CPR	Communications and Public Relations Strategy and Management uses multiple channels to generate public exposure, disseminate and communicate messaging and represent the organization to the general public and specific external constituencies in order to advance the long- and short-term goals and strategies in alignment with the university's brand strategy and organizational objectives. Develops and enhances relationships with other organizations and stakeholders using a variety of channels. May include planning and executing communications efforts to provide information to the public and targeted groups. Directs, monitors, and evaluates communications initiatives, which may include internal and external communications, media relations, executive communications, strategic issues management, print and graphic media, video and web communications, and digital and social media. May include community relations, stakeholder relations and internal communications.
Marketing and Communications	Digital Channel Production	DCP	Digital Channel Production coordinates content production, planning and publishing across a variety of digital communication channels, including websites, email, social media and mobile. Collaborates with internal stakeholders to shape and approve content for publication. May leverage expertise in digital storytelling, content creation, search engine optimization, and social media community management to deepen user interaction and engagement. Monitors channels for user feedback and evaluates performance and health of digital channels and content, continually optimizing to deliver a high-quality digital channel experience that furthers university and/or college/unit objectives and improves user sentiment. Works closely with brand, marketing technology and compliance partners to implement best practice strategies and university standards and policies as related to digital channels.
Marketing and Communications	Public Affairs	SIM	Public Affairs develops, coordinates and integrates the communications strategy on reputational matters involving university priorities and initiatives or high-profile issues. Develops positive approaches to promoting institutional goals, objectives and messaging. Oversees execution of strategy. Serves as a core member of the communications crisis response team. Serves as a key liaison with partners around the university to lead communications issues requiring coordination across multiple colleges, units or agencies. Produces detailed communications plans and serves as a primary resource for facts to support communications strategies and messages, and maintains current information on issues.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Marketing and Communications	User Interface and User Experience Design	UID	User Interface and User Experience (UI-UX) Design is responsible for visual design of digital interfaces designed for user interaction. Applies best practices in user experience, brand identity systems and user interface patterns. May articulate, wireframe and prototype the visual and interaction design of the end user experience. May define and perform user validation testing to support design choices. Prioritizes solutions to make interaction usable, efficient, consistent and accessible. understands and interprets user research and analytics data on digital interfaces to assess and optimize the performance of new and existing content and features.
Marketing and Communications	Web Management	WEB	Web Management develops, plans and executes content in the web channel. Consults with internal and external partners on user experience management and optimization and to establish and evolve website information architecture. Primary user and subject matter expert in web content management system(s), providing oversight, training and support. Works closely with marketing/communications, design and web development teams to ensure that web channel content is delivered with quality control, in compliance with policies and web standards and in support of business strategy and objectives. Analyzes effectiveness of overall website experience and content.
Marketing and Communications	Front-End Web Development	FRT	Front-End Web Development uses various front-end languages (e.g., HTML, CSS, JavaScript), and frameworks (e.g., AngularJS, jQuery, Bootstrap) to produce, modify and maintain websites and web application user interfaces. Translates design wireframes to actual code that will produce the visual elements of the application. Works closely with User Experience and Web Development - Back End to integrate content management system tools with front-end interface to enable content editors to maintain updates on the website. Creates tools that enhance how users see and interact with the site, taking into consideration multi-browser compatibility and performance. Implements responsive design for mobile sites. Tests the site during development for usability and to fix bugs.
Marketing and Communications	Marketing Technology	MTM	Marketing Technology architects, acquires, and manages technology platforms, applications, and systems that enable marketers to create, manage, deliver, measure and optimize performance of marketing communications deliverables. Applies knowledge in both marketing and IT and is an integral bridge between Marketing and IT functions within the business. Formulates and defines scope, objectives and business requirements for marketing technology solutions, both build and buy. Coordinates with IT partners for data and business system integration. Responsible for ongoing administration and management of marketing technology systems, including troubleshooting, analysis, configuration and maintenance. Adheres to standard practices to ensure availability, security, and compliance of managed systems. May provide technical assistance and customer support, creating reports, performing data analysis and correcting issues, and vendor relationship management. Oversees strategic projects to evaluate and research new and existing marketing products or technologies. Stays abreast of market trends and the latest technology used for marketing and its effectiveness.
Nursing	Advanced Practice	ADV	Advanced Practice Provider uses their clinical skills and knowledge for all aspects of patient care. Advanced Practice Providers (APPs) may practice in both inpatient and outpatient settings. Advanced practitioners may be independent providers or collaborate within a treatment team. APPs perform physical exams, order diagnostic tests, prescribe treatments, educate patients and may serve as a patient's primary healthcare provider.
Nursing	Advanced Practice Specialty	APS	Advanced Practice Provider (APPs) in a Sub-Specialty use their clinical skills and knowledge for all aspects of specialty population (Cardiology, Oncology, Orthopedics ect...) . Advanced Practice Providers may be independent providers or collaborate with a treatment team. APPs perform physical exams, order diagnostic tests, prescribe treatments, educate patients, and may serve as a patient's primary healthcare provider.
Nursing	Anesthesiologist Assistant	ANS	Anesthesiologist Assistant demonstrates excellence in all areas of anesthesia practice including but not limited to anesthesia case management, staff education and clinical research. Assesses patients preoperatively, formulating and implementing plan of care and evaluating outcomes of care for each patient.
Nursing	Bone Marrow Transplant	BMT	Bone Marrow Transplant (BMT) acts as a liaison to patients during the pre bone marrow transplant screening and preparatory process. The BMT coordinator works closely with payers and hospital financial counselors to satisfy payer coverage requirements or to assist in locating potential coverage options for transplant patients.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Nursing	Certified Registered Nurse Anesthetist	RNA	Certified Registered Nurse Anesthetist demonstrate excellence in all areas of anesthesia practice including but not limited to anesthesia case management, staff education and clinical research. Assesses patients preoperatively, formulating and implementing plan of care and evaluating outcomes of care for each patient.
Nursing	Clinical Nurse Leader	CNL	Clinical Nurse Leader utilizes clinical judgment and critical thinking skills to design, coordinate, implement and evaluate patient-focused care, with an emphasis on improving outcomes. They are a manager of care, at the point of care, for individuals and cohorts of clients within the health care setting.
Nursing	Clinical Nurse Specialist	CNS	Clinical Nurse Specialist works with patients who may have unresolved needs or complex nursing care problems which are in the clinician's area of specialty. Clinical Nurse Specialists identify specific patient problems and implements specialized care through teaching and consultation.
Nursing	Enterstomal Nursing	ENT	Enterstomal Nursing provides wound care and education to those with colostomies, ileostomies, urostomies, draining wounds or problems with incontinence. Provides ostomy patients with education and counseling before the operation and after surgery, helps the patient learn to take care of the stoma and appliance and offers long-term emotional support.
Nursing	Inpatient Nursing	IPN	Inpatient Nursing provides professional nursing care to patients within an acute care hospital setting. Responsible for assessing, implementing, coordinating, delegating and evaluating the nursing care of patients. Prioritizes patient care needs and provides leadership to the patient care team.
Nursing	Licensed Practical Nurse	LPN	Licensed Practical Nurse performs basic nursing care for the comfort and well-being of patients. Records patient records, takes vitals, collects specimens for analysis and performs other basic medical care duties.
Nursing	Nurse Midwife	NMW	Nurse Midwife provides OB/GYN care to women with a focused specialty in obstetrical care including: antepartum, labor and delivery and postpartum periods. Services also include education and counseling of families, health promotion and prevention and referral to other health care providers and community resources, when appropriate.
Nursing	Nurse Practitioner	NPR	Nurse Practitioner orders, performs and interprets diagnostic tests, such as lab work and X-rays. Diagnoses and treats acute and chronic conditions such as diabetes, high blood pressure, infections and injuries. Prescribes medications and other treatments. Manages patients' overall care.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Nursing	Nursing Education	EDU	Nursing Education devises and maintains strategies to ensure nursing professional development. Keeps staff current about changes in protocols and procedures. Nursing Educators may work with the unit orientation committee to orient new employees.
Nursing	Nursing Informatics	INF	Nursing Informatics supports nurses, consumers, patients, the inter-professional healthcare team and other stakeholders in the decision-making in all roles and settings to achieve desired outcomes. This support is accomplished through the use of information structures, information processes and information technology. Contributes to achieving the goal of improving the health of populations, communities, groups, families and individuals. Supporting activities include, but are not limited to, the identification of issues and the design, development and implementation of effective informatics solutions and technologies within the clinical, administrative, education and research domains of practice.
Nursing	Nursing Professional Practice	NPP	Nursing Professional Practice assists the organization in complying with regulations. Effectively interprets, evaluates and develops activities for all disciplines and departments as needs are identified. Primary duty is managing the Magnet Program, but may also work with regulatory and quality standards.
Nursing	Nursing Program Coordination	NPC	Nursing Program Coordination is responsible for the coordination and efficient operation of a medical or health program. Organizes and directs the activities and services provided by the program. Responsible for implementing program tactics. Contributes to the budgeting and resource allocation process to ensure that the medical or health program meets the overall objectives of the organization.
Nursing	Nursing Science	NSC	Nursing Science is responsible for conducting a program of clinical research as well as mentoring others in the research process by providing expertise in design, development, analysis, and dissemination of new knowledge and the use of evidence to guide and support clinical practice. Nursing Science is responsible for collaborating with the nurses and interdisciplinary team members to facilitate research and evidence-based practice projects and strengthen research infrastructure. Improves the delivery of nursing care across the health care continuum and within the system.
Nursing	Nursing Services	SVC	Nursing Services is responsible for the overall direction of several nursing departments. Directs patient care services and ensures adequate staffing for the units or departments. Assists in establishing and implementing nursing policies, standards, and models.
Nursing	Occupational Health and Wellness	OHW	Occupational Health and Wellness Nursing manages the overall provision of health, wellness and acute-employee care services to employees who present for services. Assesses, diagnoses, implements, evaluates and coordinates interdisciplinary plans of care; prioritizes patient-care needs and communicates those needs to other health care providers within the team. May develop, manage, coordinate and oversee departmental programs that support employee safety and wellness.
Nursing	Outpatient Nursing	OPN	Outpatient Nursing provides professional nursing care for the comfort and well-being of patients in a clinic or outpatient facility. Prepares equipment and assists physicians during examinations and treatments.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Nursing	Outpatient Surgery Center Nursing	SCN	Outpatient Surgery Center Nursing provides care and treatment of patients in a medical surgical unit. Supports the nursing care plan and the medical staff's treatment plan.
Nursing	Physician Assistant	PHY	Physician Assistant orders, performs and interprets diagnostic tests such as lab work and X-rays. Diagnoses and treats acute and chronic conditions such as diabetes, high blood pressure, infections and injuries. Prescribes medications and other treatments. Manages patients' overall care.
Nursing	Registered Nurse First Assist	RNF	Registered Nurse First Assist provides primary surgical assistance for a Physician during an operation. Can perform a variety of surgical skills and procedures. Provides preoperative assessment and support in collaboration with the health care team.
Nursing	Surgical Services	SUR	Surgical Services is responsible for the overall planning, organization, direction, and evaluation of the nursing services provided in the operating room and patient holding and receiving areas. This includes the establishment and maintenance of a clean and safe environment, procurement of necessary equipment and supplies, control of medications, preparation of patients for surgery and immediate post-operative care, as well as the associated financial and quality assurance activities within perioperative services. Responsible for clinical quality and effectiveness of daily operations within the perioperative units.
Nursing	Trauma and Burn Program Management	TBP	Trauma and Burn Program Management directs, guides, coaches and evaluates the work performance of patient care and office staff in the UH Trauma and Burn Clinic. Management directs the daily operations of the Trauma and Burn Clinic and coordinates on operational, budget (supply chain) and protocols, policies and staff competencies. Maintains certification level 3 trauma program status.
Nursing	Lactation Services	LAC	Lactation Services is responsible for assessing, planning, managing, coordinating, directing and evaluating breast feeding education provided to the client and their family. Performs comprehensive maternal, child, and feeding assessments; develops individualized feeding plans in consultation with the client; and provides support and encouragement to successfully meet the breastfeeding goals of the client.
Nursing	Health Plan Nursing	HPN	Health Plan Nursing is responsible for providing work-site health services to OSU faculty and staff as well as clients outside the university. Engages OSU faculty and staff in Your Plan for Health (YP4H), Ohio State's health management approach. Works closely with The Ohio State University Medical Center, Office of Human Resources, business clients and vendors to achieve clients' overall health management goals while promoting a culture of health.
Nursing	Capacity Management	CAP	Capacity Management is responsible for the coordination of patient transfers, admissions and discharges for internal and external customers. Assists with departmental operations of the Patient Flow Management Center. Ensures optimal bed placement for all admissions and transfers. Communicates and collaborates with Patient Placement staff in triage, prioritization and all bed assignment activities associated with accurate patient transfer timing and placement needs. Receives transfer requests from referring facilities and coordinates patient transfer to our facility.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Nursing	Advanced Practice Education	ADU	Advanced Practice Education devises and maintains strategies to ensure advanced practice provider professional development. Keeps staff current about changes in protocols and procedures. Advanced Practice Educators may work with the unit orientation committee to orient new employees.
Nursing	Nursing Services Specialty	NSS	Nursing Services in a Sub-Specialty is responsible for the overall direction of specialty nursing departments (e.g., Emergency Department, Labor & Delivery, Infusion). Directs patient care services and ensures adequate staffing for the units or departments. Assists in establishing and implementing nursing policies, standards, and models.
Performing Arts	Performance Support	PFS	Performance Support includes musicians, actors, etc., who provide performance services, such as accompaniment, primarily for classes, but may support live performances.
Performing Arts	Performing Arts Production	PAP	Performing Arts Production provides stage and backstage support involving the events and daily operations of theatrical facilities during rehearsals, performances, classes. Includes set-ups, strikes and use of the facility's sound, lighting, stage, projection and other technical equipment and systems, etc.; executes lighting, sound and scenic design; creates structural designs; specifies construction methods; estimates cost; implements; supervises the work of, as well as providing guidance and instruction to, students in work and classroom settings.
Performing Arts	Performing Arts Programs	PPR	Performing Arts Programs spans multiple subfunctions and/or develops and implements programs oriented toward general or targeted audiences in a variety of venues. Can involve external outreach, promotional activities, identification of sources, ensuring appropriate licensing of content, analysis and research of program effectiveness and application of relevant technology. May have responsibilities outside of Performing Arts, but primary focus is in Performing Arts.
Performing Arts	Performing Arts Services	PAS	Performing Arts Services is responsible for ongoing support, administration of studios, design, repair and other services pertaining to musical instruments, costuming, scenery, lighting, etc. Includes collaborating with faculty and production staff on design needs, techniques to support performances; inventories and maintains instruments, costumes and supplies; supervises the work of, as well as providing guidance and instruction to, students in work and classroom settings.
Pharmacy	Medication Management Pharmacy	MMP	Medication Management Pharmacy is responsible for a call center focused on delivering innovative medication therapy management services. This tele-pharmacy program contracts with Medicare programs, commercial insurers and pharmacy benefit managers to focus on optimizing treatment outcomes by reducing costs and enhancing medication adherence, safety and treatment options. The program primarily focuses on providing medication therapy management services to patients with chronic disease.
Pharmacy	Medication Management Technician	MMT	Medication Management Technician delivers medication therapy management services with oversight by an MMP Pharmacist. Responsible for a call center focused on delivering innovative medication therapy management services. This tele-pharmacy program contracts with Medicare programs, commercial insurers and pharmacy benefit managers to focus on optimizing treatment outcomes by reducing costs and enhancing medication adherence, safety and treatment options. The program primarily focuses on providing medication therapy management services to patients with chronic disease.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Pharmacy	Pharmacy Informatics	IFM	Pharmacy Informatics administers clinical information systems used with medication management functions and pharmacy automation. Specific deliverables include implementation and integration of clinical systems and contribution to the information technology strategic plan. In addition, Pharmacy Informatics supports, maintains and enhances clinical systems pertaining to medication management functions, and pharmacy automation.
Pharmacy	Pharmacy Research	RES	Pharmacy Research coordinates all aspects of the Investigational Drug Service in providing pharmaceutical services related to investigational drug studies. This includes receipt, distribution and accountability of medications, data collection and reporting, including workload statistics and billing.
Pharmacy	Pharmacy Services	SVS	Pharmacy Services is responsible for the pharmacy enterprise. This includes support of multiple pharmacy services to ensure an environment that supports the quality of services offered as essential and integral to patient care. Pharmacy Services provides leadership in medication-use practice and works closely with physicians, nurses and other hospital staff members to assure patient needs are met.
Pharmacy	Retail Pharmacy	RET	Retail Pharmacy coordinates all aspects of outpatient retail pharmacy services. Dispenses and controls both prescription and non-prescription medications in all outpatient retail pharmacy locations. Advises and communicates to patients and to other health care professionals about safe and effective medicine use.
Pharmacy	Specialty Practice Pharmacy	SPP	Specialty Practice Pharmacy ensures safe and effective medication use within area of practice. Provides expertise within collaborative and interdisciplinary care in a cost-effective, evidence-based manner to improve patient outcomes. Requires specialized depth and breadth of training in area of practice. Responsible for clinical project management, education of trainees and other health care providers and research initiatives.
Pharmacy	Staff Pharmacy	RPH	Staff Pharmacy evaluates medication use, approval, production and preparation, dispensing and progress of therapy. Prepares and maintains all records on prescriptions and patient charges. Advises and communicates to other health care professionals about safe and effective medicine use.
Pharmacy	Pharmacy Technician Services	PHT	Pharmacy Technician Services is responsible for assisting the licensed pharmacist in providing pharmaceutical services to patients, as well as providing necessary services and information to nursing and medical staff. These services include preparation and packaging of medications, distribution of medications, supplies and equipment, maintaining proper inventory levels, ensuring medications are in date and secure, keeping appropriate records and documentation, and submitting patient charges/credits. May have familiarity with hardware configurations, software applications, and file store systems as they relate to pharmacy automation systems. These positions are also responsible for supporting initiatives of area supervisors and managers.
Pharmacy	Pharmacy Narcotics Management and Control	INV	Pharmacy Narcotics Management and Control is responsible for the pharmaceutical procurement process. This includes contracting, ordering, receiving, inventory management, vendor maintenance and contract management of pharmaceuticals and controlled substances and associated supplies through the group purchasing organization, primary and secondary wholesaler, and direct manufacturers. In addition, the department leads cost savings and process improvement projects, manages drug shortages and meets regulatory requirements, such as the Drug Supply Chain Security Act, 340B drug pricing program, and Ohio Board of Pharmacy requirements for the secure acquisition and storage of pharmaceuticals. Typically engages with pharmaceutical vendors and manages relationships in order to maximize value and ensure supply continuity. Works with hospital finance and revenue cycle departments in order to ensure adequate financial resources and subsequent revenue capture.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Quality	Clinical Quality and Patient Safety	QPS	Clinical Quality and Patient Safety works with staff to improve the quality of health care services. Collaborates with clinical staff to review current practices in order to improve patient outcomes and enhance safety. Analyzes and identifies trends from adverse-event reports. Evaluates, coordinates and integrates clinical quality improvement initiatives and goals within the health system. Utilizes a variety of continuous quality improvement tools and resources to evaluate clinical data and practice patterns and evaluates clinical resource utilization as a means to improve practices across the health system. May develop training programs with emphasis on improvement of outcomes and patient safety; trains and consults staff on use of quality management techniques. May help facilitate the peer review process in accordance with hospital bylaws.
Quality	Data Management	DAT	Data Management oversees the management of quality data. Pulls and integrates data from various internal systems to develop reporting tools. Ensures integrity and validity of data, including the entry of data into the system and identifies and resolves inconsistencies in the data. Maintains records to ensure compliance with regulatory requirements and university standards. Analyzes data and generates reports for internal monitoring, process improvement projects and external quality data reporting. Analyzes operational data and creates scorecards.
Quality	Infection Prevention and Control	IPC	Infection Prevention and Control oversees infection prevention and control activities in the health care environment designed to prevent the transmission of organisms to patients, visitors and staff. Surveillance activities involve both the inpatient and outpatient setting in order to measure outcomes over the continuum of care. Monitors staff for compliance with infection prevention policies and procedures, professional guidelines, evidence based practice standards, regulatory and accrediting body requirements. Evaluates the environment, identifying and resolving potential reservoirs or sources of infection. Responds to outbreaks, exposures or influx of infectious patients in partnership with public health, lab, safety and employee health services. Serves as a resource to all personnel regarding infection prevention practices.
Quality	Process Improvement and Management Engineering	PRC	Process Improvement and Management Engineering defines, designs and implements process improvement initiatives. Conducts key productivity and staffing assessments, workflow analyses and time and efficiency studies. Provides operational assessments, efficiency studies and observations of workflow outcomes to ensure the most effective utilization of resources. Supports development of tools and processes used in process improvement. Identifies and removes barriers that prevent successful attainment of process improvement goals. Proactively identifies process improvement opportunities to impact organizational goals. Provides management decision support for labor management and productivity. Forecast demand and impact on operations and growth. Facilitates multiple process improvement efforts and applies a variety of improvement methodologies and techniques to support individuals and teams through process improvement initiatives and ensure strategic priorities are met.
Quality	Quality Control and Assurance	QCA	Quality Control and Assurance conducts internal quality controls to ensure established quality procedures and norms are followed and fulfilled. Monitors and records inconsistencies with quality procedures. Audits, monitors and determines the quality of processes or outputs, against defined internal and/or regulatory standards.
Quality	Quality Program Coordination	QPC	Quality Program Coordination coordinates, designs and maintains quality programs and ensures compliance with regulatory and other requirements. Directs and coordinates mechanisms to help identify and prioritize ongoing opportunities for improvement. Collects, analyzes and reports meaningful quality metrics. Recommends and facilitates strategies for improvement. Monitors effectiveness of improvement strategies. Validates sustained improvement over time and provides training and education on quality programs.
Quality	Clinical Performance Improvement and Quality Management	CPI	Clinical Performance Improvement and Quality Management identifies and implements quality initiatives that support all levels of patient care within the organization. Through the use of comparative clinical data, internal and external benchmarking, works with multidisciplinary teams to identify gaps in care and facilitate the clinical process improvement process to ensure clinical goals and outcomes are obtained.
Rehabilitation	Acupuncture	ACP	Acupuncture is responsible for placing small needles into predetermined sites on a patient's skin to relieve pain or stress. Confers with clients about their medical histories and any problems with stress or pain in order to determine what acupuncture techniques would be helpful. Assesses clients' soft tissue condition, nerves and blood vessels to determine appropriate acupressure sites. May perform research-related activities. May provide educational services.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Rehabilitation	Athletic Training	ATC	Athletic Training is responsible for providing health care for athletes and physically active people of all abilities in a variety of settings. Settings include: athletic training; physician services; physical therapy; sports performance; education and research; community outreach programs. The practice of Athletic Training encompasses the prevention, evaluation, treatment and rehabilitation of emergent, acute or chronic injuries and medical conditions. May have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Audiology	AUD	Audiology is responsible for prevention, screening, diagnosis, and treatment of hearing, balance, and other auditory disorders, minimizing or eliminating the impact of auditory disorders, leading to improved outcomes and quality of life. Audiologists practice in a variety of clinical and community-based settings, and may have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Chiropractor	CRO	Chiropractor is responsible for consulting with patients, performing examinations to locate the sources of patients' difficulties and to rule out fractures or diseases as sources of problems. Evaluates, diagnoses, and performs a series of manual adjustments to the spine, or other articulations of the body, to correct the musculoskeletal system, relieve nerve pressures, etc. Consults with and refers patients to appropriate other health practitioners when necessary. May perform research-related activities. May provide educational services.
Rehabilitation	Exercise Physiology	EPS	Exercise Physiology is responsible for the evaluation of patients cardiovascular, pulmonary, and metabolic function as well as reviewing psychological and behavioral, physical activity, nutrition and functional abilities. Exercise Physiologists prepare patients for treatment, perform activity based interventions, and participate in planning, implementing and modifying the rehabilitation plan of care including preventative and sustained wellness programs. Exercise Physiologists can operate in a variety of clinical and community-based settings and may have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Massage Therapy	MST	Massage therapy is responsible for providing professional massage and bodywork services to promote healing and a sense of wellbeing. Integrates systematic manipulation of, or pressure on, soft tissue of the human body for therapeutic purposes. May include a variety of massage modalities to include Swedish, deep tissue, myofascial massage, etc. May perform research-related activities. May provide educational services.
Rehabilitation	Occupational Therapy	OTS	Occupational Therapy is responsible for screening, evaluating, establishing and carrying out plans of care in order to assist people of all ages in participating in the things they want and need to do through the therapeutic use of everyday activities (occupations) in a variety of environments (e.g., home, work, school, community). Addresses the physical, psychological, and cognitive aspects of their well-being through engagement in occupation. Occupational Therapists can operate in a variety of clinical and community-based settings and may have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Physical Therapy	PTS	Physical Therapy is responsible for screening, evaluating, establishing and carrying out plans of care in order to maintain, restore and improve movement, activity, and function, thereby enabling optimal performance and enhancing health, well-being, and quality of life for patients. Can operate in a variety of clinical and community-based settings. May have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Recreation Therapy	REC	Recreation Therapy is responsible for providing treatment through recreational activities to ill or disabled individuals. Includes evaluating, planning, and implementing treatments and documenting patient progress. May have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation		ATC	Athletic Training is responsible for providing health care for athletes and physically active people of all abilities in a variety of settings.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Rehabilitation	Rehabilitation Services	RHS	Rehabilitation Services is responsible for the overall operation or support of multiple sub-functional services or areas, which could include physical, occupational, speech, and other therapies, to ensure an environment that supports the quality of services offered as essential and integral to patient care. Includes basic support roles, as well as positions leading and managing multiple sub-functions. May have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Speech - Language Pathology	SLP	Speech - Language Pathology is responsible for patient screening, diagnosing, establishing and carrying out plans of care across the lifespan. SLPs will address limitation in areas including, but not limited to: speech, language, cognition, voice, laryngectomy, swallowing, autism, and fluency. SLPs may collaborate with physicians and advanced practice providers for completion of instrumental diagnostic testing. SLPs practice in a variety of clinical and community-based settings and may have various job responsibilities including clinical, academic, research and community-based roles.
Rehabilitation	Health and Fitness	HAF	Health and Fitness in Rehabilitation Services utilizes active interventions, education and services focused on injury prevention, reduction of risk for chronic disease, lifestyle modifications, athletic performance, functional activity enhancement, and sustained health and wellness. May include sports performance, athletic conditioning, exercise is medicine and health coaching personnel.
Rehabilitation	Hand Therapy	HAN	Hand Therapy is responsible for screening, evaluating, establishing and carrying out plans of care in order to maintain, restore and improve movement, activity, and function in the upper extremities, thereby enabling optimal performance and enhancing health, well-being, and quality of life for patients. Can operate in a variety of clinical and community-based settings. May have various job responsibilities including clinical, academic, research and community-based roles.
Research Administration	Grants and Contracts Management	GCM	Grants and Contracts Management provides administrative and analytical support to researchers and PI's in proposal preparation and contract and grant administration, including pre-award proposal initiatives, post-award management and closeout activities for federal, state, local and private sponsors. Forecasts, plans and manages research portfolios by performing some or all of the following: identifying funding opportunities and reviewing guidelines; coordinating and developing proposals including budget development; reviewing proposals for institutional compliance including gathering institutional approvals; administering and monitoring awarded contracts and grants, including compliance with regulations, terms and conditions; and financial management and technical reporting. Reduces administrative burden for PIs by assisting with purchasing, travel arrangements, HR appointments, preliminary work for sub-awards and consultant agreements and forecasting and monitoring spending, including managing overruns and residuals.
Research Administration	Laboratory Research Operations	LRO	Laboratory Research and Operations may include routine or non-routine laboratory operations such as inventory control, ordering supplies, maintenance, data interpretation, development and performance of technical protocols and procedures. Design, construct, and upkeep of equipment and space.
Research Administration	Research Administration Management	RAA	Research and Administration Management manages and administers research programs and centers. Represents the university in working with funding agencies and developing financial resources and programs. Collaborates with faculty and staff members on developing and implementing research programs and agenda.
Research Administration	Research Development Partnerships	RDP	Research Development Partnerships supports the research community in the early-stage identification, analysis, planning and development of strategic, multidisciplinary funding opportunities. Enables and enhances the competitiveness of research programs and proposals for external support through strategic, proactive and capacity-building activities. Activities may include funding opportunity identification, research team building and funding and federal agencies and outreach activities. This is strategic work that enables our researchers to build a more robust portfolio about their work to create a strategic advantage when they are applying for research grants.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Research Administration	Research Protocol	REP	Research Protocol provides administrative support to the university research community and the committees responsible for research review and oversight concerning the protections of research subjects. Assists faculty, staff and student researchers navigate research requirements through education and quality improvement initiatives designed to facilitate research, improve efficiencies and ensure regulatory compliance. Reviews, approves and monitors research protocols inclusive of animal and human subjects and biosafety materials. Assists in writing and reviewing protocols and provides advice and counsel to ensure compliance with federal, state and university laws, regulations and policies. Provides human subjects education, training and outreach. Responsible for incident reporting and ensuring appropriate university response. Facilitates national accreditation reviews.
Research Administration	Sponsored Programs	SPO	Sponsored Programs develops strategies that advance and facilitate the scholarly activities of the research community. Partners with faculty and staff to provide the highest-quality research administration at all stages of sponsored projects, from pre-award and proposals through award closeout and after. Conducts the final review and approval of proposals and budgets to conform with proposal guidelines, university policy and federal regulations. Serves as authorized representative providing the institutional signature on proposals, awards, contracts and subcontracts; negotiates resulting awards and contracts with sponsors in order to protect researchers and the university. Interprets sponsor guidelines and policies in light of emerging circumstances at the university and the federal level, and serves as the ongoing liaison with sponsors. Possesses the institutional responsibility of ensuring compliance with applicable laws, regulations and policies, as well as sponsor terms and conditions, and coordinates audits of sponsored research activities; while providing tools, resources and training to the university's researchers.
Research Administration	Technology Commercialization	TEC	Technology Commercialization facilitates the transfer of intellectual property rights to entities outside of the university. Assesses economic potential of discoveries and inventions. Develops and implements strategies for protection, commercialization, and enforcement of intellectual property rights. Provides guidance to early stage research initiatives to enhance intellectual property creation and protection. Supports education of faculty, staff, and students in the process of commercialization. Administers business and research-enabling contracts. Fulfills the university's invention reporting compliance responsibilities.
Research Administration	Research Compliance	RCO	Research Compliance supports, promotes and ensures legally compliant and ethical research practices. Collaborates with researchers to ensure University is compliant with federal, state, and local laws and regulations as well as University policy. Informs and assists faculty, staff and student researchers to navigate regulatory processes and requirements. Develops and writes research protocols (e.g., IRB, IACUC, and other regulatory agencies); coordinates protocol review and amendment process; provides advice and counsel to ensure compliance with approved protocols. Implements research safety, regulatory and ethics training for all members of the research teams. Prepares research teams for quality assurance and regulatory audits. Collects and analyzes data to support the research compliance plan; evaluates impact of regulatory requirements for continuous quality improvement. Positions with university authority are responsible for developing and administering institution-wide research compliance policies and procedures. Manages the University's research compliance programs, such as conflict of interest disclosure, export control, facility clearance, etc. Develops and oversees resources and training requirements for the University related to the responsible conduct of research and ensuring the highest standards of research integrity. Responsible for the university's administrative process for reviewing, investigating, and reporting allegations of misconduct in science.
Research and Scholarship	Applied Research Engineering	ARE	Applied Research Engineering conducts research in a specialization or field in order to define, create and develop conceptual and detailed designs, models, prototypes, etc., for industry-led projects utilizing computer-aided design, documentation, databases, manufacturing and/or inspection software tools.
Research and Scholarship	Clinical Research	CLR	Clinical Research studies people, data or tissue samples to understand health and disease. Clinical Research helps find new and better ways to detect, diagnose, treat and prevent disease. Types of clinical research include clinical trials, which test new treatments for a disease, and natural history studies, which collect health information to understand how a disease develops and progresses over time.
Research and Scholarship	Postdoctoral	POD	Postdoctoral pursues specialized research training and experience under the guidance of a scientific mentor; conducts active lab research on a semi-independent basis to investigate; designs and executes complex laboratory experiments; develops and implements new and/or revised research methodologies and techniques; develops new ideas that promote current research; prepares and publishes scientific manuscripts; attends and gives seminars; develops and establishes research criteria and standards to meet the goals of research projects; trains and supervises research staff.
Research and Scholarship	Research	RSC	Research is responsible for research or scholarship within field(s) through a reliance on methods, creative practices and or critical frameworks inherent to the discipline(s). Leads, conducts or assists with basic or applied research.
		REP	
		CLR	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Research and Scholarship	Statistics and Biostatistics	STB	Statistics and Biostatistics design and implement studies, analyze data and publish results from research projects. Collaborate as co-investigators and assist in developing objectives and designing sampling, randomization schemes and data collection procedures.
Research and Scholarship	Post Doctoral Scholar - NRSA	PDN	Post Doctoral Scholar - NRSA pursues specialized research training and experience under the guidance of a scientific mentor; conducts active lab research on a semi-independent basis to investigate; designs and executes complex laboratory experiments; develops and implements new and/or revised research methodologies and techniques; develops new ideas that promote current research; prepares and publishes scientific manuscripts; attends and gives seminars; develops and establishes research criteria and standards to meet the goals of research projects; trains and supervises research staff.
Sales and Customer Service	Corporate Business Development	CBD	Corporate Business Development represents the university to external partners and affiliates. Initiates, cultivates and expands corporate relationships to further the mission of the university, enhance public visibility and achieve other objectives including placement opportunities for students, joint development activities, corporate philanthropy, sponsored research, affinity and technology transfer. Shepherd the interaction of companies with the organization by lowering barriers of engagement.
Sales and Customer Service	Customer Service	CST	Customer Service ensures that good customer relations are maintained. Answers routine questions and issues from internal and external customers. Determines the best method to resolve problems to ensure customer satisfaction and adherence to the organization's policies.
Sales and Customer Service	Event Services	EVT	Event Services assists with all aspects of conferences, student organization meetings and special events. Coordinates with internal and external event staff to determine objectives and requirements for each occasion. Coordinates with campus partners such as CampusParc, fiscal, and University Catering to accomplish event objectives. When necessary, works with external vendors to arrange services and/or equipment not provided by the university. May provide support services during special events such as collecting tickets, parking cars and directing patrons to seats.
Sales and Customer Service	General Services	GEN	General Services assists units by performing specific duties necessary for normal operations. Can provide customer service by greeting, orienting, escorting and/or answering questions. May perform specific sanitation services such as sweeping, mopping or cleaning surfaces. Can maintain a sterile environment for tools and equipment. May prepare food items and assist with various other meal preparation duties in the cafeteria or dining commons setting. Employee must be sponsored by a certified community or government program that supports the mainstream integration of individuals with developmental disabilities.
Sales and Customer Service	Reception Services	REC	Reception Services meets, greets and welcomes guests and visitors. Performs all reception area duties such as receiving incoming calls, taking messages, organizing meeting rooms and a variety of other clerical tasks.
Sales and Customer Service	Retail Sales	RET	Retail organizes and maintains retail floor. Accepts payment and places special orders. Assists with purchases, pricing, sizes and fittings. Greets customers, answers questions and directs attention to products.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Sales and Customer Service	Sales	SAL	Sales sells activities, event space, services or products by identifying and persuading prospects and/or audiences. Can involve the promotion of activities, event space, services or products for sale via press, television and radio. Provides point-of-sale customer and inventory assistance for a sales operation of the organization.
Sales and Customer Service	Switchboard	SWB	Switchboard Operations operates the switchboard to relay incoming, outgoing and interoffice calls. Processes internal and external calls through an integrated computer telephone system, initiates overhead paging, activates pagers, provides patient information and facilitates the communication of emergency situations.
Sales and Customer Service	Ticketing Operations	TOP	Ticketing Operations manages special event ticket operations and provides ticket services to those sponsoring and attending activities.
Sales and Customer Service	Ticketing Sales	TSL	Ticketing Sales processes single and group ticket orders, exchanges and seasonal subscriptions. Promotes ticket sales with the patrons and the community by creating and implementing promotional programs.
Security	Access Control	ACI	Access Control manages all clearance aspects for the Security Department. Thoroughly investigates background check results to provide accurate assessments for pre-employment decisions to me made.
Security	Dispatch Communications	DIS	Dispatch Communications dispatches all aspects reported within the security control center, and relays the information effectively for security enforcement to respond.
Security	Emergency Management and Preparedness	EMP	Emergency Management and Preparedness oversees the coordination for crisis management programs. Provides disaster preparedness training and prepares emergency plans and procedures for natural or other disasters.
Security	Law Enforcement	LAW	Law Enforcement conducts visual patrols and observations of campus facilities and grounds to enforce laws, rules, and regulations. Serves as a liaison with local police and fire officials with the authority to arrest.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Security	Security Administration	SEA	Security Administration is responsible for developing, implementing, and directing programs, policies and procedures to maintain and enhance security and safety.
Security	Security Enforcement	SEC	Security Enforcement patrols all aspects of security and public safety. Serves as the first line of enforcement for the department to ensure a safe, secure environment for staff, visitors, students, and patients.
Social and Behavioral Health	Art Therapy	ART	Art Therapy develops, implements, coordinates and evaluates interventions to address the psychosocial and physiological needs of the patient and their caregivers throughout the continuum of care. Develops patient activity plans involving drawing or painting to enhance patient assessment and development. Provides art activity instruction and monitors patient behavior and progress.
Social and Behavioral Health	Behavioral Health	BEH	Behavioral Health provides individual, group and family therapies, psychosocial and substance abuse assessments and support, and provides direct services to patients with dual diagnosis and general mental health diagnosis. Counsels patients on changing behaviors, creating goals and coping mechanisms. May direct the administrative, managerial and clinical aspects of program(s). Evaluates treatment procedures to ensure attainment of goals and objectives. At higher levels, performs long term individual therapy sessions and is credentialed to bill under own licensure.
Social and Behavioral Health	Behavioral Support	BSS	Behavioral Support observes, assesses and provides support to individuals with emotional or behavioral issues and developmental disabilities. Develops intervention strategies to meet the needs of patients.
Social and Behavioral Health	Clinical Pastoral Education	CPE	Clinical Pastoral Education (C.P.E.) Program provides clinically based education and training in pastoral care and health care chaplaincy that meets the Standards of the Association for Clinical Pastoral Education. Offers Level I, II, and Certified Educator programs of C.P.E. Organizes, manages, hires and maintains the C.P.E. Residency Program, a year-long paid training and education program for those preparing to be hospital chaplains. Integrates C.P.E. intern Chaplains and C.P.E. Resident Chaplains into the pastoral care service provision plan of the Pastoral Care Department.
Social and Behavioral Health	Community Health	CMH	Community Health serves as a liaison between health/social services and the community. Identifies health-related issues affecting their community, collects data and discusses concerns with the people they serve. Responsibilities may include helping individuals, families, groups and communities develop their capacity and access to resources, including health insurance, food, housing, quality care and health information.
Social and Behavioral Health	Counseling	CSL	Counseling works with individuals, families and groups in assessing, diagnosing and treating mental, behavioral and emotional problems and disorders. Through discussion of emotions and experiences, uses evidence based counseling techniques to help patients dealing with issues that affect their mental health and well-being. Helps patients come up with goals and plan action.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Social and Behavioral Health	Genetic Counseling	GEN	Genetic Counseling provides genetics assessment, diagnosis and counseling. Assists in the treatment of patients and families with known genetic disorders and of patients at risk for the development of genetic disorders. Communicates risk factors to patients and their families and provides educational information and support in coping with findings.
Social and Behavioral Health	Health Coaching	HCO	Health Coaching improves an individual's health status and decreases impact of disease by encouraging healthy behavior. Works collaboratively with clinical and non-clinical staff to identify, assess and provide behavior change support to individuals. Provides education, encouragement and support to individuals, while holding them accountable for achieving their health goals.
Social and Behavioral Health	Music Therapy	MUS	Music Therapy develops patient activity plans involving music or musical instruments to enhance patient assessment and development. Provides music instruction and monitors patient behavior and progress.
Social and Behavioral Health	Pastoral Care	PAS	Pastoral Care provides emotional and spiritual care and support to patients, families and hospital staff. Assesses religious and spiritual needs and provides care and resources, serving as liaison with local faith communities to meet these needs. Develops and provides programs and services to clinical staff for resiliency support.
Social and Behavioral Health	Psychiatric Emergency Services	PES	Psychiatric Emergency Services facilitates the intake and admissions process by providing initial crisis assessment, intervention and evaluation for admission to available programs, in collaboration with a Psychiatric Physician. Assessments occur primarily in the Emergency Department.
Social and Behavioral Health	Psychiatry	PST	Psychiatry diagnoses, treats and helps prevent disorders of the mind. Reviews, evaluates and collaborates with other professionals to discuss treatment plans, progress and outcomes.
Social and Behavioral Health	Psychology	PSY	Psychology conducts patient assessment, diagnosis, treatment and referral. Psychologists specialize in diagnosing and treating diseases of the brain, emotional disturbance and behavior problems. Uses psychotherapy as the primary form of treatment.
Social and Behavioral Health	Psychometry	PMT	Psychometry administers neuropsychological test batteries to inpatients and outpatients, scores and records data, maintains the laboratory and performs data entry and analysis.
Social and Behavioral Health		GEN	

Function	Subfunction Name	Subfunction Code	Subfunction Description
Social and Behavioral Health	Social Work	SOC	Social Work improves the lives of patients by providing services to meet their wellness, social and health needs. Helps individuals deal with a variety of mental health and daily living problems to improve overall functioning. Social work services include psychosocial assessments, mental health counseling, crisis intervention, financial counseling, discharge planning, health education and the provision of material resources and linkage with community agencies. Works to ensure a safe transition from one care environment to another.
Social and Behavioral Health	Wellness	WEL	Wellness serves as a primary resource to employees, students and/or the community in health education, promotion and health screening programs. Develops and disseminates materials to promote healthy lifestyles. Assesses needs, resources and capacity for health education and promotion initiatives and programs. Plans, implements, evaluates and/or conducts research related to health promotion programs.
Social and Behavioral Health	Bereavement Counseling	BRV	Bereavement Counseling supports patients and families dealing with grief. Oversees the implementation and execution of outreach efforts and evaluation of bereavement services. Serves as a liaison between families, the hospital and other community agencies and resources.
Student Life	Accessibility	ACC	Accessibility ensures an accessible and inclusive experience for students with disabilities, employees and visitors through accommodations and proactive, barrier-free design. Collaborates with students, faculty, and staff to identify and coordinate support services and programs that enable equal access to an education and university life. This includes access to in person, digital and technological experiences. Some specialties may require a background or additional knowledge in a relevant field. Maintains university compliance with the ADA and other laws.
Student Life	Recreational Sports	REC	Recreational Sports manages and directs a diverse and comprehensive enterprise with an array of recreational and well-being programs, services and facilities for the university community. Provision of services and physical amenities are with a focus on students acknowledging an institutional responsibility to faculty, staff and other stakeholders. Attends to legal liabilities and risk management in all services. Supports the development of specialized student employees such as coaches, instructors, officials, supervisors, trip-leaders. Conducts evaluation, assessment and relevant research.
Student Life	Student Advocacy	STA	Student Advocacy helps students navigate Ohio State's structure, providing assistance in resolving issues and empowering students to overcome obstacles to their growth both inside and outside the classroom. Coordinates university response to crises and offers assistance to affected family members and students.
Student Life	Student Conduct	SCC	Student Conduct investigates and adjudicates allegations of violations of the student code of conduct, including implementing and monitoring sanctions resulting from Title IX violations. Responsible for the policies and procedures surrounding the student conduct process, advising students on their rights, engaging in education and outreach activities to the larger University community. Stays abreast of relevant best practices and applicable legal developments regarding student rights and legislative and regulatory requirements. Responds to emergent issues. Assesses risk of substantial harm. Recommends and implements interim actions in response to student behavior or threats.
Student Life	Student Facilities	SLF	Student Facilities oversees the daily management of the facilities, residence halls, physical activity centers and the Student Union with a focus on providing student life services. Implements and maintains strategic budget, maintenance, policies and procedures for the related facilities and their daily operations.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Student Life	Student Health Administration	SHA	Student Health Administration/Student Health Benefits Administration, develops and administers the student health benefits plan in support of the University's health insurance requirement, delivers health services and wellness programs for students, educates students and their families on when and how to access care, their rights and responsibilities as health care consumers, cost of care and the basics of health insurance. Provides administrative leadership of health benefits plan including long-range planning, fiscal management, benefit policy partner oversight and development of strategic vision and goals. Assures program compliance with state and federal laws, regulations, internal and external standards, policies and practices. Engages students in a partnership in maintaining good health and in restoring health when they become ill or injured in support of their academic success and co-curricular engagement.
Student Life	Student Leadership, Engagement and Activities	SSE	Student Leadership, Engagement and Activities enriches the lives of Ohio State students, their families, staff and visitors through planning, development and implementation of programs and activities. Educates students on personal and interpersonal skills necessary to be effective leaders in a diverse world. Serves students, their parents and families, and the Ohio State campus community by encouraging participation in co-curricular activities, facilitating meaningful involvement, community engagement and leadership development, which enables all students to contribute to a global society. Provides training and serves as a resource for student employees, develops relationships and collaborates with campus partners, and manages program budget for all services provided. May develop policies and procedures for the Student Union as well as any processes and regulations for student events and activities. Engages parents and families through programming and communications to promote student success.
Student Life	Student Multicultural and Diversity	SMD	Student Multicultural and Diversity works to create an institutional and community climate of justice, promotes access and equity in higher education and offers programs that educate and engage the campus about social justice and diversity. Offers resources to all members of the Ohio State community and supports the success of students that enhance and celebrate the diversity of the university.
Student Life	Sorority and Fraternity Life	FSL	Sorority and Fraternity Life creates, enhances and executes programming, education, prevention outreach and policies at the university to provide a safe, healthy and productive experience for students who are members of social Greek-letter organizations. Partnering with the five councils; Interfraternity Council (IFC), Multicultural Greek Council (MCGC), National Pan-Hellenic Council (NPHC), Panhellenic Association (PHA) and Greek Programming Board (GP), Sorority and Fraternity Life advises and assists in the development and enforcement of prevention education, policies and procedures. Sorority and Fraternity Life is responsible for operational support, crisis response, enforcing residential policies and serves as a resources to the university on social Greek-letter organizations and student health and safety.
Student Life	Student Life Administration	SLA	Student Life Administration is responsible for the co-curricular work which falls within multiple sub-functions or provides a range of services for designated groups. This includes roles in leadership, central offices, colleges, and regional campuses which span more than one sub-function of Student Life. May be focused on general or specialized areas for students at the undergraduate, graduate, professional, post-doctoral, fellowship, etc. Enriches the lives of Ohio state students, staff and visitors through planning, development and implementation of multi-faceted co-curricular programs, services, and activities focused on student development, engagement, leadership and citizenship.
Student Life	Housing Administration	HAD	Housing Administration supports, educates and enriches student experiences by providing the highest quality housing services that prepare them to be contributing members of a diverse society. Provides a range of business processes, support programs and services that encourage community and wellness for all students and residents. Develops, implements, operationalizes and supports collaborative residential and dining programs. Works closely with IT, Finance, Facilities and Residential Living staff to provide comprehensive housing solutions to campus community
Student Life	Residence Life	RLH	Residence Life develops and implements student life programs, services and processes. Oversees day-to-day residence experiences, operations and functions for students living on campus and in University owned properties. Develops a student community that is inclusive, academically and socially stimulating and ensures student well-being and safety. Enforces residential policies and procedures, manages and provides crisis response, and serves in conduct hearing officer capacity.
Supply Chain	Automated Transport Systems	AMS	Automated Transport Systems monitors and maintains the robotic systems used to deliver supplies throughout the medical center. This group also trains end users on ATS use and monitors system data to assure timely delivery of patient-critical supplies and recommends continual process improvement.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Supply Chain	Clinical Value Analysis	CVA	Clinical Value Analysis coordinates reviews of all new clinical products, product recalls and product substitutions, to assure the best value is obtained and the academic medical center vision is furthered across the enterprise.
Supply Chain	Inventory Control and Analysis	INV	Inventory Control and Analysis manages and tracks inventory and stores and distributes equipment, materials and supplies. This group maintains accurate inventory of fixed assets, manages inventory control and maintains inventory records systems.
Supply Chain	Purchasing Operations	PUR	Purchasing Operations acquires goods and services, including durable goods, nondurable goods, professional and maintenance services, and design and/or construction services. This team provides customer service for staff throughout the organization, ensuring that people get the things and services they need to perform their jobs.
Supply Chain	Receiving and Distribution	RDS	Receiving and Distribution administers and operates the organization's central warehouses and stores. This team accounts for all materials and supplies, assuring proper receipt, storage and management of inbound supplies, materials and equipment, as well as appropriate processing, packaging and distribution to other areas within the organization. Record-keeping, tracking and reporting are other key functions.
Supply Chain	Sourcing	SRC	Sourcing negotiates pricing and contract terms for the purchase of goods and services. Participates in bidding, partnering with stakeholders and management of the supply chain to obtain optimal value are key elements.
Supply Chain	Supply Chain Services	SCS	Supply Chain Services is responsible for strategic oversight, processes, policies and procedures that span at least two sub-functions within the Supply Chain function.
Supply Chain	Value Analysis	VAL	Value Analysis performs cost and quality reviews on products for the purpose of assuring the best value is obtained.
Transportation	Aircraft Line Services	ALS	Aircraft Line Services is responsible for overseeing fueling of the aircraft, movement of the aircraft to and from the hangar and tarmac and various miscellaneous ground services such as snow removal from ramp and hangar.

Function	Subfunction Name	Subfunction Code	Subfunction Description
Transportation	Aircraft Maintenance	ACM	Aircraft Maintenance is responsible for overseeing the operational functions for the University Airport's Federal Aviation Administration Part 145 Certified Repairs Station; performs maintenance, repairs, and adjustments of aircrafts and their components to include engines, airframes, flight controls, landing gear, and flight instruments.

Job Code Table
The Ohio State University

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
Academic Administration	Academic Program Services	Individual Contributor - Specialized	S1	Academic Program Services Specialist 1	Academic Program Services Specialist 1	ACAAPSS1
			S2	Academic Program Services Specialist 2	Academic Program Services Specialist 2	ACAAPSS2
			S3	Academic Program Services Specialist 3	Senior Academic Program Services Specialist	ACAAPSS3
			S4	Academic Program Services Specialist 4	Academic Program Services Consultant	ACAAPSS4
			S5	Academic Program Services Specialist 5	Academic Program Services Senior Consultant	ACAAPSS5
		Individual Contributor - Technical	T1	Academic Program Services Coordinator 1	Academic Program Services Associate Coordinator	ACAAPST1
			T2	Academic Program Services Coordinator 2	Academic Program Services Coordinator	ACAAPST2
			T3	Academic Program Services Coordinator 3	Academic Program Services Senior Coordinator	ACAAPST3
			T4	Academic Program Services Coordinator 4	Academic Program Services Lead Coordinator	ACAAPST4
		People Leader - Managerial	M1	Manager 1, Academic Program Services	Supervisor, Academic Program Services	ACAAPSM1
			M2	Manager 2, Academic Program Services	Manager, Academic Program Services	ACAAPSM2
			M3	Manager 3, Academic Program Services	Associate Director, Academic Program Services	ACAAPSM3
			M4	Manager 4, Academic Program Services	Director, Academic Program Services	ACAAPSM4
			M5	Manager 5, Academic Program Services	Senior Director, Academic Program Services	ACAAPSM5
	Academic Success and Enrichment	Individual Contributor - Specialized	S1	Academic Success and Enrichment Specialist 1	Academic Success and Enrichment Specialist 1	ACAASES1
			S2	Academic Success and Enrichment Specialist 2	Academic Success and Enrichment Specialist 2	ACAASES2
			S3	Academic Success and Enrichment Specialist 3	Senior Academic Success and Enrichment Specialist	ACAASES3
			S4	Academic Success and Enrichment Specialist 4	Lead Academic Success and Enrichment Specialist	ACAASES4
		Individual Contributor - Technical	T1	Academic Success and Enrichment Coordinator 1	Academic Success and Enrichment Assistant	ACAASET1
			T2	Academic Success and Enrichment Coordinator 2	Academic Success and Enrichment Coordinator	ACAASET2
			T3	Academic Success and Enrichment Coordinator 3	Academic Success and Enrichment Senior Coordinator	ACAASET3
			T4	Academic Success and Enrichment Coordinator 4	Academic Success and Enrichment Lead Coordinator	ACAASET4
		People Leader - Managerial	M1	Manager 1, Academic Success and Enrichment	Supervisor, Academic Success and Enrichment	ACAASEM1
			M2	Manager 2, Academic Success and Enrichment	Manager, Academic Success and Enrichment	ACAASEM2
			M3	Manager 3, Academic Success and Enrichment	Associate Director, Academic Success and Enrichment	ACAASEM3
			M4	Manager 4, Academic Success and Enrichment	Director, Academic Success and Enrichment	ACAASEM4
	Career Services	Individual Contributor - Clinical	C1	Licensed Career Services Counselor 1	Associate Licensed Career Counselor	ACACSVC1
			C2	Licensed Career Services Counselor 2	Licensed Career Counselor	ACACSVC2
			C3	Licensed Career Services Counselor 3	Senior Licensed Career Counselor	ACACSVC3
			C4	Licensed Career Services Counselor 4	Lead Licensed Career Counselor	ACACSVC4
		Individual Contributor - Specialized	S1	Career Services Specialist 1	Associate Career Counselor	ACACSVS1
			S2	Career Services Specialist 2	Career Counselor	ACACSVS2
			S3	Career Services Specialist 3	Senior Career Counselor	ACACSVS3
			S4	Career Services Specialist 4	Lead Career Counselor	ACACSVS4
		Individual Contributor - Technical	T1	Career Services Coordinator 1	Career Services Associate Coordinator	ACACSVT1
			T2	Career Services Coordinator 2	Career Services Coordinator	ACACSVT2
			T3	Career Services Coordinator 3	Career Services Senior Coordinator	ACACSVT3
			T4	Career Services Coordinator 4	Career Services Lead Coordinator	ACACSVT4
		People Leader - Managerial	M1	Manager 1, Career Services	Supervisor, Career Services	ACACSVM1
			M2	Manager 2, Career Services	Manager, Career Services	ACACSVM2
			M3	Manager 3, Career Services	Associate Director, Career Services	ACACSVM3
			M4	Manager 4, Career Services	Director, Career Services	ACACSVM4
	College and Regional Recruiting and Enrollment	Individual Contributor - Specialized	S1	College and Regional Recruiting and Enrollment Specialist 1	College and Regional Recruiting and Enrollment Associate Specialist	ACACRES1
			S2	College and Regional Recruiting and Enrollment Specialist 2	College and Regional Recruiting and Enrollment Specialist	ACACRES2
			S3	College and Regional Recruiting and Enrollment Specialist 3	Senior College and Regional Recruiting and Enrollment Specialist	ACACRES3
			S4	College and Regional Recruiting and Enrollment Specialist 4	Lead College and Regional Recruiting and Enrollment Specialist	ACACRES4
		Individual Contributor - Technical	T1	College and Regional Recruiting and Enrollment Coordinator 1	College and Regional Recruiting and Enrollment Associate Coordinator	ACACRET1
			T2	College and Regional Recruiting and Enrollment Coordinator 2	College and Regional Recruiting and Enrollment Coordinator	ACACRET2
			T3	College and Regional Recruiting and Enrollment Coordinator 3	College and Regional Recruiting and Enrollment Senior Coordinator	ACACRET3
			T4	College and Regional Recruiting and Enrollment Coordinator 4	College and Regional Recruiting and Enrollment Lead Coordinator	ACACRET4
		People Leader - Managerial	M1	Manager 1, College and Regional Recruiting and Enrollment	Supervisor, College and Regional Recruiting and Enrollment	ACACREM1
			M2	Manager 2, College and Regional Recruiting and Enrollment	Manager, College and Regional Recruiting and Enrollment	ACACREM2
			M3	Manager 3, College and Regional Recruiting and Enrollment	Associate Director, College and Regional Recruiting and Enrollment	ACACREM3
			M4	Manager 4, College and Regional Recruiting and Enrollment	Director, College and Regional Recruiting and Enrollment	ACACREM4
	Graduate and Professional Admissions	Individual Contributor - Specialized	S1	Graduate and Professional Admissions Specialist 1	Graduate and Professional Admissions Associate Specialist	ACAGPAS1
			S2	Graduate and Professional Admissions Specialist 2	Graduate and Professional Admissions Specialist	ACAGPAS2
			S3	Graduate and Professional Admissions Specialist 3	Senior Graduate and Professional Admissions Specialist	ACAGPAS3
			S4	Graduate and Professional Admissions Specialist 4	Lead Graduate and Professional Admissions Specialist	ACAGPAS4
		Individual Contributor - Technical	T1	Graduate and Professional Admissions Coordinator 1	Graduate and Professional Admissions Associate Coordinator	ACAGPAT1
			T2	Graduate and Professional Admissions Coordinator 2	Graduate and Professional Admissions Coordinator	ACAGPAT2
			T3	Graduate and Professional Admissions Coordinator 3	Graduate and Professional Admissions Senior Coordinator	ACAGPAT3
			T4	Graduate and Professional Admissions Coordinator 4	Graduate and Professional Admissions Lead Coordinator	ACAGPAT4
		People Leader - Managerial	M1	Manager 1, Graduate and Professional Admissions	Supervisor, Graduate and Professional Admissions	ACAGPAM1
			M2	Manager 2, Graduate and Professional Admissions	Manager, Graduate and Professional Admissions	ACAGPAM2
			M3	Manager 3, Graduate and Professional Admissions	Associate Director, Graduate and Professional Admissions	ACAGPAM3
			M4	Manager 4, Graduate and Professional Admissions	Director, Graduate and Professional Admissions	ACAGPAM4
	International Programs	Individual Contributor - Specialized	S1	International Programs Specialist 1	International Programs Associate Specialist	ACAINPS1
			S2	International Programs Specialist 2	International Programs Specialist	ACAINPS2
			S3	International Programs Specialist 3	Senior International Programs Specialist	ACAINPS3
			S4	International Programs Specialist 4	Advanced International Programs Specialist	ACAINPS4
			S5	International Programs Specialist 5	Lead International Programs Specialist	ACAINPS5
		Individual Contributor - Technical	T1	International Programs Coordinator 1	International Programs Associate Coordinator	ACAINPT1
			T2	International Programs Coordinator 2	International Programs Coordinator	ACAINPT2
			T3	International Programs Coordinator 3	International Programs Senior Coordinator	ACAINPT3
			T4	International Programs Coordinator 4	International Programs Lead Coordinator	ACAINPT4
		People Leader - Managerial	M1	Manager 1, International Programs	Supervisor, International Programs	ACAINPM1
			M2	Manager 2, International Programs	Manager, International Programs	ACAINPM2
			M3	Manager 3, International Programs	Associate Director, International Programs	ACAINPM3
			M4	Manager 4, International Programs	Director, International Programs	ACAINPM4
	Registration and Records	Individual Contributor - Specialized	S1	Registration and Records Specialist 1	Registration and Records Associate Specialist	ACARGRS1
			S2	Registration and Records Specialist 2	Registration and Records Specialist	ACARGRS2
			S3	Registration and Records Specialist 3	Senior Registration and Records Specialist	ACARGRS3
			S4	Registration and Records Specialist 4	Lead Registration and Records Specialist	ACARGRS4
		Individual Contributor - Technical	T1	Registration and Records Coordinator 1	Registration and Records Associate Coordinator	ACARGRT1
			T2	Registration and Records Coordinator 2	Registration and Records Coordinator	ACARGRT2
			T3	Registration and Records Coordinator 3	Registration and Records Senior Coordinator	ACARGRT3
			T4	Registration and Records Coordinator 4	Registration and Records Lead Coordinator	ACARGRT4
		People Leader - Managerial	M1	Manager 1, Registration and Records	Supervisor, Registration and Records	ACARGRM1
			M2	Manager 2, Registration and Records	Manager, Registration and Records	ACARGRM2
			M3	Manager 3, Registration and Records	Associate Director, Registration and Records	ACARGRM3
			M4	Manager 4, Registration and Records	Director, Registration and Records	ACARGRM4
			M5	Manager 5, Registration and Records	Senior Director, Registration and Records	ACARGRM5
	Student Financial Aid	Individual Contributor - Specialized	S1	Student Financial Aid Specialist 1	Student Financial Aid Specialist 1	ACASFAS1
			S2	Student Financial Aid Specialist 2	Student Financial Aid Specialist 2	ACASFAS2
			S3	Student Financial Aid Specialist 3	Senior Student Financial Aid Specialist	ACASFAS3
			S4	Student Financial Aid Specialist 4	Lead Student Financial Aid Specialist	ACASFAS4
		Individual Contributor - Technical	T1	Student Financial Aid Coordinator 1	Student Financial Aid Associate Coordinator	ACASFAT1
			T2	Student Financial Aid Coordinator 2	Student Financial Aid Coordinator	ACASFAT2
			T3	Student Financial Aid Coordinator 3	Student Financial Aid Senior Coordinator	ACASFAT3
			T4	Student Financial Aid Coordinator 4	Student Financial Aid Lead Coordinator	ACASFAT4
		People Leader - Managerial	M1	Manager 1, Student Financial Aid	Supervisor, Student Financial Aid	ACASFAM1
			M2	Manager 2, Student Financial Aid	Manager, Student Financial Aid	ACASFAM2
			M3	Manager 3, Student Financial Aid	Associate Director, Student Financial Aid	ACASFAM3
			M4	Manager 4, Student Financial Aid	Director, Student Financial Aid	ACASFAM4
			M5	Manager 5, Student Financial Aid	Senior Director Student Financial Aid	ACASFAM5
	Undergraduate Academic Advising	Individual Contributor - Specialized	S1	Undergraduate Academic Advisor 1	Undergraduate Academic Advisor 1	ACAUAAS1
			S2	Undergraduate Academic Advisor 2	Undergraduate Academic Advisor 2	ACAUAAS2
			S3	Undergraduate Academic Advisor 3	Senior Undergraduate Academic Advisor	ACAUAAS3
			S4	Undergraduate Academic Advisor 4	Lead Undergraduate Academic Advisor	ACAUAAS4
		People Leader - Managerial	M1	Manager 1, Undergraduate Academic Advising	Supervisor, Undergraduate Academic Advising	ACAUAAM1
			M2	Manager 2, Undergraduate Academic Advising	Manager, Undergraduate Academic Advising	ACAUAAM2
			M3	Manager 3, Undergraduate Academic Advising	Associate Director, Undergraduate Academic Advising	ACAUAAM3
			M4	Manager 4, Undergraduate Academic Advising	Director, Undergraduate Academic Advising	ACAUAAM4
	Undergraduate Admissions	Individual Contributor - Specialized	S1	Undergraduate Admissions Specialist 1	Undergraduate Admissions Specialist 1	ACAUGAS1
			S2	Undergraduate Admissions Specialist 2	Undergraduate Admissions Specialist 2	ACAUGAS2
			S3	Undergraduate Admissions Specialist 3	Senior Undergraduate Admissions Specialist	ACAUGAS3
			S4	Undergraduate Admissions Specialist 4	Lead Undergraduate Admissions Specialist	ACAUGAS4
		Individual Contributor - Technical	T1	Undergraduate Admissions Coordinator 1	Undergraduate Admissions Associate Coordinator	ACAUGAT1
			T2	Undergraduate Admissions Coordinator 2	Undergraduate Admissions Coordinator	ACAUGAT2
			T3	Undergraduate Admissions Coordinator 3	Undergraduate Admissions Senior Coordinator	ACAUGAT3
			T4	Undergraduate Admissions Coordinator 4	Undergraduate Admissions Lead Coordinator	ACAUGAT4
		People Leader - Managerial	M1	Manager 1, Undergraduate Admissions	Assistant Director, Undergraduate Admissions	ACAUGAM1
			M2	Manager 2, Undergraduate Admissions	Senior Assistant Director, Undergraduate Admissions	ACAUGAM2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M3	Manager 3, Undergraduate Admissions	Associate Director, Undergraduate Admissions	ACAUGAM3
			M4	Manager 4, Undergraduate Admissions	Director, Undergraduate Admissions	ACAUGAM4
			M5	Manager 5, Undergraduate Admissions	Senior Director, Undergraduate Admissions	ACAUGAM5
	Student Services	Individual Contributor - Specialized	S1	Student Services Specialist 1	Student Services Specialist 1	ACASSCS1
			S2	Student Services Specialist 2	Student Services Specialist 2	ACASSCS2
			S3	Student Services Specialist 3	Senior Student Services Specialist	ACASSCS3
			S4	Student Services Specialist 4	Lead Student Services Specialist	ACASSCS4
		People Leader - Managerial	M1	Manager 1, Student Service Center	Supervisor, Student Services	ACASSCM1
			M2	Manager 2, Student Service Center	Manager, Student Services	ACASSCM2
			M3	Manager 3, Student Service Center	Associate Director, Student Services	ACASSCM3
			M4	Manager 4, Student Service Center	Director, Student Services	ACASSCM4
Agricultural Operations	Agricultural Administration	Individual Contributor - Specialized	S1	Agricultural Administration Specialist 1	Agricultural Administration Specialist 1	AGOAGAS1
			S2	Agricultural Administration Specialist 2	Agricultural Administration Specialist 2	AGOAGAS2
			S3	Agricultural Administration Specialist 3	Senior Agricultural Administration Specialist	AGOAGAS3
		Individual Contributor - Technical	T1	Agricultural Administration Coordinator 1	Agricultural Administration Coordinator 1	AGOAGAT1
			T2	Agricultural Administration Coordinator 2	Agricultural Administration Coordinator 2	AGOAGAT2
		People Leader - Managerial	M1	Manager 1, Agricultural Administration	Supervisor, Agricultural Administration	AGOAGAM1
			M2	Manager 2, Agricultural Administration	Manager, Agricultural Administration	AGOAGAM2
			M3	Manager 3, Agricultural Administration	Associate Director, Agricultural Administration	AGOAGAM3
			M4	Manager 4, Agricultural Administration	Director, Agricultural Administration	AGOAGAM4
	Farm Support	Individual Contributor - Specialized	S1	Farm Support Specialist 1	Farm Support Specialist 1	AGOFRMS1
			S2	Farm Support Specialist 2	Farm Support Specialist 2	AGOFRMS2
			S3	Farm Support Specialist 3	Senior Farm Support Specialist	AGOFRMS3
		Individual Contributor - Technical	T1	Farm Coordinator 1	Farm Coordinator 1	AGOFRMT1
			T2	Farm Coordinator 2	Farm Coordinator 2	AGOFRMT2
			T3	Farm Coordinator 3	Farm Coordinator 3	AGOFRMT3
			T4	Farm Coordinator 4	Farm Coordinator 4	AGOFRMT4
		People Leader - Managerial	M1	Manager 1, Farm Support	Supervisor, Farm Support	AGOFRMM1
			M2	Manager 2, Farm Support	Manager, Farm Support	AGOFRMM2
			M3	Manager 3, Farm Support	Associate Director, Farm Support	AGOFRMM3
Allied Health Specialties	Advanced Practice Respiratory Therapy	Individual Contributor - Clinical	C2	Advanced Practice Respiratory Therapist 2	Advanced Practice Respiratory Therapist 2	AHSAPRC2
			C3	Advanced Practice Respiratory Therapist 3	Advanced Practice Respiratory Therapist 3	AHSAPRC3
			C4	Advanced Practice Respiratory Therapist 4	Advanced Practice Respiratory Therapist 4	AHSAPRC4
	Biomedical Photography	Individual Contributor - Specialized	S4	Biomedical Photography Specialist 4	Biomedical Photography Specialist 4	AHSBMPS4
		Individual Contributor - Technical	T2	Biomedical Photographer 2	Biomedical Photographer 2	AHSBMPT2
	Dental Assistants	Individual Contributor - Technical	T1	Dental Assistant 1	Dental Assistant	AHSDAST1
			T2	Dental Assistant 2	Dental Assistant 2	AHSDAST2
			T3	Dental Assistant 3	Dental Assistant Senior	AHSDAST3
			T4	Dental Assistant 4	Dental Assistant Senior 2	AHSDAST4
		People Leader - Managerial	M1	Manager 1, Dental Assistant	Supervisor, Dental Assistants	AHSDASM1
			M2	Manager 2, Dental Assistant	Manager, Dental Assistants	AHSDASM2
	Dental Hygienist	Individual Contributor - Clinical	C1	Dental Hygienist 1	Dental Hygienist Coordinator	AHSHYGC1
			C2	Dental Hygienist 2	Dental Hygienist	AHSHYGC2
			C3	Dental Hygienist 3	Dental Hygienist Senior	AHSHYGC3
			C4	Dental Hygienist 4	Lead Dental Hygienist	AHSHYGC4
		People Leader - Managerial	M1	Manager 1, Dental Hygienist	Supervisor, Dental Hygienist	AHSHYGM1
			M2	Manager 2, Dental Hygienist	Manager, Dental Hygienist	AHSHYGM2
	Dental Lab Technician	Individual Contributor - Technical	T1	Dental Lab Technician 1	Dental Lab Assistant Technician	AHSDLTT1
			T2	Dental Lab Technician 2	Dental Lab Technician	AHSDLTT2
			T3	Dental Lab Technician 3	Dental Lab Senior Technician	AHSDLTT3
			T4	Dental Lab Technician 4	Dental Lab Lead Technician	AHSDLTT4
		People Leader - Managerial	M1	Manager 1, Dental Lab Technician	Supervisor, Dental Lab Technicians	AHSDLTM1
	Neurodiagnostic Services	Individual Contributor - Technical	T1	Neurodiagnostic Technician 1	Neurodiagnostic Technician Trainee	AHSENDT1
			T2	Neurodiagnostic Technician 2	Neurodiagnostic Technician	AHSENDT2
			T3	Neurodiagnostic Technician 3	Neurodiagnostic Certified Technician	AHSENDT3
			T4	Neurodiagnostic Technician 4	Neurodiagnostic Lead Technician	AHSENDT4
		People Leader - Managerial	M1	Manager 1, Neurodiagnostic Services	Supervisor, Neurodiagnostic Services	AHSENDM1
			M2	Manager 2, Neurodiagnostic Services	Manager, Neurodiagnostic Services	AHSENDM2
		Internal Resource Pool	T2	Neurodiagnostic Technologist - IRP 2	Neurodiagnostic Technologist - IRP	AHSEND12
	Ophthalmology Services	Individual Contributor - Specialized	S3	Ophthalmology Services Specialist 3	Ophthalmology Services Specialist 3	AHSOPHS3
		Individual Contributor - Technical	T2	Ophthalmic Technician 2	Ophthalmic Technician	AHSOPHT2
			T3	Ophthalmic Technician 3	Ophthalmic Senior Technician	AHSOPHT3
			T4	Ophthalmic Technician 4	Ophthalmic Lead Technician	AHSOPHT4
		People Leader - Managerial	M1	Manager 1, Ophthalmology Services	Supervisor, Ophthalmology Services	AHSOPHM1
			M2	Manager 2, Ophthalmology Services	Manager, Ophthalmology Services	AHSOPHM2
		Internal Resource Pool	T2	Ophthalmic Technician - IRP 2	Ophthalmic Technician - IRP	AHSOPH12
	Optometry Services	Individual Contributor - Technical	T1	Optometric Technician 1	Optometric Technician 1	AHSOPTT1
			T2	Optometric Technician 2	Optometric Technician 2	AHSOPTT2
			T3	Optometric Technician 3	Optometric Technician 3	AHSOPTT3
			T4	Optometric Technician 4	Optometric Technician 4	AHSOPTT4
		People Leader - Managerial	M2	Manager 2, Optometry Services	Manager, Optometry Services	AHSOPTM2
			M3	Manager 3, Optometry Services	Associate Director, Optometry Services	AHSOPTM3
		Internal Resource Pool	C2	Research Optometrist - IRP 2	Research Optometrist - IRP	AHSOPT22
	Perfusion Services	Individual Contributor - Clinical	C2	Perfusionist 2	Perfusionist	AHSPERC2
			C3	Perfusionist 3	Senior Perfusionist	AHSPERC3
			C4	Perfusionist 4	Lead Perfusionist	AHSPERC4
		People Leader - Managerial	M1	Manager 1, Perfusion Services	Supervisor, Perfusion Services	AHSPERM1
		Internal Resource Pool	C2	Perfusionist - IRP 2	Perfusionist - IRP	AHSPER22
	Polysomnography Services	Individual Contributor - Technical	T2	Polysomnography Technician 2	Polysomnography Technician	AHSRSTT2
			T3	Polysomnography Technician 3	Polysomnography Senior Technician	AHSRSTT3
			T4	Polysomnography Technician 4	Polysomnography Lead Technician	AHSRSTT4
		People Leader - Managerial	M1	Manager 1, Polysomnography Services	Supervisor, Polysomnography Services	AHSRSTM1
			M2	Manager 2, Polysomnography Services	Manager, Polysomnography Services	AHSRSTM2
		Internal Resource Pool	T2	Polysomnography Technician - IRP 2	Polysomnography Technician - IRP	AHSRST12
	Respiratory Therapy Services	Individual Contributor - Clinical	C1	Respiratory Therapist 1	Respiratory Care Therapist	AHSRRTC1
			C2	Respiratory Therapist 2	Registered Respiratory Therapist	AHSRRTC2
			C3	Respiratory Therapist 3	Registered Respiratory Senior Therapist	AHSRRTC3
			C4	Respiratory Therapist 4	Registered Respiratory Lead Therapist	AHSRRTC4
		Individual Contributor - Specialized	S3	Hyperbaric Therapist 3	Hyperbaric Senior Therapist	AHSRRTS3
		People Leader - Managerial	M1	Manager 1, Respiratory Therapy Services	Supervisor, Respiratory Therapy Services	AHSRRTM1
			M2	Manager 2, Respiratory Therapy Services	Manager, Respiratory Therapy Services	AHSRRTM2
			M3	Manager 3, Respiratory Therapy Services	Associate Director, Respiratory Therapy Services	AHSRRTM3
			M4	Manager 4, Respiratory Therapy Services	Director, Respiratory Therapy Services	AHSRRTM4
			M5	Manager 5, Respiratory Therapy Services	Senior Director, Respiratory Therapy Services	AHSRRTM5
		Internal Resource Pool	C2	Respiratory Therapist - IRP 2	Respiratory Therapist - IRP	AHSRRT22
			T2	Respiratory Therapy Technician - IRP 2	Respiratory Therapy Technician - IRP	AHSRRT12
Animal Health and Care	Animal Health Instructional Laboratory	Individual Contributor - Specialized	S1	Animal Health Instructional Laboratory Specialist 1	Animal Health Instructional Laboratory Specialist 1	AHCAHLS1
			S2	Animal Health Instructional Laboratory Specialist 2	Animal Health Instructional Laboratory Specialist 2	AHCAHLS2
			S3	Animal Health Instructional Laboratory Specialist 3	Animal Health Instructional Laboratory Specialist 3	AHCAHLS3
			S4	Animal Health Instructional Laboratory Specialist 4	Animal Health Instructional Laboratory Specialist 4	AHCAHLS4
		Individual Contributor - Technical	T1	Animal Health Instructional Laboratory Coordinator 1	Animal Health Instructional Laboratory Coordinator 1	AHCAHLT1
			T2	Animal Health Instructional Laboratory Coordinator 2	Animal Health Instructional Laboratory Coordinator 2	AHCAHLT2
			T3	Animal Health Instructional Laboratory Coordinator 3	Animal Health Instructional Laboratory Coordinator 3	AHCAHLT3
			T4	Animal Health Instructional Laboratory Coordinator 4	Animal Health Instructional Laboratory Coordinator 4	AHCAHLT4
		People Leader - Managerial	M1	Manager 1, Animal Health Instructional Laboratory	Supervisor, Animal Health Instructional Laboratory	AHCAHLM1
			M2	Manager 2, Animal Health Instructional Laboratory	Manager, Animal Health Instructional Laboratory	AHCAHLM2
			M3	Manager 3, Animal Health Instructional Laboratory	Associate Director, Animal Health Instructional Laboratory	AHCAHLM3
			M4	Manager 4, Animal Health Instructional Laboratory	Director, Animal Health Instructional Laboratory	AHCAHLM4
	General Animal Care	Individual Contributor - Technical	T1	General Animal Care Coordinator 1	General Animal Care Coordinator 1	AHCGACT1
			T4	General Animal Care Coordinator 4	General Animal Care Coordinator 4	AHCGACT4
		People Leader - Managerial	M1	Manager 1, General Animal Care	Supervisor, General Animal Care	AHCGACM1
			M2	Manager 2, General Animal Care	Manager, General Animal Care	AHCGACM2
	Laboratory Animal Veterinary Services	Individual Contributor - Clinical	C4	Laboratory Animal Veterinarian 4	Laboratory Animal Veterinarian 4	AHCLAVC4
		People Leader - Managerial	M2	Manager 2, Laboratory Animal Veterinary Services	Manager, Laboratory Animal Veterinary Services	AHCLAVM2
			M3	Manager 3, Laboratory Animal Veterinary Services	Associate Director, Laboratory Animal Veterinary Services	AHCLAVM3
			M4	Manager 4, Laboratory Animal Veterinary Services	Director, Laboratory Animal Veterinary Services	AHCLAVM4
	Research Laboratory Animal Health	Individual Contributor - Clinical	C1	Research Laboratory Animal Health Registered Technician 1	Research Laboratory Animal Health Registered Technician 1	AHCRLAC1
			C2	Research Laboratory Animal Health Registered Technician 2	Research Laboratory Animal Health Registered Technician 2	AHCRLAC2
		Individual Contributor - Technical	T1	Research Laboratory Animal Health Technician 1	Research Laboratory Animal Health Technician 1	AHCRLAT1
			T2	Research Laboratory Animal Health Technician 2	Research Laboratory Animal Health Technician 2	AHCRLAT2
			T3	Research Laboratory Animal Health Technician 3	Research Laboratory Animal Health Technician 3	AHCRLAT3
			T4	Research Laboratory Animal Health Technician 4	Research Laboratory Animal Health Technician 4	AHCRLAT4
		People Leader - Managerial	M1	Manager 1, Research Laboratory Animal Health	Supervisor, Research Laboratory Animal Health	AHCRLAM1
			M2	Manager 2, Research Laboratory Animal Health	Manager, Research Laboratory Animal Health	AHCRLAM2

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	Veterinarian	Individual Contributor - Clinical	C4	Veterinarian 4	Veterinarian 4	AHCVETC4
	Veterinary Care	Individual Contributor - Clinical	C1	Veterinary Care Technician 1	Veterinary Care Technician 1	AHCVCTC1
			C2	Veterinary Care Technician 2	Veterinary Care Technician 2	AHCVCTC2
			C3	Veterinary Care Technician 3	Veterinary Care Technician 3	AHCVCTC3
			C4	Veterinary Care Technician 4	Veterinary Care Technician 4	AHCVCTC4
		Individual Contributor - Technical	T1	Veterinary Care Assistant 1	Veterinary Care Assistant 1	AHCVCTT1
			T2	Veterinary Care Assistant 2	Veterinary Care Assistant 2	AHCVCTT2
			T3	Veterinary Care Assistant 3	Veterinary Care Assistant 3	AHCVCTT3
			T4	Veterinary Care Assistant 4	Veterinary Care Assistant 4	AHCVCTT4
		People Leader - Managerial	M1	Manager 1, Veterinary Care	Supervisor, Veterinary Care	AHCVCTM1
			M2	Manager 2, Veterinary Care	Manager 2, Veterinary Care	AHCVCTM2
			M3	Manager 3, Veterinary Care	Manager 3, Veterinary Care	AHCVCTM3
			M4	Manager 4, Veterinary Care	Manager 4, Veterinary Care	AHCVCTM4
	Veterinary Clinical Pathology Laboratory	Individual Contributor - Clinical	C1	Veterinary Clinical Pathology Laboratory Technician 1	Veterinary Clinical Pathology Laboratory Technician 1	AHCVCPC1
			C2	Veterinary Clinical Pathology Laboratory Technician 2	Veterinary Clinical Pathology Laboratory Technician 2	AHCVCPC2
			C3	Veterinary Clinical Pathology Laboratory Technician 3	Veterinary Clinical Pathology Laboratory Technician 3	AHCVCPC3
		People Leader - Managerial	M1	Manager 1, Veterinary Clinical Pathology Laboratory	Supervisor, Veterinary Clinical Pathology Laboratory	AHCVCPM1
	Veterinary Customer Services	Individual Contributor - Technical	T2	Veterinary Customer Services Representative 2	Veterinary Customer Services Representative 2	AHCVCST2
			T3	Veterinary Customer Services Representative 3	Veterinary Customer Services Representative 3	AHCVCST3
			T4	Veterinary Customer Services Representative 4	Veterinary Customer Services Representative 4	AHCVCST4
		People Leader - Managerial	M1	Manager 1, Veterinary Customer Services	Supervisor, Veterinary Customer Services	AHCVCSM1
	Veterinary Imaging	Individual Contributor - Clinical	C2	Veterinary Imaging Technician 2	Veterinary Imaging Technician 2	AHCVMGC2
			C3	Veterinary Imaging Technician 3	Veterinary Imaging Technician 3	AHCVMGC3
			C4	Veterinary Imaging Technician 4	Veterinary Imaging Technician 4	AHCVMGC4
		People Leader - Managerial	M1	Manager 1, Veterinary Imaging	Supervisor, Veterinary Imaging	AHCVMGM1
	Veterinary Medical Records	Individual Contributor - Technical	T1	Veterinary Medical Records Coordinator 1	Veterinary Medical Records Coordinator 1	AHCVMRT1
			T2	Veterinary Medical Records Coordinator 2	Veterinary Medical Records Coordinator 2	AHCVMRT2
			T3	Veterinary Medical Records Coordinator 3	Veterinary Medical Records Coordinator 3	AHCVMRT3
			T4	Veterinary Medical Records Coordinator 4	Veterinary Medical Records Coordinator 4	AHCVMRT4
		People Leader - Managerial	M1	Manager 1, Veterinary Medical Records	Supervisor, Veterinary Medical Records	AHCVMRM1
	Veterinary Microbiology Laboratory	Individual Contributor - Specialized	S1	Veterinary Microbiology Laboratory Technician 1	Veterinary Microbiology Laboratory Technician 1	AHCVMLS1
			S2	Veterinary Microbiology Laboratory Technician 2	Veterinary Microbiology Laboratory Technician 2	AHCVMLS2
			S3	Veterinary Microbiology Laboratory Technician 3	Veterinary Microbiology Laboratory Technician 3	AHCVMLS3
		People Leader - Managerial	M1	Manager 1, Veterinary Microbiology Laboratory	Supervisor, Veterinary Microbiology Laboratory	AHCVMLM1
	Veterinary Operations and Services	Individual Contributor - Clinical	C4	Veterinary Practitioner Liaison 4	Veterinary Practitioner Liaison 4	AHCVOSC4
		Individual Contributor - Technical	T2	Veterinary Behavioral Coordinator 2	Veterinary Behavioral Coordinator 2	AHCVOST2
		People Leader - Managerial	M1	Manager 1, Veterinary Operations and Services	Supervisor, Veterinary Operations and Services	AHCVOSM1
			M2	Manager 2, Veterinary Operations and Services	Manager 2, Veterinary Operations and Services	AHCVOSM2
			M3	Manager 3, Veterinary Operations and Services	Manager 3, Veterinary Operations and Services	AHCVOSM3
			M4	Manager 4, Veterinary Operations and Services	Manager 4, Veterinary Operations and Services	AHCVOSM4
			M5	Manager 5, Veterinary Operations and Services	Manager 5, Veterinary Operations and Services	AHCVOSM5
Athletics	Athletic Operations	Individual Contributor - Specialized	S1	Athletic Operations Specialist 1	Athletic Operations Specialist 1	ATHATOS1
			S2	Athletic Operations Specialist 2	Athletic Operations Specialist 2	ATHATOS2
			S3	Athletic Operations Specialist 3	Athletic Operations Specialist 3	ATHATOS3
			S4	Athletic Operations Specialist 4	Athletic Operations Specialist 4	ATHATOS4
			S5	Athletic Operations Specialist 5	Athletic Operations Specialist 5	ATHATOS5
			S6	Athletic Operations Specialist 6	Athletic Operations Specialist 6	ATHATOS6
		Individual Contributor - Technical	T1	Athletic Operations Coordinator 1	Athletic Operations Coordinator 1	ATHATOT1
			T2	Athletic Operations Coordinator 2	Athletic Operations Coordinator 2	ATHATOT2
			T3	Athletic Operations Coordinator 3	Athletic Operations Coordinator 3	ATHATOT3
			T4	Athletic Operations Coordinator 4	Athletic Operations Coordinator 4	ATHATOT4
		People Leader - Managerial	M1	Manager 1, Athletic Operations	Supervisor, Athletic Operations	ATHATOM1
			M2	Manager 2, Athletic Operations	Manager, Athletic Operations	ATHATOM2
			M3	Manager 3, Athletic Operations	Associate Director, Athletics Operations	ATHATOM3
			M4	Manager 4, Athletic Operations	Director, Athletics Operations	ATHATOM4
	Athletics Administration	People Leader - Managerial	M2	Manager 2, Athletics Administration	Assistant Athletics Director	ATHAADM2
			M3	Manager 3, Athletics Administration	Associate Athletics Director	ATHAADM3
			M4	Manager 4, Athletics Administration	Senior Associate Athletics Director	ATHAADM4
			M5	Manager 5, Athletics Administration	Executive Associate Athletics Director	ATHAADM5
	Camps and Clinics	Individual Contributor - Technical	T1	Camps and Clinics Coordinator 1	Camps and Clinics Coordinator 1	ATHACCT1
			T2	Camps and Clinics Coordinator 2	Camps and Clinics Coordinator 2	ATHACCT2
			T3	Camps and Clinics Coordinator 3	Camps and Clinics Coordinator 3	ATHACCT3
			T4	Camps and Clinics Coordinator 4	Camps and Clinics Coordinator 4	ATHACCT4
		People Leader - Managerial	M1	Manager 1, Camps and Clinics	Supervisor, Camps and Clinics	ATHACCM1
			M2	Manager 2, Camps and Clinics	Manager, Camps and Clinics	ATHACCM2
			M3	Manager 3, Camps and Clinics	Associate Director, Camps and Clinics	ATHACCM3
			M4	Manager 4, Camps and Clinics	Director, Camps and Clinics	ATHACCM4
	Strength and Conditioning	Individual Contributor - Specialized	S1	Strength and Conditioning Coach 1	Strength and Conditioning Coach 1	ATHSTCS1
			S2	Strength and Conditioning Coach 2	Strength and Conditioning Coach 2	ATHSTCS2
			S3	Strength and Conditioning Coach 3	Strength and Conditioning Coach 3	ATHSTCS3
			S4	Strength and Conditioning Coach 4	Strength and Conditioning Coach 4	ATHSTCS4
			S5	Strength and Conditioning Coach 5	Strength and Conditioning Coach 5	ATHSTCS5
		People Leader - Managerial	M1	Manager 1, Strength and Conditioning	Supervisor, Strength and Conditioning	ATHSTCM1
			M2	Manager 2, Strength and Conditioning	Manager, Strength and Conditioning	ATHSTCM2
			M3	Manager 3, Strength and Conditioning	Associate Director, Strength and Conditioning	ATHSTCM3
			M4	Manager 4, Strength and Conditioning	Director, Strength and Conditioning	ATHSTCM4
			M5	Manager 5, Strength and Conditioning	Senior Director, Strength and Conditioning	ATHSTCM5
	Collegiate Athletic Training	Individual Contributor - Clinical	C1	Collegiate Athletic Trainer 1	Collegiate Athletic Training Resident	ATHATRC1
			C2	Collegiate Athletic Trainer 2	Collegiate Athletic Trainer	ATHATRC2
			C3	Collegiate Athletic Trainer 3	Senior Collegiate Athletic Trainer	ATHATRC3
			C4	Collegiate Athletic Trainer 4	Lead Collegiate Athletic Trainer	ATHATRC4
		People Leader - Managerial	M1	Manager 1, Collegiate Athletic Training	Supervisor, Collegiate Athletic Training	ATHATRM1
			M2	Manager 2, Collegiate Athletic Training	Manager, Collegiate Athletic Training	ATHATRM2
			M3	Manager 3, Collegiate Athletic Training	Associate Director, Collegiate Athletic Training	ATHATRM3
	Student Athlete Services	Individual Contributor - Specialized	S1	Student Athlete Services Specialist 1	Student Athlete Services Specialist 1	ATHSASS1
			S2	Student Athlete Services Specialist 2	Student Athlete Services Specialist 2	ATHSASS2
			S3	Student Athlete Services Specialist 3	Student Athlete Services Specialist 3	ATHSASS3
			S4	Student Athlete Services Specialist 4	Student Athlete Services Specialist 4	ATHSASS4
		Individual Contributor - Technical	T1	Student Athlete Services Coordinator 1	Student Athlete Services Coordinator 1	ATHSAST1
			T2	Student Athlete Services Coordinator 2	Student Athlete Services Coordinator 2	ATHSAST2
			T3	Student Athlete Services Coordinator 3	Student Athlete Services Coordinator 3	ATHSAST3
			T4	Student Athlete Services Coordinator 4	Student Athlete Services Coordinator 4	ATHSAST4
		People Leader - Managerial	M1	Manager 1, Student Athlete Services	Manager 1, Student Athlete Services	ATHSASM1
			M2	Manager 2, Student Athlete Services	Manager 2, Student Athlete Services	ATHSASM2
			M3	Manager 3, Student Athlete Services	Manager 3, Student Athlete Services	ATHSASM3
			M4	Manager 4, Student Athlete Services	Manager 4, Student Athlete Services	ATHSASM4
			M5	Manager 5, Student Athlete Services	Manager 5, Student Athlete Services	ATHSASM5
Business Planning and Operations	Administrative Assistance	Individual Contributor - Specialized	S1	Administrative Specialist 1	Executive Administrative Assistant	BPOADMS1
			S2	Administrative Specialist 2	Executive Administrative Assistant	BPOADMS2
			S3	Administrative Specialist 3	Executive Administrative Assistant	BPOADMS3
			S4	Administrative Specialist 4	Executive Administrative Assistant	BPOADMS4
		Individual Contributor - Technical	T1	Administrative Assistant 1	Administrative Assistant	BPOADMT1
			T2	Administrative Assistant 2	Administrative Assistant	BPOADMT2
			T3	Administrative Assistant 3	Administrative Assistant	BPOADMT3
			T4	Administrative Assistant 4	Administrative Assistant	BPOADMT4
		People Leader - Managerial	M1	Manager 1, Administrative Assistance	Manager 1, Administrative Assistance	BPOADMM1
			M2	Manager 2, Administrative Assistance	Manager 2, Administrative Assistance	BPOADMM2
	Business Operations	Individual Contributor - Specialized	S1	Business Operations Analyst 1	Business Operations Specialist	BPOBOPS1
			S2	Business Operations Analyst 2	Business Operations Analyst	BPOBOPS2
			S3	Business Operations Analyst 3	Business Operations Senior Analyst	BPOBOPS3
			S4	Business Operations Analyst 4	Business Operations Consultant	BPOBOPS4
			S5	Business Operations Analyst 5	Business Operations Senior Consultant	BPOBOPS5
		People Leader - Managerial	M1	Manager 1, Business Operations	Associate Manager, Business Operations	BPOBOPM1
			M2	Manager 2, Business Operations	Manager, Business Operations	BPOBOPM2
			M3	Manager 3, Business Operations	Associate Director, Business Operations	BPOBOPM3
			M4	Manager 4, Business Operations	Director, Business Operations	BPOBOPM4
			M5	Manager 5, Business Operations	Senior Director, Business Operations	BPOBOPM5
	Community Outreach	Individual Contributor - Specialized	S1	Community Outreach Analyst 1	Community Outreach Specialist	BPOCOMS1
			S2	Community Outreach Analyst 2	Community Outreach Representative	BPOCOMS2
			S3	Community Outreach Analyst 3	Community Outreach Senior Representative	BPOCOMS3
			S4	Community Outreach Analyst 4	Community Outreach Liaison	BPOCOMS4
		People Leader - Managerial	M1	Manager 1, Community Outreach	Supervisor, Community Outreach	BPOCOMM1
			M2	Manager 2, Community Outreach	Manager, Community Outreach	BPOCOMM2
			M3	Manager 3, Community Outreach	Associate Director, Community Outreach	BPOCOMM3

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Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M4	Manager 4, Community Outreach	Director, Community Outreach	BPOCOMM4
	Data Analytics Science	Individual Contributor - Specialized	S1	Data Analytics Science Analyst 1	Data Science Specialist	BPODASS1
			S2	Data Analytics Science Analyst 2	Data Science Analyst	BPODASS2
			S3	Data Analytics Science Analyst 3	Data Science Senior Analyst	BPODASS3
			S4	Data Analytics Science Analyst 4	Data Science Consultant	BPODASS4
			S5	Data Analytics Science Analyst 5	Data Science Senior Consultant	BPODASS5
			S6	Data Analytics Science Analyst 6	Data Science Principal Consultant	BPODASS6
		People Leader - Managerial	M2	Manager 2, Data Analytics Science	Manager, Data Science	BPODASM2
			M3	Manager 3, Data Analytics Science	Associate Director, Data Science	BPODASM3
			M4	Manager 4, Data Analytics Science	Director, Data Science	BPODASM4
			M5	Manager 5, Data Analytics Science	Senior Director, Data Science	BPODASM5
	Office Services	Individual Contributor - Technical	T1	Office Services Coordinator 1	Office Services Assistant	BPOSVCT1
			T2	Office Services Coordinator 2	Office Services Coordinator	BPOSVCT2
			T3	Office Services Coordinator 3	Office Services Senior Coordinator	BPOSVCT3
			T4	Office Services Coordinator 4	Office Services Specialist	BPOSVCT4
		People Leader - Managerial	M1	Manager 1, Office Services	Supervisor, Office Services	BPOSVCM1
			M2	Manager 2, Office Services	Manager, Office Services	BPOSVCM2
	Project Management	Individual Contributor - Specialized	S1	Project Manager 1	Associate Project Manager	BPOPMOS1
			S2	Project Manager 2	Project Manager	BPOPMOS2
			S3	Project Manager 3	Senior Project Manager	BPOPMOS3
			S4	Project Manager 4	Project Management Consultant	BPOPMOS4
			S5	Project Manager 5	Project Management Senior Consultant	BPOPMOS5
		Individual Contributor - Technical	T1	Project Management Coordinator 1	Project Management Assistant	BPOPMOT1
			T2	Project Management Coordinator 2	Project Management Coordinator	BPOPMOT2
			T3	Project Management Coordinator 3	Project Management Senior Coordinator	BPOPMOT3
			T4	Project Management Coordinator 4	Project Management Lead Coordinator	BPOPMOT4
		People Leader - Managerial	M1	Manager 1, Project Management	Associate Manager, Project Management	BPOPMOM1
			M2	Manager 2, Project Management	Manager, Project Management	BPOPMOM2
			M3	Manager 3, Project Management	Associate Director, Project Management	BPOPMOM3
			M4	Manager 4, Project Management	Director, Project Management	BPOPMOM4
			M5	Manager 5, Project Management	Senior Director, Project Management	BPOPMOM5
	Reporting and Analytics	Individual Contributor - Specialized	S1	Reporting and Analytics Analyst 1	Reporting and Analytics Specialist	BPORAAS1
			S2	Reporting and Analytics Analyst 2	Reporting and Analytics Analyst	BPORAAS2
			S3	Reporting and Analytics Analyst 3	Reporting and Analytics Senior Analyst	BPORAAS3
			S4	Reporting and Analytics Analyst 4	Reporting and Analytics Consultant	BPORAAS4
			S5	Reporting and Analytics Analyst 5	Reporting and Analytics Senior Consultant	BPORAAS5
		People Leader - Managerial	M1	Manager 1, Reporting and Analytics	Associate Manager, Reporting and Analytics	BPORAAM1
			M2	Manager 2, Reporting and Analytics	Manager, Reporting and Analytics	BPORAAM2
			M3	Manager 3, Reporting and Analytics	Associate Director, Reporting and Analytics	BPORAAM3
			M4	Manager 4, Reporting and Analytics	Director, Reporting and Analytics	BPORAAM4
			M5	Manager 5, Reporting and Analytics	Senior Director, Reporting and Analytics	BPORAAM5
	Strategic Planning	Individual Contributor - Specialized	S1	Strategic Planning Analyst 1	Strategic Planning Specialist	BPOSPLS1
			S2	Strategic Planning Analyst 2	Strategic Planning Analyst	BPOSPLS2
			S3	Strategic Planning Analyst 3	Strategic Planning Senior Analyst	BPOSPLS3
			S4	Strategic Planning Analyst 4	Strategic Planning Consultant	BPOSPLS4
			S5	Strategic Planning Analyst 5	Strategic Planning Senior Consultant	BPOSPLS5
		People Leader - Managerial	M1	Manager 1, Strategic Planning	Associate Manager, Strategic Planning	BPOSPLM1
			M2	Manager 2, Strategic Planning	Manager, Strategic Planning	BPOSPLM2
			M3	Manager 3, Strategic Planning	Associate Director, Strategic Planning	BPOSPLM3
			M4	Manager 4, Strategic Planning	Director, Strategic Planning	BPOSPLM4
			M5	Manager 5, Strategic Planning	Senior Director, Strategic Planning	BPOSPLM5
	Venture Development	Individual Contributor - Specialized	S1	Venture Development Analyst 1	Venture Development Specialist	BPOVENS1
			S2	Venture Development Analyst 2	Venture Development Analyst	BPOVENS2
			S3	Venture Development Analyst 3	Venture Development Senior Analyst	BPOVENS3
			S4	Venture Development Analyst 4	Venture Development Consultant	BPOVENS4
			S5	Venture Development Analyst 5	Venture Development Senior Consultant	BPOVENS5
		People Leader - Managerial	M1	Manager 1, Venture Development	Associate Manager, Venture Development	BPOVENM1
			M2	Manager 2, Venture Development	Manager, Venture Development	BPOVENM2
			M3	Manager 3, Venture Development	Associate Director, Venture Development	BPOVENM3
			M4	Manager 4, Venture Development	Director, Venture Development	BPOVENM4
			M5	Manager 5, Venture Development	Senior Director, Venture Development	BPOVENM5
	Volunteer Program Management	Individual Contributor - Specialized	S1	Volunteer Program Management Specialist 1	Volunteer Program Specialist	BPOVOLS1
			S2	Volunteer Program Management Specialist 2	Volunteer Program Coordinator	BPOVOLS2
			S3	Volunteer Program Management Specialist 3	Volunteer Program Senior Coordinator	BPOVOLS3
			S4	Volunteer Program Management Specialist 4	Volunteer Program Consultant	BPOVOLS4
			S5	Volunteer Program Management Specialist 5	Volunteer Program Senior Consultant	BPOVOLS5
		People Leader - Managerial	M1	Manager 1, Volunteer Program Management	Supervisor, Volunteer Program Management	BPOVOLM1
			M2	Manager 2, Volunteer Program Management	Manager, Volunteer Program Management	BPOVOLM2
			M3	Manager 3, Volunteer Program Management	Associate Director, Volunteer Program Management	BPOVOLM3
			M4	Manager 4, Volunteer Program Management	Director, Volunteer Program Management	BPOVOLM4
	Change Management	Individual Contributor - Specialized	S1	Change Management Analyst 1	Change Management Specialist	BPOCMGS1
			S2	Change Management Analyst 2	Change Management Analyst	BPOCMGS2
			S3	Change Management Analyst 3	Change Management Senior Analyst	BPOCMGS3
			S4	Change Management Analyst 4	Change Management Consultant	BPOCMGS4
			S5	Change Management Analyst 5	Change Management Senior Consultant	BPOCMGS5
Care Management	Care Management Services	People Leader - Managerial	M2	Manager 2, Care Management Services	Manager, Care Management Services	CRMCMSM2
			M3	Manager 3, Care Management Services	Associate Director, Care Management Services	CRMCMSM3
			M4	Manager 4, Care Management Services	Director, Care Management Services	CRMCMSM4
			M5	Manager 5, Care Management Services	Senior Director, Care Management Services	CRMCMSM5
	Case Management	Individual Contributor - Clinical	C2	Case Management Specialist 2	Case Management Specialist	CRMCMGC2
			C3	Case Management Specialist 3	Case Management Senior Specialist	CRMCMGC3
			C4	Case Management Specialist 4	Case Management Lead Specialist	CRMCMGC4
		Individual Contributor - Specialized	S1	Case Management Extender 1	Case Management Extender	CRMCMGS1
		People Leader - Managerial	M1	Manager 1, Case Management	Associate Manager, Case Management	CRMCMGM1
			M2	Manager 2, Case Management	Manager, Case Management	CRMCMGM2
			M3	Manager 3, Case Management	Associate Director, Case Management	CRMCMGM3
			M4	Manager 4, Case Management	Director, Case Management	CRMCMGM4
		Internal Resource Pool	C2	Case Management Specialist - IRP 2	Case Management Specialist - IRP	CRMCMG22
	Case Management - RN	Individual Contributor - Clinical	C2	Case Management - RN Specialist 2	Case Management Specialist - RN	CRMNCMC2
			C3	Case Management - RN Specialist 3	Case Management Senior Specialist - RN	CRMNCMC3
			C4	Case Management - RN Specialist 4	Case Management Lead Specialist - RN	CRMNCMC4
		People Leader - Managerial	M1	Manager 1, Case Management - RN	Associate Manager, Case Management - RN	CRMNCMM1
			M2	Manager 2, Case Management - RN	Manager, Case Management - RN	CRMNCMM2
			M3	Manager 3, Case Management - RN	Associate Director, Case Management - RN	CRMNCMM3
			M4	Manager 4, Case Management - RN	Director, Case Management - RN	CRMNCMM4
		Internal Resource Pool	C2	Case Management - RN Specialist - IRP 2	Case Management - RN Specialist - IRP	CRMNCM22
	Education	Individual Contributor - Clinical	C2	Clinical Educator 2	Clinical Educator	CRMEDUC2
		Internal Resource Pool	C2	Clinical Educator - IRP 2	Clinical Educator - IRP	CRMEDU22
	Nurse Navigation	Individual Contributor - Clinical	C2	Nurse Navigator 2	Nurse Navigator	CRMNNVC2
	Patient Navigation	Individual Contributor - Specialized	S1	Patient Navigation Specialist 1	Patient Navigation Specialist 1	CRMPNVS1
			S2	Patient Navigation Specialist 2	Patient Navigation Specialist 2	CRMPNVS2
		People Leader - Managerial	M1	Manager 1, Patient Navigation	Manager, Patient Navigation	CRMPNVM1
	Utilization Case Management	Individual Contributor - Clinical	C2	Utilization Case Management Specialist 2	Utilization Case Management Specialist	CRMUCMC2
			C3	Utilization Case Management Specialist 3	Utilization Case Management Senior Specialist	CRMUCMC3
			C4	Utilization Case Management Specialist 4	Utilization Case Management Lead Specialist	CRMUCMC4
		Internal Resource Pool	C2	Utilization Case Management Specialist - IRP 2	Utilization Case Management Specialist - IRP	CRMUCM22
	Utilization Case Management - RN	Individual Contributor - Clinical	C2	Utilization Case Management - RN Specialist 2	Utilization Case Management Specialist - RN	CRMUNMC2
			C3	Utilization Case Management - RN Specialist 3	Utilization Case Management Senior Specialist - RN	CRMUNMC3
			C4	Utilization Case Management - RN Specialist 4	Utilization Case Management Lead Specialist - RN	CRMUNMC4
		Internal Resource Pool	C2	Utilization Case Management - RN Specialist - IRP 2	Utilization Case Management - RN Specialist - IRP	CRMUNM22
Clinical Laboratories	Autopsy	Individual Contributor - Clinical	C2	Anatomic Pathology Diener Technologist 2	Diener	LABAUTC2
			C3	Anatomic Pathology Diener Technologist 3	Senior Diener	LABAUTC3
		Individual Contributor - Technical	T1	Morgue Attendant 1	Morgue Assistant	LABAUTT1
			T2	Morgue Attendant 2	Morgue Attendant	LABAUTT2
			T3	Morgue Attendant 3	Senior Morgue Attendant	LABAUTT3
	BioAssay Development	Individual Contributor - Specialized	S2	BioAssay Developer 2	BioAssay Developer	LABDEVS2
			S3	BioAssay Developer 3	BioAssay Senior Developer	LABDEVS3
			S4	BioAssay Developer 4	BioAssay Developer Consultant	LABDEVS4
	Bioinformatics	Individual Contributor - Specialized	S2	Bioinformatics Analyst 2	Bioinformatics Analyst	LABBIOS2
			S3	Bioinformatics Analyst 3	Bioinformatics Senior Analyst	LABBIOS3
			S4	Bioinformatics Analyst 4	Bioinformatics Advisor	LABBIOS4
	Blood Bank	Individual Contributor - Clinical	C2	Blood Bank Technologist 2	Blood Bank Technologist	LABSBBC2
			C3	Blood Bank Technologist 3	Blood Bank Senior Technologist	LABSBBC3
			C4	Blood Bank Technologist 4	Blood Bank Lead Technologist	LABSBBC4

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
		People Leader - Managerial	M1	Manager 1, Blood Bank	Supervisor, Blood Bank	LABSBBM1
			M2	Manager 2, Blood Bank	Manager, Blood Bank	LABSBBM2
		Internal Resource Pool	C2	Blood Bank Technologist - IRP 2	Blood Bank Technologist - IRP	LABSBB22
	Cell Therapy	Individual Contributor - Clinical	C2	Cell Therapy Technologist 2	Cell Therapy Technologist	LABCELC2
			C3	Cell Therapy Technologist 3	Cell Therapy Senior Technologist	LABCELC3
			C4	Cell Therapy Technologist 4	Cell Therapy Lead Technologist	LABCELC4
		People Leader - Managerial	M2	Manager 2, Cell Therapy	Manager, Cell Therapy	LABCELM2
			M3	Manager 3, Cell Therapy	Associate Director, Cell Therapy	LABCELM3
			M4	Manager 4, Cell Therapy	Director, Cell Therapy	LABCELM4
		Internal Resource Pool	C2	Cell Therapy Technologist - IRP 2	Cell Therapy Technologist - IRP	LABCEL22
	Cytogenetics	Individual Contributor - Clinical	C2	Cytogenetics Technologist 2	Cytogenetics Technologist	LABCGSC2
			C3	Cytogenetics Technologist 3	Cytogenetics Senior Technologist	LABCGSC3
			C4	Cytogenetics Technologist 4	Cytogenetics Lead Technologist	LABCGSC4
		People Leader - Managerial	M1	Manager 1, Cytogenetics	Supervisor, Cytogenetics	LABCGSM1
			M2	Manager 2, Cytogenetics	Manager, Cytogenetics	LABCGSM2
		Internal Resource Pool	C2	Cytogenetics Technologist - IRP 2	Cytogenetics Technologist - IRP	LABCGS22
	Cytology	Individual Contributor - Clinical	C2	Cytotechnologist 2	Cytotechnologist	LABCYTC2
			C3	Cytotechnologist 3	Senior Cytotechnologist	LABCYTC3
			C4	Cytotechnologist 4	Lead Cytotechnologist	LABCYTC4
		Individual Contributor - Technical	T2	Cytoprep Technician 2	Cytoprep Technician	LABCYTT2
		People Leader - Managerial	M1	Manager 1, Cytology	Supervisor, Cytology	LABCYTM1
			M2	Manager 2, Cytology	Manager, Cytology	LABCYTM2
	Electron Microscopy	Individual Contributor - Specialized	S4	Electron Microscopy Specialist 4	Electron Microscopy Advisor	LABEMSS4
			S5	Electron Microscopy Specialist 5	Electron Microscopy Senior Advisor	LABEMSS5
	Gross Pathology	Individual Contributor - Clinical	C1	Anatomic Pathology Lab Professional 1	Anatomic Pathology Technician	LABGPTC1
			C2	Anatomic Pathology Lab Professional 2	Anatomic Pathology Technologist	LABGPTC2
			C3	Anatomic Pathology Lab Professional 3	Anatomic Pathology Senior Technologist	LABGPTC3
			C4	Anatomic Pathology Lab Professional 4	Anatomic Pathology Lead Technologist	LABGPTC4
	Histocompatibility	Individual Contributor - Clinical	C1	Histocompatibility Technologist 1	Histocompatibility Technologist 1	LABCHTC1
			C2	Histocompatibility Technologist 2	Histocompatibility Technologist 2	LABCHTC2
			C3	Histocompatibility Technologist 3	Histocompatibility Senior Technologist	LABCHTC3
			C4	Histocompatibility Technologist 4	Histocompatibility Lead Technologist	LABCHTC4
		People Leader - Managerial	M1	Manager 1, Histocompatibility	Supervisor, Histocompatibility Lab	LABCHTM1
			M2	Manager 2, Histocompatibility	Manager, Histocompatibility Lab	LABCHTM2
			M4	Manager 4, Histocompatibility	Director, Histocompatibility Lab	LABCHTM4
		Internal Resource Pool	C2	Histocompatibility Technologist - IRP 2	Histocompatibility Technologist - IRP	LABCHT22
	Histology	Individual Contributor - Clinical	C2	Histology Technologist 2	Histology Technologist	LABHTLC2
			C3	Histology Technologist 3	Histology Senior Technologist	LABHTLC3
			C4	Histology Technologist 4	Histology Lead Technologist	LABHTLC4
		Individual Contributor - Technical	T1	Histology Technician 1	Histology Lab Assistant	LABHTLT1
			T2	Histology Technician 2	Histology Technician	LABHTLT2
			T3	Histology Technician 3	Histology Senior Technician	LABHTLT3
			T4	Histology Technician 4	Histology Lead Technician	LABHTLT4
		People Leader - Managerial	M1	Manager 1, Histology	Supervisor, Histology	LABHTLM1
			M2	Manager 2, Histology	Manager, Histology	LABHTLM2
		Internal Resource Pool	T3	Histology Technician 3 - IRP	Histology Technician 3 - IRP	LABHTL13
	Immunohistochemistry	Individual Contributor - Clinical	C1	IHC Laboratory Professional 1	Immunohistochemistry Technician	LABIHCC1
			C2	IHC Laboratory Professional 2	Immunohistochemistry Senior Technician	LABIHCC2
			C3	IHC Laboratory Professional 3	Immunohistochemistry Technologist	LABIHCC3
			C4	IHC Laboratory Professional 4	Immunohistochemistry Lead Technologist	LABIHCC4
		Individual Contributor - Technical	T1	Immunohistochemistry Assistant 1	Immunohistochemistry Lab Assistant	LABIHCT1
		People Leader - Managerial	M1	Manager 1, Immunohistochemistry	Supervisor, Immunohistochemistry	LABIHCM1
			M2	Manager 2, Immunohistochemistry	Manager, Immunohistochemistry	LABIHCM2
	Lab Compliance	Individual Contributor - Clinical	C3	Point of Care Coordinator 3	Senior Point of Care Coordinator	LABCMPC3
			C4	Point of Care Coordinator 4	Point of Care Coordinator	LABCMPC4
		Individual Contributor - Specialized	S2	Lab Compliance Officer 2	Lab Compliance Officer	LABCMPS2
			S3	Lab Compliance Officer 3	Lab Senior Compliance Officer	LABCMPS3
			S4	Lab Compliance Officer 4	Lab Lead Compliance Officer	LABCMPS4
		People Leader - Managerial	M2	Manager 2, Lab Compliance	Manager, Point of Care Testing	LABCMPM2
			M3	Manager 3, Lab Compliance	Associate Director, Lab Compliance	LABCMPM3
			M4	Manager 4, Lab Compliance	Director, Lab Compliance	LABCMPM4
	Lab Services	Individual Contributor - Clinical	C1	Clinical Lab Professional 1	Medical Lab Technician Testing	LABSVSC1
			C2	Clinical Lab Professional 2	Medical Technologist	LABSVSC2
			C3	Clinical Lab Professional 3	Clinical Lab Services Senior	LABSVSC3
			C4	Clinical Lab Professional 4	Clinical Lab Services Lead	LABSVSC4
		Individual Contributor - Specialized	S2	Lab Services Specialist 2	Lab Services Coordinator	LABSVSS2
			S3	Lab Services Specialist 3	Lab Services Senior Coordinator	LABSVSS3
		Individual Contributor - Technical	T1	Lab Services Technician 1	Patient Services Technician	LABSVST1
			T2	Lab Services Technician 2	Lab Processing Technician	LABSVST2
			T3	Lab Services Technician 3	Senior Lab Processing Technician	LABSVST3
			T4	Lab Services Technician 4	Lab Customer Services Lead	LABSVST4
		People Leader - Managerial	M1	Manager 1, Lab Services	Supervisor, Lab Services	LABSVSM1
			M2	Manager 2, Lab Services	Manager, Lab Services	LABSVSM2
			M3	Manager 3, Lab Services	Associate Director, Lab Services	LABSVSM3
			M4	Manager 4, Lab Services	Director, Lab Services	LABSVSM4
		Internal Resource Pool	C1	Lab Services Technologist - IRP 1	Lab Services Technologist - IRP 1	LABSVS21
			C2	Lab Services Technologist - IRP 2	Lab Services Technologist - IRP 2	LABSVS22
	Molecular Pathology	Individual Contributor - Clinical	C2	Molecular Pathology Technologist 2	Molecular Pathology Technologist	LABMBSC2
			C3	Molecular Pathology Technologist 3	Molecular Pathology Senior Technologist	LABMBSC3
			C4	Molecular Pathology Technologist 4	Molecular Pathology Lead Technologist	LABMBSC4
		People Leader - Managerial	M1	Manager 1, Molecular Pathology	Supervisor, Molecular Pathology	LABMBSM1
			M2	Manager 2, Molecular Pathology	Manager, Molecular Pathology	LABMBSM2
		Internal Resource Pool	C2	Molecular Pathology Technologist - IRP 2	Molecular Pathology Technologist - IRP	LABMBS22
	Renal Pathology	Individual Contributor - Clinical	C1	Renal Pathology Professional 1	Renal Pathology Technician	LABRPTC1
			C2	Renal Pathology Professional 2	Renal Pathology Technologist	LABRPTC2
			C3	Renal Pathology Professional 3	Renal Pathology Senior Technologist	LABRPTC3
			C4	Renal Pathology Professional 4	Renal Pathology Lead Technologist	LABRPTC4
		People Leader - Managerial	M2	Manager 2, Renal Pathology	Manager, Renal Pathology	LABRPTM2
	Surgical Pathology	Individual Contributor - Clinical	C2	Pathologist Assistant 2	Pathologist Assistant	LABSPTC2
			C3	Pathologist Assistant 3	Senior Pathologist Assistant	LABSPTC3
			C4	Pathologist Assistant 4	Lead Pathologist Assistant	LABSPTC4
		Individual Contributor - Technical	T3	Pathologist Technician 3	Pathologist Technician 3	LABSPTT3
			T4	Pathologist Technician 4	Pathologist Technician 4	LABSPTT4
		People Leader - Managerial	M1	Manager 1, Surgical Pathology	Supervisor, Surgical Pathology	LABSPTM1
			M2	Manager 2, Surgical Pathology	Manager, Surgical Pathology	LABSPTM2
	Digital and Tele Pathology	Individual Contributor - Specialized	S2	Digital and Tele Pathology Specialist 2	Digital Asset Management Analyst	LABDPTS2
			S3	Digital and Tele Pathology Specialist 3	Digital Asset Management Senior Analyst	LABDPTS3
			S4	Digital and Tele Pathology Specialist 4	Digital Asset Management Consultant	LABDPTS4
		Individual Contributor - Technical	T2	Digital and Tele Pathology Coordinator 2	Digital Processing Tech	LABDPTT2
			T3	Digital and Tele Pathology Coordinator 3	Senior Digital Processing Tech	LABDPTT3
	Microbiology Laboratory	Individual Contributor - Clinical	C2	Microbiology Technologist 2	Microbiology Technologist	LABMBLC2
			C3	Microbiology Technologist 3	Microbiology Senior Technologist	LABMBLC3
			C4	Microbiology Technologist 4	Microbiology Lead Technologist	LABMBLC4
Clinical Support	Cardiovascular Technician	Individual Contributor - Technical	T2	Cardiovascular Technician 2	Cardiovascular Technician	CLSCVTT2
			T3	Cardiovascular Technician 3	Senior Cardiovascular Technician	CLSCVTT3
			T4	Cardiovascular Technician 4	Lead Cardiovascular Technician	CLSCVTT4
		Internal Resource Pool	T2	Cardiovascular Technician - IRP 2	Cardiovascular Technician - IRP	CLSCVT12
	Emergency Medical Services	Individual Contributor - Technical	T2	Emergency Medical Technician 2	Emergency Medical Technician	CLSEMST2
		Internal Resource Pool	T2	Emergency Medical Technician - IRP 2	Emergency Medical Technician - IRP	CLSEMS12
	High Level Disinfection	Individual Contributor - Specialized	S1	High Level Disinfection Specialist 1	High Level Disinfection Specialist	CLSHLDS1
			S2	High Level Disinfection Specialist 2	High Level Disinfection Analyst	CLSHLDS2
			S3	High Level Disinfection Specialist 3	High Level Disinfection Senior Analyst	CLSHLDS3
		People Leader - Managerial	M1	Manager 1, High Level Disinfection	Supervisor, High Level Disinfection	CLSHLDM1
			M2	Manager 2, High Level Disinfection	Manager, High Level Disinfection	CLSHLDM2
			M3	Manager 3, High Level Disinfection	Associate Director, High Level Disinfection	CLSHLDM3
			M4	Manager 4, High Level Disinfection	Director, High Level Disinfection	CLSHLDM4
	Infant Milk Services	Individual Contributor - Technical	T1	Infant Milk Services Technician 1	Infant Milk Services Technician	CLSIMST1
	Medical Assistance	Individual Contributor - Technical	T1	Medical Assistant 1	Medical Assistant	CLSMEDT1
			T2	Medical Assistant 2	Medical Assistant - Certified	CLSMEDT2
			T3	Medical Assistant 3	Senior Medical Assistant	CLSMEDT3
			T4	Medical Assistant 4	Lead Medical Assistant	CLSMEDT4
		Internal Resource Pool	T1	Medical Assistant - IRP 1	Medical Assistant - IRP - IRP	CLSMED11
	Patient Care Services	Individual Contributor - Technical	T1	Patient Care Associate 1	Patient Care Assistant	CLSPCST1
			T2	Patient Care Associate 2	Patient Care Associate	CLSPCST2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			T3	Patient Care Associate 3	Senior Patient Care Associate	CLSPCST3
			T4	Patient Care Associate 4	Lead Patient Care Associate	CLSPCST4
		Internal Resource Pool	T2	Patient Care Associate - IRP 2	Patient Care Associate - IRP	CLSPCS12
	Patient Transportation	People Leader - Managerial	M1	Manager 1, Patient Transportation	Supervisor, Patient Transportation	CLSPTRM1
			M2	Manager 2, Patient Transportation	Manager, Patient Transportation	CLSPTRM2
			M3	Manager 3, Patient Transportation	Associate Director, Patient Transportation	CLSPTRM3
	Perioperative Support	Individual Contributor - Technical	T2	Perioperative Care Technician 2	Perioperative Care Technician	CLSPERT2
		People Leader - Managerial	M1	Manager 1, Perioperative Support	Supervisor, Perioperative Support	CLSPERM1
			M2	Manager 2, Perioperative Support	Manager, Perioperative Support	CLSPERM2
		Internal Resource Pool	T2	Perioperative Care Technician - IRP 2	Perioperative Care Technician - IRP	CLSPER12
	Physician Extender	Individual Contributor - Technical	T2	Physician Extender 2	Physician Extender	CLSEXTT2
			T3	Physician Extender 3	Senior Physician Extender	CLSEXTT3
			T4	Physician Extender 4	Lead Physician Extender	CLSEXTT4
		Internal Resource Pool	T2	Physician Extender - IRP 2	Physician Extender - IRP	CLSEXT12
	Psychiatric Support	Individual Contributor - Technical	T2	Psychiatric Care Technician 2	Psychiatric Care Technician	CLSPSYT2
			T3	Psychiatric Care Technician 3	Senior Psychiatric Care Technician	CLSPSYT3
			T4	Psychiatric Care Technician 4	Lead Psychiatric Care Technician	CLSPSYT4
		Internal Resource Pool	T2	Psychiatric Care Technician - IRP 2	Psychiatric Care Technician - IRP	CLSPSY12
	Surgical - Anesthesia	Individual Contributor - Technical	T2	Anesthesia Technician 2	Anesthesia Technician	CLSANST2
			T3	Anesthesia Technician 3	Senior Anesthesia Technician	CLSANST3
			T4	Anesthesia Technician 4	Lead Anesthesia Technician	CLSANST4
		People Leader - Managerial	M1	Manager 1, Anesthesia Services	Supervisor, Anesthesia Services	CLSANSM1
		Internal Resource Pool	T2	Anesthesia Technician - IRP 2	Anesthesia Technician - IRP	CLSANS12
	Surgical - Sterile Supply	Individual Contributor - Specialized	S2	Sterile Supply Educator 2	Sterile Supply Educator	CLSSTSS2
			S3	Periop Enterprise Coordinator	Periop Enterprise Coordinator	CLSSTSS3
		Individual Contributor - Technical	T1	Instrumentation Coordinator 1	Instrumentation Assistant	CLSSTST1
			T2	Instrumentation Coordinator 2	Instrumentation Coordinator	CLSSTST2
			T3	Instrumentation Coordinator 3	Instrumentation Senior Coordinator	CLSSTST3
			T4	Instrumentation Coordinator 4	Instrumentation Lead Coordinator	CLSSTST4
		People Leader - Managerial	M1	Manager 1, Sterile Supply	Supervisor, Sterile Supply	CLSSTSM1
			M2	Manager 2, Sterile Supply	Manager, Sterile Supply	CLSSTSM2
			M3	Manager 3, Sterile Supply	Associate Director, Sterile Supply	CLSSTSM3
			M4	Manager 4, Sterile Supply	Director, Sterile Supply	CLSSTSM4
		Internal Resource Pool	T2	Instrumentation Coordinator - IRP 2	Instrumentation Coordinator - IRP	CLSSTS12
	Surgical Technologist - Cardiovascular	Individual Contributor - Technical	T1	Surgical Technologist - Cardiovascular 1	Surgical Technologist - Cardiovascular	CLSCSTT1
			T2	Surgical Technologist - Cardiovascular 2	Surgical Technologist Certified- Cardiovascular	CLSCSTT2
			T3	Surgical Technologist - Cardiovascular 3	Senior Surgical Technologist - Cardiovascular	CLSCSTT3
			T4	Surgical Technologist - Cardiovascular 4	Lead Surgical Technologist - Cardiovascular	CLSCSTT4
		People Leader - Managerial	M1	Manager 1, Surgical Technologist - Cardiovascular	Supervisor, Surgical Technologist - Cardiovascular	CLSCSTM1
			M2	Manager 2, Surgical Technologist - Cardiovascular	Manager, Surgical Technologist - Cardiovascular	CLSCSTM2
		Internal Resource Pool	T1	Surgical Technologist - Cardiovascular - IRP 1	Surgical Technologist - Cardiovascular - IRP	CLSCST11
	Surgical Technologist - Inpatient	Individual Contributor - Specialized	S2	Surgical Technologist Educator 2	Surgical Technologist Educator	CLSISTS2
		Individual Contributor - Technical	T1	Surgical Technologist - Inpatient 1	Surgical Technologist - Inpatient	CLSISTT1
			T2	Surgical Technologist - Inpatient 2	Surgical Technologist Certified - Inpatient	CLSISTT2
			T3	Surgical Technologist - Inpatient 3	Senior Surgical Technologist - Inpatient	CLSISTT3
			T4	Surgical Technologist - Inpatient 4	Lead Surgical Technologist - Inpatient	CLSISTT4
		People Leader - Managerial	M1	Manager 1, Surgical Technologist - Inpatient	Supervisor, Surgical - Technologist Inpatient	CLSISTM1
			M2	Manager 2, Surgical Technologist - Inpatient	Manager, Surgical Technologist - Inpatient	CLSISTM2
		Internal Resource Pool	T1	Surgical Technologist - Inpatient - IRP 1	Surgical Technologist - Inpatient - IRP	CLSIST11
	Surgical Technologist - Outpatient	Individual Contributor - Technical	T1	Surgical Technologist - Outpatient 1	Surgical Technologist - Outpatient	CLSOSTT1
			T2	Surgical Technologist - Outpatient 2	Surgical Technologist Certified- Outpatient	CLSOSTT2
			T3	Surgical Technologist - Outpatient 3	Senior Surgical Technologist - Outpatient	CLSOSTT3
			T4	Surgical Technologist - Outpatient 4	Lead Surgical Technologist - Outpatient	CLSOSTT4
		People Leader - Managerial	M1	Manager 1, Surgical Technologist - Outpatient	Supervisor, Surgical Technologist - Outpatient	CLSOSTM1
			M2	Manager 2, Surgical Technologist - Outpatient	Manager, Surgical Technologist - Outpatient	CLSOSTM2
		Internal Resource Pool	T1	Surgical Technologist - Outpatient - IRP 1	Surgical Technologist - Outpatient - IRP	CLSOST11
	Surgical Technologist First Assist	Individual Contributor - Technical	T2	Surgical Technologist First Assist 2	Surgical Technologist First Assist	CLSSTFT2
	Unit Clerical Support	Individual Contributor - Technical	T2	Unit Clerical Associate 2	Unit Clerical Associate	CLSUCAT2
		Internal Resource Pool	T2	Unit Clerical Associate - IRP 2	Unit Clerical Associate - IRP	CLSUCA12
	Organ Recovery	Individual Contributor - Specialized	S1	Organ Recovery Specialist 1	Organ Recovery Specialist	CLSORGS1
		People Leader - Managerial	M1	Manager 1, Organ Recovery	Manager 1, Organ Recovery	CLSORGM1
	Post-Mastectomy Services	Individual Contributor - Technical	T2	Bra-Prostheses fitter	Bra-Prostheses fitter	CLSPMST2
			T3	Bra-Prostheses certified fitter	Bra-Prostheses certified fitter	CLSPMST3
			T4	Lead Bra-Prostheses certified fitter	Lead Bra-Prostheses certified fitter	CLSPMST4
Development and Engagement	Development	Individual Contributor - Specialized	S1	Development Specialist 1	Development Assistant Director	DEVDEVS1
			S2	Development Specialist 2	Development Associate Director	DEVDEVS2
			S3	Development Specialist 3	Development Director	DEVDEVS3
			S4	Development Specialist 4	Development Sr. Director	DEVDEVS4
			S5	Development Specialist 5	Development Executive Director	DEVDEVS5
			S6	Development Specialist 6	Development Principal Director	DEVDEVS6
		People Leader - Managerial	M1	Manager 1, Development	Director, Development	DEVDEVM1
			M2	Manager 2, Development	Sr. Director, Development	DEVDEVM2
			M3	Manager 3, Development	Executive Director, Development	DEVDEVM3
			M4	Manager 4, Development	Chief Advancement Officer	DEVDEVM4
			M5	Manager 5, Development	Chief Advancement Officer	DEVDEVM5
	Development Services	Individual Contributor - Specialized	S1	Development Services Specialist 1	Development Services Associate	DEVSVCS1
			S2	Development Services Specialist 2	Development Services Senior Associate	DEVSVCS2
			S3	Development Services Specialist 3	Development Services Consultant	DEVSVCS3
			S4	Development Services Specialist 4	Development Services Senior Consultant	DEVSVCS4
			S5	Development Services Specialist 5	Development Services Officer	DEVSVCS5
		Individual Contributor - Technical	T1	Development Services Coordinator 1	Development Services Assistant	DEVSVCT1
			T2	Development Services Coordinator 2	Development Services Specialist	DEVSVCT2
			T3	Development Services Coordinator 3	Development Services Coordinator	DEVSVCT3
			T4	Development Services Coordinator 4	Development Services Senior Coordinator	DEVSVCT4
		People Leader - Managerial	M1	Manager 1, Development Services	Associate Manager, Development Services	DEVSVCM1
			M2	Manager 2, Development Services	Manager, Development Services	DEVSVCM2
			M3	Manager 3, Development Services	Associate Director, Development Services	DEVSVCM3
			M4	Manager 4, Development Services	Director, Development Services	DEVSVCM4
			M5	Manager 5, Development Services	Senior Director, Development Services	DEVSVCM5
	Donor Experience	Individual Contributor - Specialized	S1	Donor Experience Specialist 1	Donor Experience Associate	DEVDEXS1
			S2	Donor Experience Specialist 2	Donor Experience Senior Associate	DEVDEXS2
			S3	Donor Experience Specialist 3	Donor Experience Consultant	DEVDEXS3
			S4	Donor Experience Specialist 4	Donor Experience Senior Consultant	DEVDEXS4
			S5	Donor Experience Specialist 5	Donor Experience Officer	DEVDEXS5
		People Leader - Managerial	M1	Manager 1, Donor Experience	Associate Manager, Donor Experience	DEVDEXM1
			M2	Manager 2, Donor Experience	Manager, Donor Experience	DEVDEXM2
			M3	Manager 3, Donor Experience	Associate Director, Donor Experience	DEVDEXM3
			M4	Manager 4, Donor Experience	Director, Donor Experience	DEVDEXM4
			M5	Manager 5, Donor Experience	Senior Director, Donor Experience	DEVDEXM5
	Prospect Development	Individual Contributor - Specialized	S1	Prospect Development Specialist 1	Prospect Development Associate	DEVPRDS1
			S2	Prospect Development Specialist 2	Prospect Development Senior Associate	DEVPRDS2
			S3	Prospect Development Specialist 3	Prospect Development Consultant	DEVPRDS3
			S4	Prospect Development Specialist 4	Prospect Development Senior Consultant	DEVPRDS4
			S5	Prospect Development Specialist 5	Prospect Development Officer	DEVPRDS5
		People Leader - Managerial	M1	Manager 1, Prospect Development	Associate Manager, Prospect Development	DEVPRDM1
			M2	Manager 2, Prospect Development	Manager, Prospect Development	DEVPRDM2
			M3	Manager 3, Prospect Development	Associate Director, Prospect Development	DEVPRDM3
			M4	Manager 4, Prospect Development	Director, Prospect Development	DEVPRDM4
			M5	Manager 5, Prospect Development	Senior Director, Prospect Development	DEVPRDM5
	Engagement and Alumni Relations	Individual Contributor - Specialized	S1	Engagement and Alumni Relations Specialist 1	Engagement and Alumni Relations, Associate	DEVARES1
			S2	Engagement and Alumni Relations Specialist 2	Engagement and Alumni Relations, Senior Associate	DEVARES2
			S3	Engagement and Alumni Relations Specialist 3	Engagement and Alumni Relations, Consultant	DEVARES3
			S4	Engagement and Alumni Relations Specialist 4	Engagement and Alumni Relations, Senior Consultant	DEVARES4
			S5	Engagement and Alumni Relations Specialist 5	Engagement and Alumni Relations, Officer	DEVARES5
		People Leader - Managerial	M1	Manager 1, Engagement and Alumni Relations	Associate Manager, Engagement and Alumni Relations	DEVAREM1
			M2	Manager 2, Engagement and Alumni Relations	Manager, Engagement and Alumni Relations	DEVAREM2
			M3	Manager 3, Engagement and Alumni Relations	Associate Director, Engagement and Alumni Relations	DEVAREM3
			M4	Manager 4, Engagement and Alumni Relations	Director, Engagement and Alumni Relations	DEVAREM4
			M5	Manager 5, Engagement and Alumni Relations	Senior Director, Engagement and Alumni Relations	DEVAREM5
Education	Continuing Education	Individual Contributor - Specialized	S1	Continuing Education Specialist 1	Continuing Education Associate Specialist	EDUCEDS1
			S2	Continuing Education Specialist 2	Continuing Education Specialist	EDUCEDS2
			S3	Continuing Education Specialist 3	Senior Continuing Education Specialist	EDUCEDS3
			S4	Continuing Education Specialist 4	Continuing Education Consultant	EDUCEDS4
		Individual Contributor - Technical	T1	Continuing Education Coordinator 1	Continuing Education Associate Coordinator	EDUCEDT1

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			T2	Continuing Education Coordinator 2	Continuing Education Coordinator	EDUCEDT2
			T3	Continuing Education Coordinator 3	Continuing Education Senior Coordinator	EDUCEDT3
			T4	Continuing Education Coordinator 4	Continuing Education Lead Coordinator	EDUCEDT4
		People Leader - Managerial	M1	Manager 1, Continuing Education	Supervisor, Continuing Education	EDUCEDM1
			M2	Manager 2, Continuing Education	Manager, Continuing Education	EDUCEDM2
			M3	Manager 3, Continuing Education	Associate Director, Continuing Education	EDUCEDM3
			M4	Manager 4, Continuing Education	Director, Continuing Education	EDUCEDM4
	Early Childhood Education	Individual Contributor - Specialized	S1	Early Childhood Education Specialist 1	Early Childhood Associate Educator	EDUECES1
			S2	Early Childhood Education Specialist 2	Early Childhood Educator	EDUECES2
			S3	Early Childhood Education Specialist 3	Early Childhood Senior Educator	EDUECES3
			S4	Early Childhood Education Specialist 4	Early Childhood Education Advisor	EDUECES4
			S5	Early Childhood Education Specialist 5	Early Childhood Education Senior Advisor	EDUECES5
		Individual Contributor - Technical	T1	Early Childhood Education Coordinator 1	Early Childhood Education Associate Coordinator	EDUECET1
			T2	Early Childhood Education Coordinator 2	Early Childhood Education Coordinator	EDUECET2
		People Leader - Managerial	M1	Manager 1, Early Childhood Education	Supervisor, Early Childhood Education	EDUECEM1
			M2	Manager 2, Early Childhood Education	Manager, Early Childhood Education	EDUECEM2
			M3	Manager 3, Early Childhood Education	Associate Director, Early Childhood Education	EDUECEM3
			M4	Manager 4, Early Childhood Education	Director, Early Childhood Education	EDUECEM4
	Education Program	Individual Contributor - Specialized	S1	Education Program Specialist 1	Education Program Associate Specialist	EDUEDPS1
			S2	Education Program Specialist 2	Education Program Specialist	EDUEDPS2
			S3	Education Program Specialist 3	Education Program Senior Specialist	EDUEDPS3
			S4	Education Program Specialist 4	Education Program Consultant	EDUEDPS4
		Individual Contributor - Technical	T1	Education Program Coordinator 1	Education Program Associate Coordinator	EDUEDPT1
			T2	Education Program Coordinator 2	Education Program Coordinator	EDUEDPT2
			T3	Education Program Coordinator 3	Education Program Senior Coordinator	EDUEDPT3
			T4	Education Program Coordinator 4	Education Program Lead Coordinator	EDUEDPT4
		People Leader - Managerial	M1	Manager 1, Education Program	Supervisor, Education Program	EDUEDPM1
			M2	Manager 2, Education Program	Manager, Education Program	EDUEDPM2
			M3	Manager 3, Education Program	Associate Director, Education Program	EDUEDPM3
			M4	Manager 4, Education Program	Director, Education Program	EDUEDPM4
	Electronic Learning Development	Individual Contributor - Specialized	S1	Electronic Learning Development Specialist 1	Electronic Learning Development Associate Specialist	EDUELDS1
			S2	Electronic Learning Development Specialist 2	Electronic Learning Development Specialist	EDUELDS2
			S3	Electronic Learning Development Specialist 3	Electronic Learning Development Senior Specialist	EDUELDS3
			S4	Electronic Learning Development Specialist 4	Electronic Learning Development Consultant	EDUELDS4
			S5	Electronic Learning Development Specialist 5	Electronic Learning Development Sr. Consultant	EDUELDS5
		People Leader - Managerial	M1	Manager 1, Electronic Learning Development	Supervisor, Electronic Learning Development	EDUELDM1
			M2	Manager 2, Electronic Learning Development	Manager, Electronic Learning Development	EDUELDM2
			M3	Manager 3, Electronic Learning Development	Associate Director, Electronic Learning Development	EDUELDM3
			M4	Manager 4, Electronic Learning Development	Director, Electronic Learning Development	EDUELDM4
	Extension Educators	Individual Contributor - Specialized	S1	Extension Educator 1	Extension Educators Specialist	EDUEXTS1
			S2	Extension Educator 2	Extension Educators Representative	EDUEXTS2
			S3	Extension Educator 3	Extension Educators Senior Representative	EDUEXTS3
			S4	Extension Educator 4	Extension Educators Consultant	EDUEXTS4
		Individual Contributor - Technical	T1	Extension Educators Coordinator 1	Extension Educators Associate Coordinator	EDUEXTT1
			T2	Extension Educators Coordinator 2	Extension Educators Coordinator	EDUEXTT2
			T3	Extension Educators Coordinator 3	Extension Educators Senior Coordinator	EDUEXTT3
			T4	Extension Educators Coordinator 4	Extension Educators Lead Coordinator	EDUEXTT4
		People Leader - Managerial	M1	Manager 1, Extension Educators	Supervisor, Extension Educators	EDUEXTM1
			M2	Manager 2, Extension Educators	Manager, Extension Educators	EDUEXTM2
			M3	Manager 3, Extension Educators	Associate Director, Extension Educators	EDUEXTM3
			M4	Manager 4, Extension Educators	Director, Extension Educators	EDUEXTM4
	Graduate Medical Education	Individual Contributor - Specialized	S1	Graduate Medical Education Specialist 1	Graduate Medical Education Associate Specialist	EDUGMES1
			S2	Graduate Medical Education Specialist 2	Graduate Medical Education Specialist	EDUGMES2
			S3	Graduate Medical Education Specialist 3	Graduate Medical Education Senior Specialist	EDUGMES3
			S4	Graduate Medical Education Specialist 4	Graduate Medical Education Consultant	EDUGMES4
		Individual Contributor - Technical	T1	Graduate Medical Education Coordinator 1	Gradate Medical Education Associate Coordinator	EDUGMET1
			T2	Graduate Medical Education Coordinator 2	Graduate Medical Education Coordinator	EDUGMET2
			T3	Graduate Medical Education Coordinator 3	Graduate Medical Education Senior Coordinator	EDUGMET3
			T4	Graduate Medical Education Coordinator 4	Graduate Medical Education Lead Coordinator	EDUGMET4
		People Leader - Managerial	M1	Manager 1, Graduate Medical Education	Supervisor, Graduate Medical Education	EDUGMEM1
			M2	Manager 2, Graduate Medical Education	Manager, Graduate Medical Education	EDUGMEM2
			M3	Manager 3, Graduate Medical Education	Associate Director, Graduate Medical Education	EDUGMEM3
			M4	Manager 4, Graduate Medical Education	Director, Graduate Medical Education	EDUGMEM4
	Instructional Aid	Individual Contributor - Specialized	S1	Instructional Aid Specialist 1	Instructional Aid Associate Specialist	EDUIADS1
			S2	Instructional Aid Specialist 2	Instructional Aid Specialist	EDUIADS2
			S3	Instructional Aid Specialist 3	Instructional Aid Senior Specialist	EDUIADS3
		Individual Contributor - Technical	T1	Instructional Aid Coordinator 1	Instructional Aid Associate Coordinator	EDUIADT1
			T2	Instructional Aid Coordinator 2	Instructional Aid Coordinator	EDUIADT2
			T3	Instructional Aid Coordinator 3	Instructional Aid Senior Coordinator	EDUIADT3
			T4	Instructional Aid Coordinator 4	Instructional Aid Lead Coordinator	EDUIADT4
		People Leader - Managerial	M1	Manager 1, Instructional Aid	Supervisor, Instructional Aid	EDUIADM1
			M2	Manager 2, Instructional Aid	Manager, Instructional Aid	EDUIADM2
			M3	Manager 3, Instructional Aid	Associate Director, Instructional Aid	EDUIADM3
			M4	Manager 4, Instructional Aid	Director, Instructional Aid	EDUIADM4
	Instructional Design	Individual Contributor - Specialized	S1	Instructional Design Specialist 1	Instructional Design Associate Specialist	EDUIDGS1
			S2	Instructional Design Specialist 2	Instructional Design Specialist	EDUIDGS2
			S3	Instructional Design Specialist 3	Instructional Design Senior Specialist	EDUIDGS3
			S4	Instructional Design Specialist 4	Instructional Design Associate Consultant	EDUIDGS4
			S5	Instructional Design Specialist 5	Instructional Design Consultant	EDUIDGS5
		People Leader - Managerial	M1	Manager 1, Instructional Design	Supervisor, Instructional Design	EDUIDGM1
			M2	Manager 2, Instructional Design	Manager, Instructional Design	EDUIDGM2
			M3	Manager 3, Instructional Design	Associate Director, Instructional Design	EDUIDGM3
			M4	Manager 4, Instructional Design	Director, Instructional Design	EDUIDGM4
	Tutoring	Individual Contributor - Specialized	S3	Tutor 3	Tutor	EDUTUTS3
		People Leader - Managerial	M2	Manager 2, Tutoring	Manager, Tutoring	EDUTUTM2
	Youth Program Educator	Individual Contributor - Specialized	S2	Youth Program Educator 2	Youth Program Educator	EDUYPES2
			S3	Youth Program Educator 3	Youth Program Senior Educator	EDUYPES3
		People Leader - Managerial	M1	Manager 1, Youth Program Educator	Associate Manager, Youth Program Educator	EDUYPEM1
			M2	Manager 2, Youth Program Educator	Manager, Youth Program Educator	EDUYPEM2
			M3	Manager 3, Youth Program Educator	Associate Director, Youth Program Educator	EDUYPEM3
			M4	Manager 4, Youth Program Educator	Director, Youth Program Educator	EDUYPEM4
Environmental Health and Safety	Biosafety	Individual Contributor - Specialized	S1	Biosafety Officer 1	Biosafety Specialist	EHSBSFS1
			S2	Biosafety Officer 2	Assistant Biosafety Officer	EHSBSFS2
			S3	Biosafety Officer 3	Biosafety Officer	EHSBSFS3
			S4	Biosafety Officer 4	Biosafety Consultant	EHSBSFS4
		People Leader - Managerial	M1	Manager 1, Biosafety	Supervisor, Biosafety	EHSBSFM1
			M2	Manager 2, Biosafety	Manager, Biosafety	EHSBSFM2
	Environmental Compliance	Individual Contributor - Specialized	S1	Environmental Compliance Officer 1	Environmental Compliance Specialist	EHSEVCS1
			S2	Environmental Compliance Officer 2	Environmental Compliance Officer	EHSEVCS2
			S3	Environmental Compliance Officer 3	Senior Environmental Compliance Officer	EHSEVCS3
			S4	Environmental Compliance Officer 4	Environmental Compliance Consultant	EHSEVCS4
		Individual Contributor - Technical	T1	Environmental Compliance Coordinator 1	Environmental Compliance Assistant	EHSEVCT1
			T2	Environmental Compliance Coordinator 2	Environmental Compliance Coordinator	EHSEVCT2
			T3	Environmental Compliance Coordinator 3	Environmental Compliance Senior Coordinator	EHSEVCT3
			T4	Environmental Compliance Coordinator 4	Environmental Compliance Lead Coordinator	EHSEVCT4
		People Leader - Managerial	M1	Manager 1, Environmental Compliance	Supervisor, Environmental Compliance	EHSEVCM1
			M2	Manager 2, Environmental Compliance	Manager, Environmental Compliance	EHSEVCM2
			M3	Manager 3, Environmental Compliance	Associate Director, Environmental Compliance	EHSEVCM3
			M4	Manager 4, Environmental Compliance	Director, Environmental Compliance	EHSEVCM4
	Environmental Health and Safety Services	People Leader - Managerial	M2	Manager 2, Environmental Health and Safety Services	Manager, Environmental Health and Safety Services	EHSSVCM2
			M3	Manager 3, Environmental Health and Safety Services	Associate Director, Environmental Health and Safety Services	EHSSVCM3
			M4	Manager 4, Environmental Health and Safety Services	Director, Environmental Health and Safety Services	EHSSVCM4
			M5	Manager 5, Environmental Health and Safety Services	Senior Director, Environmental Health and Safety Services	EHSSVCM5
	Hazardous Materials Management	Individual Contributor - Specialized	S1	Hazardous Materials Analyst 1	Hazardous Materials Specialist	EHSHMMS1
			S2	Hazardous Materials Analyst 2	Hazardous Materials Analyst	EHSHMMS2
			S3	Hazardous Materials Analyst 3	Senior Hazardous Materials Analyst	EHSHMMS3
			S4	Hazardous Materials Analyst 4	Hazardous Materials Consultant	EHSHMMS4
		Individual Contributor - Technical	T1	Hazardous Materials Technician 1	Hazardous Materials Assistant	EHSHMMT1
			T2	Hazardous Materials Technician 2	Hazardous Materials Technician	EHSHMMT2
			T3	Hazardous Materials Technician 3	Hazardous Materials Senior Technician	EHSHMMT3
			T4	Hazardous Materials Technician 4	Hazardous Materials Lead Technician	EHSHMMT4
		People Leader - Managerial	M1	Manager 1, Hazardous Materials Management	Supervisor, Hazardous Materials Management	EHSHMMM1
	Hospital Safety - Emergency Management	Individual Contributor - Specialized	S1	Emergency Management Officer 1	Emergency Management Specialist	EHSEMGS1
			S2	Emergency Management Officer 2	Emergency Management Officer	EHSEMGS2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S3	Emergency Management Officer 3	Senior Emergency Management Officer	EHSEMGS3
			S4	Emergency Management Officer 4	Emergency Management Consultant	EHSEMGS4
	Hospital Safety - Environment of Care	Individual Contributor - Specialized	S1	Environment of Care Safety Officer 1	Environment of Care Safety Specialist	EHSEOCS1
			S2	Environment of Care Safety Officer 2	Environment of Care Safety Officer	EHSEOCS2
			S3	Environment of Care Safety Officer 3	Senior Environment of Care Safety Officer	EHSEOCS3
			S4	Environment of Care Safety Officer 4	Environment of Care Safety Consultant	EHSEOCS4
	Hospital Safety - Life Safety	Individual Contributor - Specialized	S1	Life Safety Officer 1	Life Safety Specialist	EHSLSFS1
			S2	Life Safety Officer 2	Life Safety Officer	EHSLSFS2
			S3	Life Safety Officer 3	Senior Life Safety Officer	EHSLSFS3
			S4	Life Safety Officer 4	Life Safety Consultant	EHSLSFS4
	Laboratory Safety	Individual Contributor - Specialized	S1	Laboratory Safety Officer 1	Laboratory Safety Specialist	EHSLABS1
			S2	Laboratory Safety Officer 2	Laboratory Safety Officer	EHSLABS2
			S3	Laboratory Safety Officer 3	Senior Laboratory Safety Officer	EHSLABS3
			S4	Laboratory Safety Officer 4	Laboratory Safety Consultant	EHSLABS4
		People Leader - Managerial	M1	Manager 1, Laboratory Safety	Associate Manager, Laboratory Safety	EHSLABM1
			M2	Manager 2, Laboratory Safety	Manager, Laboratory Safety	EHSLABM2
			M3	Manager 3, Laboratory Safety	Associate Director, Laboratory Safety	EHSLABM3
			M4	Manager 4, Laboratory Safety	Director, Laboratory Safety	EHSLABM4
	Medical Health Physics	Individual Contributor - Specialized	S2	Medical Health Physicist 2	Medical Health Physicist	EHSMHPS2
			S3	Medical Health Physicist 3	Senior Medical Health Physicist	EHSMHPS3
			S4	Medical Health Physicist 4	Medical Health Physics Consultant	EHSMHPS4
		Individual Contributor - Technical	T1	Medical Health Physics Technician 1	Medical Health Physics Assistant	EHSMHPT1
			T2	Medical Health Physics Technician 2	Medical Health Physics Technician	EHSMHPT2
			T3	Medical Health Physics Technician 3	Senior Medical Health Physics Technician	EHSMHPT3
		People Leader - Managerial	M1	Manager 1, Medical Health Physics	Associate Manager, Medical Health Physics	EHSMHPM1
			M2	Manager 2, Medical Health Physics	Manager, Medical Health Physics	EHSMHPM2
			M3	Manager 3, Medical Health Physics	Associate Director, Medical Health Physics	EHSMHPM3
	Occupational Health and Safety	Individual Contributor - Specialized	S1	Occupational Health and Safety Officer 1	Occupational Health and Safety Specialist	EHSOHSS1
			S2	Occupational Health and Safety Officer 2	Occupational Health and Safety Officer	EHSOHSS2
			S3	Occupational Health and Safety Officer 3	Senior Occupational Health and Safety Officer	EHSOHSS3
			S4	Occupational Health and Safety Officer 4	Occupational Health and Safety Consultant	EHSOHSS4
		People Leader - Managerial	M1	Manager 1, Occupational Health and Safety	Associate Manager, Occupational Health and Safety	EHSOHSM1
			M2	Manager 2, Occupational Health and Safety	Manager, Occupational Health and Safety	EHSOHSM2
			M3	Manager 3, Occupational Health and Safety	Associate Director, Occupational Health and Safety	EHSOHSM3
			M4	Manager 4, Occupational Health and Safety	Director, Occupational Health and Safety	EHSOHSM4
	Radiation Safety	Individual Contributor - Specialized	S2	Health Physicist 2	Health Physicist	EHSRADS2
			S3	Health Physicist 3	Senior Health Physicist	EHSRADS3
			S4	Health Physicist 4	Health Physics Consultant	EHSRADS4
		People Leader - Managerial	M1	Manager 1, Radiation Safety	Associate Manager, Radiation Safety	EHSRADM1
			M2	Manager 2, Radiation Safety	Assistant Radiation Safety Officer	EHSRADM2
			M3	Manager 3, Radiation Safety	Radiation Safety Officer	EHSRADM3
			M4	Manager 4, Radiation Safety	Director, Radiation Safety	EHSRADM4
	Safety and Loss Control	Individual Contributor - Specialized	S1	Safety and Loss Control Specialist 1	Safety and Loss Control Specialist	EHSSAFS1
			S2	Safety and Loss Control Specialist 2	Safety and Loss Control Representative	EHSSAFS2
			S3	Safety and Loss Control Specialist 3	Safety and Loss Control Senior Representative	EHSSAFS3
			S4	Safety and Loss Control Specialist 4	Safety and Loss Control Consultant	EHSSAFS4
		People Leader - Managerial	M1	Manager 1, Safety and Loss Control	Associate Manager, Safety and Loss Control	EHSSAFM1
			M2	Manager 2, Safety and Loss Control	Manager, Safety and Loss Control	EHSSAFM2
			M3	Manager 3, Safety and Loss Control	Associate Director, Safety and Loss Control	EHSSAFM3
			M4	Manager 4, Safety and Loss Control	Director, Safety and Loss Control	EHSSAFM4
Facilities, Engineering and Acquisition	Biomedical Engineering	Individual Contributor - Specialized	S1	Biomedical Engineering Specialist 1	Biomedical Engineering Specialist 1	FACBMES1
			S2	Biomedical Engineering Specialist 2	Biomedical Engineering Specialist 2	FACBMES2
			S3	Biomedical Engineering Specialist 3	Biomedical Engineering Specialist 3	FACBMES3
		Individual Contributor - Technical	T1	Biomedical Engineering Technician 1	Biomedical Engineering Technician 1	FACBMET1
			T2	Biomedical Engineering Technician 2	Biomedical Engineering Technician 2	FACBMET2
			T3	Biomedical Engineering Technician 3	Biomedical Engineering Technician 3	FACBMET3
			T4	Biomedical Engineering Technician 4	Biomedical Engineering Technician 4	FACBMET4
		People Leader - Managerial	M1	Manager 1, Biomedical Engineering	Manager 1, Biomedical Engineering	FACBMEM1
			M2	Manager 2, Biomedical Engineering	Manager 2, Biomedical Engineering	FACBMEM2
			M3	Manager 3, Biomedical Engineering	Manager 3, Biomedical Engineering	FACBMEM3
			M4	Manager 4, Biomedical Engineering	Manager 4, Biomedical Engineering	FACBMEM4
		Internal Resource Pool	T2	Biomedical Engineering Technician - IRP 2	Biomedical Engineering Technician - IRP	FACBME12
	Biomedical Field Services	Individual Contributor - Specialized	S1	Biomedical Field Services Specialist 1	Biomedical Field Services Specialist 1	FACFSES1
			S2	Biomedical Field Services Specialist 2	Biomedical Field Services Specialist 2	FACFSES2
			S3	Biomedical Field Services Specialist 3	Biomedical Field Services Specialist 3	FACFSES3
		Individual Contributor - Technical	T2	Biomedical Field Services Technician 2	Biomedical Field Services Technician 2	FACFSET2
			T3	Biomedical Field Services Technician 3	Biomedical Field Services Technician 3	FACFSET3
			T4	Biomedical Field Services Technician 4	Biomedical Field Services Technician 4	FACFSET4
		People Leader - Managerial	M1	Manager 1, Biomedical Field Services	Manager 1, Biomedical Field Services	FACFSEM1
			M2	Manager 2, Biomedical Field Services	Manager 2, Biomedical Field Services	FACFSEM2
			M3	Manager 3, Biomedical Field Services	Manager 3, Biomedical Field Services	FACFSEM3
			M4	Manager 4, Biomedical Field Services	Manager 4, Biomedical Field Services	FACFSEM4
	Building Systems - HVAC	Individual Contributor - Specialized	S1	Building Systems - HVAC Specialist 1	HVAC Systems Specialist	FACHVCS1
			S2	Building Systems - HVAC Specialist 2	HVAC Systems Analyst	FACHVCS2
			S3	Building Systems - HVAC Specialist 3	HVAC Systems Senior Analyst	FACHVCS3
			S4	Building Systems - HVAC Specialist 4	HVAC Systems Consultant	FACHVCS4
		Individual Contributor - Technical	T1	Building Systems - HVAC Technician 1	Building Systems - HVAC Technician 1	FACHVCT1
			T2	Building Systems - HVAC Technician 2	Building Systems - HVAC Technician 2	FACHVCT2
			T3	Building Systems - HVAC Technician 3	Building Systems - HVAC Technician 3	FACHVCT3
			T4	Building Systems - HVAC Technician 4	Building Systems - HVAC Technician 4	FACHVCT4
		People Leader - Managerial	M1	Manager 1, Building Systems - HVAC	Supervisor, Building Systems - HVAC	FACHVCM1
			M2	Manager 2, Building Systems - HVAC	Manager, Building Systems - HVAC	FACHVCM2
			M3	Manager 3, Building Systems - HVAC	Associate Director, Building Systems - HVAC	FACHVCM3
	Campus Planning	Individual Contributor - Specialized	S1	Campus Planning Specialist 1	Campus Planning Specialist	FACPLNS1
			S2	Campus Planning Specialist 2	Campus Planning Analyst	FACPLNS2
			S3	Campus Planning Specialist 3	Campus Planning Senior Analyst	FACPLNS3
			S4	Campus Planning Specialist 4	Campus Planning Consultant	FACPLNS4
			S5	Campus Planning Specialist 5	Campus Planning Senior Consultant	FACPLNS5
		People Leader - Managerial	M1	Manager 1, Campus Planning	Supervisor, Campus Planning	FACPLNM1
			M2	Manager 2, Campus Planning	Manager, Campus Planning	FACPLNM2
			M3	Manager 3, Campus Planning	Associate Director, Campus Planning	FACPLNM3
			M4	Manager 4, Campus Planning	Director, Campus Planning	FACPLNM4
			M5	Manager 5, Campus Planning	Senior Director, Campus Planning	FACPLNM5
	Civil Engineering	Individual Contributor - Specialized	S1	Civil Engineering Specialist 1	Civil Associate Engineer	FACCVLS1
			S2	Civil Engineering Specialist 2	Civil Engineer	FACCVLS2
			S3	Civil Engineering Specialist 3	Senior Civil Engineer	FACCVLS3
			S4	Civil Engineering Specialist 4	Lead Civil Engineer	FACCVLS4
		Individual Contributor - Technical	T1	Civil Engineering Technician 1	Civil Engineering Technician 1	FACCVLT1
			T2	Civil Engineering Technician 2	Civil Engineering Technician 2	FACCVLT2
	Electrical Engineering	Individual Contributor - Specialized	S1	Electrical Engineering Specialist 1	Electrical Associate Engineer	FACELCS1
			S2	Electrical Engineering Specialist 2	Electrical Engineer	FACELCS2
			S3	Electrical Engineering Specialist 3	Senior Electrical Engineer	FACELCS3
			S4	Electrical Engineering Specialist 4	Lead Electrical Engineer	FACELCS4
		Individual Contributor - Technical	T1	Electrical Engineering Technician 1	Electrical Engineering Technician 1	FACELCT1
			T2	Electrical Engineering Technician 2	Electrical Engineering Technician 2	FACELCT2
			T3	Electrical Engineering Technician 3	Electrical Engineering Technician 3	FACELCT3
			T4	Electrical Engineering Technician 4	Electrical Engineering Technician 4	FACELCT4
	Environmental Sustainability	Individual Contributor - Specialized	S1	Environmental Sustainability Specialist 1	Environmental Sustainability Specialist	FACSUSS1
			S2	Environmental Sustainability Specialist 2	Environmental Sustainability Analyst	FACSUSS2
			S3	Environmental Sustainability Specialist 3	Environmental Sustainability Senior Analyst	FACSUSS3
			S4	Environmental Sustainability Specialist 4	Environmental Sustainability Consultant	FACSUSS4
			S5	Environmental Sustainability Specialist 5	Environmental Sustainability Senior Consultant	FACSUSS5
		Individual Contributor - Technical	T1	Environmental Sustainability Coordinator 1	Environmental Sustainability Coordinator 1	FACSUST1
			T2	Environmental Sustainability Coordinator 2	Environmental Sustainability Coordinator 2	FACSUST2
		People Leader - Managerial	M1	Manager 1, Environmental Sustainability	Supervisor, Environmental Sustainability	FACSUSM1
			M2	Manager 2, Environmental Sustainability	Manager, Environmental Sustainability	FACSUSM2
			M3	Manager 3, Environmental Sustainability	Associate Director, Environmental Sustainability	FACSUSM3
			M4	Manager 4, Environmental Sustainability	Director, Environmental Sustainability	FACSUSM4
	Facilities Engineering	Individual Contributor - Specialized	S1	Facilities Engineering Specialist 1	Facilities Associate Engineer	FACENGS1
			S2	Facilities Engineering Specialist 2	Facilities Engineer	FACENGS2
			S3	Facilities Engineering Specialist 3	Senior Facilities Engineer	FACENGS3
			S4	Facilities Engineering Specialist 4	Lead Facilities Engineer	FACENGS4
		People Leader - Managerial	M1	Manager 1, Facilities Engineering	Supervisor, Facilities Engineering	FACENGM1
			M2	Manager 2, Facilities Engineering	Manager, Facilities Engineering	FACENGM2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M3	Manager 3, Facilities Engineering	Manager 3, Facilities Engineering	**FACENGM3**
			M4	Manager 4, Facilities Engineering	Director, Facilities Engineering	**FACENGM4**
			M5	Manager 5, Facilities Engineering	Senior Director, Facilities Engineering	**FACENGM5**
	Facilities Operations	Individual Contributor - Specialized	S1	Facilities Operations Specialist 1	Facilities Operations Specialist	**FACOPSS1**
			S2	Facilities Operations Specialist 2	Facilities Operations Analyst	**FACOPSS2**
			S3	Facilities Operations Specialist 3	Facilities Operations Senior Analyst	**FACOPSS3**
			S4	Facilities Operations Specialist 4	Facilities Operations Consultant	**FACOPSS4**
		Individual Contributor - Technical	T1	Facilities Operations Technician 1	Facilities Operations Technician 1	**FACOPST1**
			T2	Facilities Operations Technician 2	Facilities Operations Technician 2	**FACOPST2**
			T3	Facilities Operations Technician 3	Facilities Operations Technician 3	**FACOPST3**
			T4	Facilities Operations Technician 4	Facilities Operations Technician 4	**FACOPST4**
		People Leader - Managerial	M1	Manager 1, Facilities Operations	Supervisor, Facilities Operations	**FACOPSM1**
			M2	Manager 2, Facilities Operations	Manager, Facilities Operations	**FACOPSM2**
			M3	Manager 3, Facilities Operations	Associate Director, Facilities Operations	**FACOPSM3**
			M4	Manager 4, Facilities Operations	Director, Facilities Operations	**FACOPSM4**
			M5	Manager 5, Facilities Operations	Senior Director, Facilities Operations	**FACOPSM5**
	Facilities Project Management	Individual Contributor - Specialized	S1	Facilities Project Management Specialist 1	Facilities Associate Project Manager	**FACFPMS1**
			S2	Facilities Project Management Specialist 2	Facilities Project Manager	**FACFPMS2**
			S3	Facilities Project Management Specialist 3	Facilities Senior Project Manager	**FACFPMS3**
			S4	Facilities Project Management Specialist 4	Facilities Project Management Consultant	**FACFPMS4**
			S5	Facilities Project Management Specialist 5	Facilities Project Management Senior Consultant	**FACFPMS5**
		People Leader - Managerial	M1	Manager 1, Facilities Project Management	Supervisor, Facilities Project Management	**FACFPMM1**
			M2	Manager 2, Facilities Project Management	Manager, Facilities Project Management	**FACFPMM2**
			M3	Manager 3, Facilities Project Management	Associate Director, Facilities Project Management	**FACFPMM3**
			M4	Manager 4, Facilities Project Management	Director, Facilities Project Management	**FACFPMM4**
			M5	Manager 5, Facilities Project Management	Senior Director, Facilities Project Management	**FACFPMM5**
	Facilities Services	Individual Contributor - Specialized	S1	Facilities Services Specialist 1	Facilities Services Specialist	**FACSVSS1**
			S2	Facilities Services Specialist 2	Facilities Services Analyst	**FACSVSS2**
			S3	Facilities Services Specialist 3	Facilities Services Senior Analyst	**FACSVSS3**
			S4	Facilities Services Specialist 4	Facilities Services Consultant	**FACSVSS4**
		People Leader - Managerial	M1	Manager 1, Facilities Services	Supervisor, Facilities Services	**FACSVSM1**
			M2	Manager 2, Facilities Services	Manager, Facilities Services	**FACSVSM2**
			M3	Manager 3, Facilities Services	Associate Director, Facilities Services	**FACSVSM3**
			M4	Manager 4, Facilities Services	Director, Facilities Services	**FACSVSM4**
	Interior Design Planning	Individual Contributor - Specialized	S1	Interior Design Planning Specialist 1	Interior Design Planning Specialist 1	**FACIDPS1**
			S2	Interior Design Planning Specialist 2	Interior Design Planning Specialist 2	**FACIDPS2**
			S3	Interior Design Planning Specialist 3	Interior Design Planning Specialist 3	**FACIDPS3**
			S4	Interior Design Planning Specialist 4	Interior Design Planning Specialist 4	**FACIDPS4**
			S5	Interior Design Planning Specialist 5	Interior Design Planning Specialist 5	**FACIDPS5**
		People Leader - Managerial	M1	Manager 1, Interior Design Planning	Supervisor, Interior Design Planning	**FACIDPM1**
			M2	Manager 2, Interior Design Planning	Manager 2, Interior Design Planning	**FACIDPM2**
			M3	Manager 3, Interior Design Planning	Manager 3, Interior Design Planning	**FACIDPM3**
	Linear Accelerator Engineering	Individual Contributor - Specialized	S2	Linear Accelerator Engineering Specialist 2	Linear Accelerator Engineering Specialist 2	**FACLAES2**
			S3	Linear Accelerator Engineering Specialist 3	Linear Accelerator Engineering Specialist 3	**FACLAES3**
		Internal Resource Pool	S2	Linear Accelerator Engineering Specialist - IRP 2	Linear Accelerator Engineering Specialist - IRP	**FACLAE32**
	Mechanical Engineering	Individual Contributor - Specialized	S1	Mechanical Engineering Specialist 1	Mechanical Associate Engineer	**FACMECS1**
			S2	Mechanical Engineering Specialist 2	Mechanical Engineer	**FACMECS2**
			S3	Mechanical Engineering Specialist 3	Senior Mechanical Engineer	**FACMECS3**
			S4	Mechanical Engineering Specialist 4	Lead Mechanical Engineer	**FACMECS4**
		Individual Contributor - Technical	T1	Mechanical Engineering Technician 1	Mechanical Engineering Technician 1	**FACMECT1**
			T2	Mechanical Engineering Technician 2	Mechanical Engineering Technician 2	**FACMECT2**
			T3	Mechanical Engineering Technician 3	Mechanical Engineering Technician 3	**FACMECT3**
			T4	Mechanical Engineering Technician 4	Mechanical Engineering Technician 4	**FACMECT4**
	Radiology Equipment Engineering	Individual Contributor - Specialized	S1	Radiology Equipment Engineering Specialist 1	Radiology Equipment Engineering Specialist 1	**FACREES1**
			S2	Radiology Equipment Engineering Specialist 2	Radiology Equipment Engineering Specialist 2	**FACREES2**
			S3	Radiology Equipment Engineering Specialist 3	Radiology Equipment Engineering Specialist 3	**FACREES3**
		Individual Contributor - Technical	T2	Radiology Equipment Engineering Technician 2	Radiology Equipment Engineering Technician 2	**FACREET2**
			T3	Radiology Equipment Engineering Technician 3	Radiology Equipment Engineering Technician 3	**FACREET3**
			T4	Radiology Equipment Engineering Technician 4	Radiology Equipment Engineering Technician 4	**FACREET4**
		People Leader - Managerial	M1	Manager 1, Radiology Equipment Engineering	Manager 1, Radiology Equipment Engineering	**FACREEM1**
			M2	Manager 2, Radiology Equipment Engineering	Manager 2, Radiology Equipment Engineering	**FACREEM2**
			M3	Manager 3, Radiology Equipment Engineering	Manager 3, Radiology Equipment Engineering	**FACREEM3**
			M4	Manager 4, Radiology Equipment Engineering	Manager 4, Radiology Equipment Engineering	**FACREEM4**
		Internal Resource Pool	T2	Radiology Equipment Engineering Technician - IRP 2	Radiology Equipment Engineering Technician - IRP	**FACREE12**
	Real Estate	Individual Contributor - Specialized	S1	Real Estate Specialist 1	Real Estate Specialist	**FACRLES1**
			S2	Real Estate Specialist 2	Real Estate Analyst	**FACRLES2**
			S3	Real Estate Specialist 3	Real Estate Senior Analyst	**FACRLES3**
			S4	Real Estate Specialist 4	Real Estate Consultant	**FACRLES4**
			S5	Real Estate Specialist 5	Real Estate Senior Consultant	**FACRLES5**
		People Leader - Managerial	M1	Manager 1, Real Estate	Supervisor, Real Estate	**FACRLEM1**
			M2	Manager 2, Real Estate	Manager, Real Estate	**FACRLEM2**
			M3	Manager 3, Real Estate	Associate Director, Real Estate	**FACRLEM3**
			M4	Manager 4, Real Estate	Director, Real Estate	**FACRLEM4**
	Field Service Engineering	Internal Resource Pool	T2	Field Service Engineering Technician - IRP 2	Field Service Engineering Technician - IRP	**FACFSE12**
	Facilities Services Training	Individual Contributor - Specialized	S1	Facilities Services Training Specialist 1	Facilities Services Training Specialist 1	**FACTRAS1**
			S2	Facilities Services Training Specialist 2	Facilities Services Training Specialist 2	**FACTRAS2**
		People Leader - Managerial	M1	Manager 1, Facilities Services Training	Supervisor, Facilities Services Training	**FACTRAM1**
			M2	Manager 2, Facilities Services Training	Manager, Facilities Services Training	**FACTRAM2**
Finance	**Accounting**	Individual Contributor - Specialized	S1	Accountant 1	Staff Accountant	**FINACTS1**
			S2	Accountant 1	Accountant	**FINACTS2**
			S3	Accountant 3	Senior Accountant	**FINACTS3**
			S4	Accountant 4	Accounting Advisor	**FINACTS4**
			S5	Accountant 5	Accounting Senior Advisor	**FINACTS5**
			S6	Accountant 6	Accounting Principal Advisor	**FINACTS6**
		Individual Contributor - Technical	T1	Accounting Coordinator 1	Accounting Assistant	**FINACTT1**
			T2	Accounting Coordinator 2	Accounting Coordinator	**FINACTT2**
			T3	Accounting Coordinator 3	Accounting Senior Coordinator	**FINACTT3**
			T4	Accounting Coordinator 4	Accounting Lead Coordinator	**FINACTT4**
		People Leader - Managerial	M1	Manager 1, Accounting	Associate Manager, Accounting	**FINACTM1**
			M2	Manager 2, Accounting	Manager, Accounting	**FINACTM2**
			M3	Manager 3, Accounting	Associate Director, Accounting	**FINACTM3**
			M4	Manager 4, Accounting	Director, Accounting	**FINACTM4**
			M5	Manager 5, Accounting	Senior Director, Accounting	**FINACTM5**
	Accounts Payable	Individual Contributor - Specialized	S1	Accounts Payable Specialist 1	Accounts Payable Specialist	**FINAPS1**
			S2	Accounts Payable Specialist 2	Accounts Payable Analyst	**FINAPS2**
			S3	Accounts Payable Specialist 3	Accounts Payable Senior Analyst	**FINAPS3**
			S4	Accounts Payable Specialist 4	Accounts Payable Consultant	**FINAPS4**
			S5	Accounts Payable Specialist 5	Accounts Payable Senior Consultant	**FINAPS5**
		Individual Contributor - Technical	T1	Accounts Payable Coordinator 1	Accounts Payable Assistant	**FINAPT1**
			T2	Accounts Payable Coordinator 2	Accounts Payable Coordinator	**FINAPT2**
			T3	Accounts Payable Coordinator 3	Accounts Payable Senior Coordinator	**FINAPT3**
			T4	Accounts Payable Coordinator 4	Accounts Payable Lead Coordinator	**FINAPT4**
		People Leader - Managerial	M1	Manager 1, Accounts Payable	Supervisor, Accounts Payable	**FINAPM1**
			M2	Manager 2, Accounts Payable	Manager, Accounts Payable	**FINAPM2**
			M3	Manager 3, Accounts Payable	Senior Manager, Accounts Payable	**FINAPM3**
			M4	Manager 4, Accounts Payable	Director, Accounts Payable	**FINAPM4**
	Accounts Receivable	Individual Contributor - Technical	T1	Accounts Receivable Coordinator 1	Accounts Receivable Assistant	**FINART1**
			T2	Accounts Receivable Coordinator 2	Accounts Receivable Coordinator	**FINART2**
			T3	Accounts Receivable Coordinator 3	Accounts Receivable Senior Coordinator	**FINART3**
			T4	Accounts Receivable Coordinator 4	Accounts Receivable Lead Coordinator	**FINART4**
		People Leader - Managerial	M1	Manager 1, Accounts Receivable	Supervisor, Accounts Receivable	**FINARM1**
			M2	Manager 2, Accounts Receivable	Manager, Accounts Receivable	**FINARM2**
			M3	Manager 3, Accounts Receivable	Senior Manager, Accounts Receivable	**FINARM3**
			M4	Manager 4, Accounts Receivable	Director, Accounts Receivable	**FINARM4**
	Budgeting	Individual Contributor - Specialized	S1	Budgeting Specialist 1	Budgeting Specialist	**FINBUDS1**
			S2	Budgeting Specialist 2	Budgeting Analyst	**FINBUDS2**
			S3	Budgeting Specialist 3	Budgeting Senior Analyst	**FINBUDS3**
			S4	Budgeting Specialist 4	Budgeting Consultant	**FINBUDS4**
			S5	Budgeting Specialist 5	Budgeting Senior Consultant	**FINBUDS5**
		People Leader - Managerial	M1	Manager 1, Budgeting	Associate Manager, Budgeting	**FINBUDM1**
			M2	Manager 2, Budgeting	Manager, Budgeting	**FINBUDM2**
			M3	Manager 3, Budgeting	Associate Director, Budgeting	**FINBUDM3**
			M4	Manager 4, Budgeting	Director, Budgeting	**FINBUDM4**
			M5	Manager 5, Budgeting	Senior Director, Budgeting	**FINBUDM5**

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
	Bursar	Individual Contributor - Specialized	S1	Bursar Associate 1	Bursar Associate 1	FINBURS1
			S2	Bursar Associate 2	Bursar Associate 2	FINBURS2
			S3	Bursar Associate 3	Bursar Associate 3	FINBURS3
			S4	Bursar Associate 4	Bursar Associate 4	FINBURS4
		Individual Contributor - Technical	T1	Bursar Assistant 1	Bursar Assistant 1	FINBURT1
		People Leader - Managerial	M1	Manager 1, Bursar	Associate Manager, Bursar	FINBURM1
			M2	Manager 2, Bursar	Manager, Bursar	FINBURM2
			M3	Manager 3, Bursar	Associate Director, Bursar	FINBURM3
			M4	Manager 4, Bursar	Director, Bursar	FINBURM4
			M5	Manager 5, Bursar	Senior Director, Bursar	FINBURM5
	Business Transactions and Services	Individual Contributor - Technical	T1	Business Transactions and Services Coordinator 1	Business Transactions and Services Assistant	FINTRAT1
			T2	Business Transactions and Services Coordinator 2	Business Transactions and Services Coordinator	FINTRAT2
			T3	Business Transactions and Services Coordinator 3	Business Transactions and Services Senior Coordinator	FINTRAT3
			T4	Business Transactions and Services Coordinator 4	Business Transactions and Services Lead Coordinator	FINTRAT4
		People Leader - Managerial	M1	Manager 1, Business Transactions and Services	Supervisor, Business Transactions and Services	FINTRAM1
			M2	Manager 2, Business Transactions and Services	Manager, Business Transactions and Services	FINTRAM2
			M3	Manager 3, Business Transactions and Services	Senior Manager, Business Transactions and Services	FINTRAM3
			M4	Manager 4, Business Transactions and Services	Director, Business Transactions and Services	FINTRAM4
	Clinical Finance Case Management	Individual Contributor - Specialized	S1	Clinical Finance Case Management Specialist 1	Clinical Financial Case Management Specialist	FINCFMS1
			S2	Clinical Finance Case Management Specialist 2	Clinical Financial Case Management Representative	FINCFMS2
			S3	Clinical Finance Case Management Specialist 3	Clinical Financial Case Management Senior Representative	FINCFMS3
			S4	Clinical Finance Case Management Specialist 4	Clinical Financial Case Management Consultant	FINCFMS4
		People Leader - Managerial	M1	Manager 1, Clinical Finance Case Management	Associate Manager, Clinical Financial Case Management	FINCFMM1
			M2	Manager 2, Clinical Finance Case Management	Manager, Clinical Financial Case Management	FINCFMM2
			M3	Manager 3, Clinical Finance Case Management	Associate Director, Clinical Financial Case Management	FINCFMM3
			M4	Manager 4, Clinical Finance Case Management	Director, Clinical Financial Case Management	FINCFMM4
		Internal Resource Pool	T2	Clinical Finance Case Management Coordinator - IRP 2	Clinical Finance Case Management Coordinator - IRP	FINCFM32
	Cost Accounting	Individual Contributor - Specialized	S1	Cost Accountant 1	Staff Cost Accountant	FINCACS1
			S2	Cost Accountant 2	Cost Accountant	FINCACS2
			S3	Cost Accountant 3	Senior Cost Accountant	FINCACS3
			S4	Cost Accountant 4	Cost Accounting Advisor	FINCACS4
			S5	Cost Accountant 5	Cost Accounting Senior Advisor	FINCACS5
		People Leader - Managerial	M1	Manager 1, Cost Accounting	Associate Manager, Cost Accounting	FINCACM1
			M2	Manager 2, Cost Accounting	Manager, Cost Accounting	FINCACM2
			M3	Manager 3, Cost Accounting	Associate Director, Cost Accounting	FINCACM3
			M4	Manager 4, Cost Accounting	Director, Cost Accounting	FINCACM4
	Debt Management	Individual Contributor - Specialized	S1	Debt Management Specialist 1	Debt Management Specialist	FINDBTS1
			S2	Debt Management Specialist 2	Debt Management Analyst	FINDBTS2
			S3	Debt Management Specialist 3	Debt Management Senior Analyst	FINDBTS3
			S4	Debt Management Specialist 4	Debt Management Consultant	FINDBTS4
			S5	Debt Management Specialist 5	Debt Management Senior Consultant	FINDBTS5
		People Leader - Managerial	M1	Manager 1, Debt Management	Associate Manager, Debt Management	FINDBTM1
			M2	Manager 2, Debt Management	Manager, Debt Management	FINDBTM2
			M3	Manager 3, Debt Management	Associate Director, Debt Management	FINDBTM3
			M4	Manager 4, Debt Management	Director, Debt Management	FINDBTM4
			M5	Manager 5, Debt Management	Assistant Treasurer, Debt Management	FINDBTM5
	Finance Business Process and Systems	Individual Contributor - Specialized	S1	Finance Business Process and Systems Specialist 1	Finance Business Process and Systems Specialist	FINBPSS1
			S2	Finance Business Process and Systems Specialist 2	Finance Business Process and Systems Analyst	FINBPSS2
			S3	Finance Business Process and Systems Specialist 3	Finance Business Process and Systems Senior Analyst	FINBPSS3
			S4	Finance Business Process and Systems Specialist 4	Finance Business Process and Systems Consultant	FINBPSS4
			S5	Finance Business Process and Systems Specialist 5	Finance Business Process and Systems Senior Consultant	FINBPSS5
		People Leader - Managerial	M1	Manager 1, Finance Business Process and Systems	Associate Manager, Finance Business Process and Systems	FINBPSM1
			M2	Manager 2, Finance Business Process and Systems	Manager, Finance Business Process and Systems	FINBPSM2
			M3	Manager 3, Finance Business Process and Systems	Associate Director, Finance Business Process and Systems	FINBPSM3
			M4	Manager 4, Finance Business Process and Systems	Director, Finance Business Process and Systems	FINBPSM4
	Finance Healthcare Reimbursement	Individual Contributor - Specialized	S1	Finance Healthcare Reimbursement Specialist 1	Finance Healthcare Reimbursement Specialist	FINREMS1
			S2	Finance Healthcare Reimbursement Specialist 2	Finance Healthcare Reimbursement Analyst	FINREMS2
			S3	Finance Healthcare Reimbursement Specialist 3	Finance Healthcare Reimbursement Senior Analyst	FINREMS3
			S4	Finance Healthcare Reimbursement Specialist 4	Finance Healthcare Reimbursement Consultant	FINREMS4
			S5	Finance Healthcare Reimbursement Specialist 5	Finance Healthcare Reimbursement Senior Consultant	FINREMS5
		People Leader - Managerial	M1	Manager 1, Finance Healthcare Reimbursement	Associate Manager, Finance Healthcare Reimbursement	FINREMM1
			M2	Manager 2, Finance Healthcare Reimbursement	Manager, Finance Healthcare Reimbursement	FINREMM2
			M3	Manager 3, Finance Healthcare Reimbursement	Associate Director, Finance Healthcare Reimbursement	FINREMM3
			M4	Manager 4, Finance Healthcare Reimbursement	Director, Finance Healthcare Reimbursement	FINREMM4
	Financial Analysis	Individual Contributor - Specialized	S1	Financial Analyst 1	Financial Specialist	FINANLS1
			S2	Financial Analyst 2	Financial Analyst	FINANLS2
			S3	Financial Analyst 3	Financial Senior Analyst	FINANLS3
			S4	Financial Analyst 4	Financial Consultant	FINANLS4
			S5	Financial Analyst 5	Financial Senior Consultant	FINANLS5
		People Leader - Managerial	M1	Manager 1, Financial Analysis	Associate Manager, Financial Analysis	FINANLM1
			M2	Manager 2, Financial Analysis	Manager, Financial Analysis	FINANLM2
			M3	Manager 3, Financial Analysis	Associate Director, Financial Analysis	FINANLM3
			M4	Manager 4, Financial Analysis	Director, Financial Analysis	FINANLM4
			M5	Manager 5, Financial Analysis	Senior Director, Financial Analysis	FINANLM5
	Financial Operations	Individual Contributor - Specialized	S1	Financial Operations Specialist 1	Financial Operations Specialist	FINOPSS1
			S2	Financial Operations Specialist 2	Financial Operations Analyst	FINOPSS2
			S3	Financial Operations Specialist 3	Financial Operations Senior Analyst	FINOPSS3
			S4	Financial Operations Specialist 4	Financial Operations Advisor	FINOPSS4
			S5	Financial Operations Specialist 5	Financial Operations Senior Advisor	FINOPSS5
		Individual Contributor - Technical	T1	Financial Operations Coordinator 1	Financial Operations Assistant	FINOPST1
			T2	Financial Operations Coordinator 2	Financial Operations Coordinator	FINOPST2
			T3	Financial Operations Coordinator 3	Financial Operations Senior Coordinator	FINOPST3
			T4	Financial Operations Coordinator 4	Financial Operations Lead Coordinator	FINOPST4
		People Leader - Managerial	M1	Manager 1, Financial Operations	Associate Manager, Financial Operations	FINOPSM1
			M2	Manager 2, Financial Operations	Manager, Financial Operations	FINOPSM2
			M3	Manager 3, Financial Operations	Associate Director, Financial Operations	FINOPSM3
			M4	Manager 4, Financial Operations	Director, Financial Operations	FINOPSM4
			M5	Manager 5, Financial Operations	Senior Director, Financial Operations	FINOPSM5
	Fixed Asset Accounting	Individual Contributor - Specialized	S1	Fixed Asset Accountant 1	Staff Fixed Asset Accountant	FINFIXS1
			S2	Fixed Asset Accountant 2	Fixed Asset Accountant	FINFIXS2
			S3	Fixed Asset Accountant 3	Senior Fixed Asset Accountant	FINFIXS3
			S4	Fixed Asset Accountant 4	Fixed Asset Accounting Advisor	FINFIXS4
			S5	Fixed Asset Accountant 5	Fixed Asset Accounting Senior Advisor	FINFIXS5
		Individual Contributor - Technical	T1	Fixed Asset Accounting Coordinator 1	Fixed Asset Accounting Assistant	FINFIXT1
			T2	Fixed Asset Accounting Coordinator 2	Fixed Asset Accounting Coordinator	FINFIXT2
			T3	Fixed Asset Accounting Coordinator 3	Fixed Asset Accounting Senior Coordinator	FINFIXT3
			T4	Fixed Asset Accounting Coordinator 4	Fixed Asset Accounting Lead Coordinator	FINFIXT4
		People Leader - Managerial	M1	Manager 1, Fixed Asset Accounting	Associate Manager, Fixed Asset Accounting	FINFIXM1
			M2	Manager 2, Fixed Asset Accounting	Manager, Fixed Asset Accounting	FINFIXM2
			M3	Manager 3, Fixed Asset Accounting	Associate Director, Fixed Asset Accounting	FINFIXM3
			M4	Manager 4, Fixed Asset Accounting	Director, Fixed Asset Accounting	FINFIXM4
	Information Systems Internal Audit	Individual Contributor - Specialized	S1	Information Systems Internal Auditor 1	Information Systems Audit Specialist	FINISAS1
			S2	Information Systems Internal Auditor 2	Staff Information Systems Auditor	FINISAS2
			S3	Information Systems Internal Auditor 3	Senior Information Systems Auditor	FINISAS3
			S4	Information Systems Internal Auditor 4	Information Systems Audit Consultant	FINISAS4
			S5	Information Systems Internal Auditor 5	Information Systems Audit Senior Consultant	FINISAS5
		People Leader - Managerial	M1	Manager 1, Information Systems Internal Audit	Supervisor, Information Systems Audit	FINISAM1
			M2	Manager 2, Information Systems Internal Audit	Manager, Information Systems Audit	FINISAM2
			M3	Manager 3, Information Systems Internal Audit	Associate Director, Information Systems Audit	FINISAM3
			M4	Manager 4, Information Systems Internal Audit	Director, Information Systems Audit	FINISAM4
	Insurance Risk	Individual Contributor - Specialized	S1	Insurance Risk Specialist 1	Insurance Risk Specialist	FININSS1
			S2	Insurance Risk Specialist 2	Insurance Risk Analyst	FININSS2
			S3	Insurance Risk Specialist 3	Insurance Risk Senior Analyst	FININSS3
			S4	Insurance Risk Specialist 4	Insurance Risk Consultant	FININSS4
			S5	Insurance Risk Specialist 5	Insurance Risk Senior Consultant	FININSS5
		People Leader - Managerial	M1	Manager 1, Insurance Risk	Associate Manager, Insurance Risk	FININSM1
			M2	Manager 2, Insurance Risk	Manager, Insurance Risk	FININSM2
			M3	Manager 3, Insurance Risk	Associate Director, Insurance Risk	FININSM3
			M4	Manager 4, Insurance Risk	Director, Insurance Risk	FININSM4
			M5	Manager 5, Insurance Risk	Senior Director, Insurance Risk	FININSM5
	Internal Audit	Individual Contributor - Specialized	S1	Internal Auditor 1	Internal Audit Specialist	FINFIAS1
			S2	Internal Auditor 2	Staff Internal Auditor	FINFIAS2
			S3	Internal Auditor 3	Senior Internal Auditor	FINFIAS3
			S4	Internal Auditor 4	Internal Audit Consultant	FINFIAS4

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S5	Internal Auditor 5	Internal Audit Senior Consultant	FINFIAS5
		People Leader - Managerial	M1	Manager 1, Internal Audit	Supervisor, Internal Audit	FINFIAM1
			M2	Manager 2, Internal Audit	Manager, Internal Audit	FINFIAM2
			M3	Manager 3, Internal Audit	Associate Director, Internal Audit	FINFIAM3
			M4	Manager 4, Internal Audit	Director, Internal Audit	FINFIAM4
			M5	Manager 5, Internal Audit	Senior Director, Internal Audit	FINFIAM5
	Internal Controls	Individual Contributor - Specialized	S1	Internal Controls Specialist 1	Internal Controls Specialist	FINFICS1
			S2	Internal Controls Specialist 2	Internal Controls Analyst	FINFICS2
			S3	Internal Controls Specialist 3	Internal Controls Senior Analyst	FINFICS3
			S4	Internal Controls Specialist 4	Internal Controls Consultant	FINFICS4
			S5	Internal Controls Specialist 5	Internal Controls Senior Consultant	FINFICS5
		People Leader - Managerial	M1	Manager 1, Internal Controls	Associate Manager, Internal Controls	FINFICM1
			M2	Manager 2, Internal Controls	Manager, Internal Controls	FINFICM2
			M3	Manager 3, Internal Controls	Associate Director, Internal Controls	FINFICM3
			M4	Manager 4, Internal Controls	Director, Internal Controls	FINFICM4
	Investments	Individual Contributor - Specialized	S1	Investments Specialist 1	Investments Specialist	FININVS1
			S2	Investments Specialist 2	Investments Analyst	FININVS2
			S3	Investments Specialist 3	Investments Senior Analyst	FININVS3
			S4	Investments Specialist 4	Investments Consultant	FININVS4
			S5	Investments Specialist 5	Investments Senior Consultant	FININVS5
			S6	Investments Specialist 6	Investments Principal Consultant	FININVS6
		People Leader - Managerial	M1	Manager 1, Investments	Associate Manager, Investments	FININVM1
			M2	Manager 2, Investments	Manager, Investments	FININVM2
			M3	Manager 3, Investments	Associate Director, Investments	FININVM3
			M4	Manager 4, Investments	Director, Investments	FININVM4
			M5	Manager 5, Investments	Senior Director, Investments	FININVM5
	Payroll	Individual Contributor - Specialized	S1	Payroll Specialist 1	Payroll Specialist	FINPAYS1
			S2	Payroll Specialist 2	Payroll Analyst	FINPAYS2
			S3	Payroll Specialist 3	Payroll Senior Analyst	FINPAYS3
			S4	Payroll Specialist 4	Payroll Consultant	FINPAYS4
		Individual Contributor - Technical	T1	Payroll Coordinator 1	Payroll Assistant	FINPAYT1
			T2	Payroll Coordinator 2	Payroll Coordinator	FINPAYT2
			T3	Payroll Coordinator 3	Payroll Senior Coordinator	FINPAYT3
			T4	Payroll Coordinator 4	Payroll Lead Coordinator	FINPAYT4
		People Leader - Managerial	M1	Manager 1, Payroll	Supervisor, Payroll	FINPAYM1
			M2	Manager 2, Payroll	Manager, Payroll	FINPAYM2
			M3	Manager 3, Payroll	Associate Director, Payroll	FINPAYM3
			M4	Manager 4, Payroll	Director, Payroll	FINPAYM4
			M5	Manager 5, Payroll	Senior Director, Payroll	FINPAYM5
	Payroll Accounting	Individual Contributor - Specialized	S1	Payroll Accounting Specialist 1	Payroll Accounting Specialist	FINPACS1
			S2	Payroll Accounting Specialist 2	Payroll Accounting Analyst	FINPACS2
			S3	Payroll Accounting Specialist 3	Payroll Accounting Senior Analyst	FINPACS3
			S4	Payroll Accounting Specialist 4	Payroll Accounting Consultant	FINPACS4
		Individual Contributor - Technical	T1	Payroll Accounting Coordinator 1	Payroll Accounting Assistant	FINPACT1
			T2	Payroll Accounting Coordinator 2	Payroll Accounting Coordinator	FINPACT2
			T3	Payroll Accounting Coordinator 3	Payroll Accounting Senior Coordinator	FINPACT3
			T4	Payroll Accounting Coordinator 4	Payroll Accounting Lead Coordinator	FINPACT4
		People Leader - Managerial	M1	Manager 1, Payroll Accounting	Supervisor, Payroll Accounting	FINPACM1
			M2	Manager 2, Payroll Accounting	Manager, Payroll Accounting	FINPACM2
			M3	Manager 3, Payroll Accounting	Associate Director, Payroll Accounting	FINPACM3
	Payroll Timekeeping and Absence	Individual Contributor - Specialized	S1	Payroll Timekeeping and Absence Specialist 1	Payroll Timekeeping and Absence Specialist	FINTIMS1
			S2	Payroll Timekeeping and Absence Specialist 2	Payroll Timekeeping and Absence Analyst	FINTIMS2
			S3	Payroll Timekeeping and Absence Specialist 3	Payroll Timekeeping and Absence Senior Analyst	FINTIMS3
			S4	Payroll Timekeeping and Absence Specialist 4	Payroll Timekeeping and Absence Consultant	FINTIMS4
		Individual Contributor - Technical	T1	Payroll Timekeeping and Absence Coordinator 1	Payroll Timekeeping and Absence Assistant	FINTIMT1
			T2	Payroll Timekeeping and Absence Coordinator 2	Payroll Timekeeping and Absence Coordinator	FINTIMT2
			T3	Payroll Timekeeping and Absence Coordinator 3	Payroll Timekeeping and Absence Senior Coordinator	FINTIMT3
			T4	Payroll Timekeeping and Absence Coordinator 4	Payroll Timekeeping and Absence Lead Coordinator	FINTIMT4
		People Leader - Managerial	M1	Manager 1, Payroll Timekeeping and Absence	Supervisor, Payroll Timekeeping and Absence	FINTIMM1
			M2	Manager 2, Payroll Timekeeping and Absence	Manager, Payroll Timekeeping and Absence	FINTIMM2
			M3	Manager 3, Payroll Timekeeping and Absence	Associate Director, Payroll Timekeeping and Absence	FINTIMM3
	Revenue Cycle - Financial Counseling	Individual Contributor - Technical	T1	Patient Financial Counselor 1	Patient Financial Counseling Assistant	FINRFCT1
			T2	Patient Financial Counselor 2	Patient Financial Counselor	FINRFCT2
			T3	Patient Financial Counselor 3	Patient Financial Senior Counselor	FINRFCT3
			T4	Patient Financial Counselor 4	Patient Financial Counselor Lead Coordinator	FINRFCT4
		People Leader - Managerial	M1	Manager 1, Patient Financial Counselor	Associate Manager, Financial Counseling	FINRFCM1
			M2	Manager 2, Patient Financial Counselor	Manager, Financial Counseling	FINRFCM2
			M3	Manager 3, Patient Financial Counselor	Associate Director, Financial Counseling	FINRFCM3
			M4	Manager 4, Patient Financial Counselor	Director, Financial Counseling	FINRFCM4
		Internal Resource Pool	T1	Patient Financial Counselor - IRP 1	Patient Financial Counselor - IRP	FINRFC11
	Revenue Cycle - Patient Accounting	Individual Contributor - Technical	T1	Patient Accounting Coordinator 1	Patient Accounting Assistant	FINRPAT1
			T2	Patient Accounting Coordinator 2	Patient Accounting Associate	FINRPAT2
			T3	Patient Accounting Coordinator 3	Patient Accounting Senior Associate	FINRPAT3
			T4	Patient Accounting Coordinator 4	Patient Accounting Lead Coordinator	FINRPAT4
		People Leader - Managerial	M1	Manager 1, Patient Accounting	Associate Manager, Patient Accounting	FINRPAM1
			M2	Manager 2, Patient Accounting	Manager, Patient Accounting	FINRPAM2
			M3	Manager 3, Patient Accounting	Associate Director, Patient Accounting	FINRPAM3
			M4	Manager 4, Patient Accounting	Director, Patient Accounting	FINRPAM4
		Internal Resource Pool	T1	Patient Accounting Coordinator - IRP 1	Patient Accounting Coordinator - IRP	FINRPA11
	Revenue Cycle - Pre-certification	Individual Contributor - Technical	T1	Pre-certification Coordinator 1	Insurance Verification Assistant	FINRPCT1
			T2	Pre-certification Coordinator 2	Insurance Verification Coordinator	FINRPCT2
			T3	Pre-certification Coordinator 3	Insurance Verification Senior Coordinator	FINRPCT3
			T4	Pre-certification Coordinator 4	Insurance Verification Lead Coordinator	FINRPCT4
		People Leader - Managerial	M1	Manager 1, Pre-certification	Associate Manager, Pre-certification	FINRPCM1
			M2	Manager 2, Pre-certification	Manager, Pre-certification	FINRPCM2
			M3	Manager 3, Pre-certification	Senior Manager, Pre-certification	FINRPCM3
			M4	Manager 4, Pre-certification	Director, Pre-certification	FINRPCM4
		Internal Resource Pool	T1	Pre-certification Coordinator - IRP 1	Pre-certification Coordinator - IRP	FINRPC11
	Revenue Cycle - Registration	Individual Contributor - Technical	T1	Registration Coordinator 1	Registration Assistant	FINRSRT1
			T2	Registration Coordinator 2	Registration Coordinator	FINRSRT2
			T3	Registration Coordinator 3	Registration Senior Coordinator	FINRSRT3
			T4	Registration Coordinator 4	Registration Lead Coordinator	FINRSRT4
		People Leader - Managerial	M1	Manager 1, Registration	Associate Manager, Registration	FINRSRM1
			M2	Manager 2, Registration	Manager, Registration	FINRSRM2
			M3	Manager 3, Registration	Associate Director, Registration	FINRSRM3
			M4	Manager 4, Registration	Director, Registration	FINRSRM4
		Internal Resource Pool	T1	Registration Coordinator - IRP 1	Registration Coordinator - IRP	FINRSR11
	Revenue Cycle - Scheduling	Individual Contributor - Technical	T1	Scheduling Coordinator 1	Scheduling Assistant	FINRSDT1
			T2	Scheduling Coordinator 2	Scheduling Coordinator	FINRSDT2
			T3	Scheduling Coordinator 3	Scheduling Senior Coordinator	FINRSDT3
			T4	Scheduling Coordinator 4	Scheduling Lead Coordinator	FINRSDT4
		People Leader - Managerial	M1	Manager 1, Scheduling	Associate Manager, Scheduling	FINRSDM1
			M2	Manager 2, Scheduling	Manager, Scheduling	FINRSDM2
			M3	Manager 3, Scheduling	Associate Director, Scheduling	FINRSDM3
			M4	Manager 4, Scheduling	Director, Scheduling	FINRSDM4
		Internal Resource Pool	T1	Scheduling Coordinator - IRP 1	Scheduling Coordinator - IRP	FINRSD11
	Revenue Cycle Services	Individual Contributor - Specialized	S1	Revenue Cycle Services Specialist 1	Revenue Cycle Specialist	FINRFNS1
			S2	Revenue Cycle Services Specialist 2	Revenue Cycle Analyst	FINRFNS2
			S3	Revenue Cycle Services Specialist 3	Revenue Cycle Senior Analyst	FINRFNS3
		Individual Contributor - Technical	T1	Revenue Cycle Services Coordinator 1	Patient Revenue Cycle Assistant	FINRFNT1
			T2	Revenue Cycle Services Coordinator 2	Patient Revenue Cycle Coordinator	FINRFNT2
			T3	Revenue Cycle Services Coordinator 3	Patient Revenue Cycle Senior Coordinator	FINRFNT3
			T4	Revenue Cycle Services Coordinator 4	Patient Revenue Cycle Lead Coordinator	FINRFNT4
		People Leader - Managerial	M1	Manager 1, Revenue Cycle Services	Associate Manager, Revenue Cycle Services	FINRFNM1
			M2	Manager 2, Revenue Cycle Services	Manager, Revenue Cycle Services	FINRFNM2
			M3	Manager 3, Revenue Cycle Services	Associate Director, Revenue Cycle Services	FINRFNM3
			M4	Manager 4, Revenue Cycle Services	Director, Revenue Cycle Services	FINRFNM4
			M5	Manager 5, Revenue Cycle Services	Senior Director, Revenue Cycle Services	FINRFNM5
		Internal Resource Pool	T1	Revenue Cycle Services Coordinator - IRP 1	Revenue Cycle Services Coordinator - IRP	FINRFN11
	Revenue Integrity	Individual Contributor - Specialized	S1	Revenue Integrity Specialist 1	Revenue Integrity Specialist	FINRVIS1
			S2	Revenue Integrity Specialist 2	Revenue Integrity Analyst	FINRVIS2
			S3	Revenue Integrity Specialist 3	Revenue Integrity Senior Analyst	FINRVIS3
			S4	Revenue Integrity Specialist 4	Revenue Integrity Consultant	FINRVIS4
		Individual Contributor - Technical	T1	Revenue Integrity Coordinator 1	Revenue Integrity Coordinator 1	FINRVIT1

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			T2	Revenue Integrity Coordinator 2	Revenue Integrity Coordinator 2	FINRVIT2
			T3	Revenue Integrity Coordinator 3	Revenue Integrity Coordinator 3	FINRVIT3
			T4	Revenue Integrity Coordinator 4	Revenue Integrity Coordinator 4	FINRVIT4
		People Leader - Managerial	M1	Manager 1, Revenue Integrity	Associate Manager, Revenue Integrity	FINRVIM1
			M2	Manager 2, Revenue Integrity	Manager, Revenue Integrity	FINRVIM2
			M3	Manager 3, Revenue Integrity	Associate Director, Revenue Integrity	FINRVIM3
			M4	Manager 4, Revenue Integrity	Director, Revenue Integrity	FINRVIM4
			M5	Manager 5, Revenue Integrity	Senior Director, Revenue Integrity	FINRVIM5
	Tax	Individual Contributor - Specialized	S1	Tax Specialist 1	Tax Specialist	FINTAXS1
			S2	Tax Specialist 2	Tax Analyst	FINTAXS2
			S3	Tax Specialist 3	Tax Senior Analyst	FINTAXS3
			S4	Tax Specialist 4	Tax Consultant	FINTAXS4
			S5	Tax Specialist 5	Tax Senior Consultant	FINTAXS5
		People Leader - Managerial	M1	Manager 1, Tax	Associate Manager, Tax	FINTAXM1
			M2	Manager 2, Tax	Manager, Tax	FINTAXM2
			M3	Manager 3, Tax	Associate Director, Tax	FINTAXM3
			M4	Manager 4, Tax	Director, Tax	FINTAXM4
			M5	Manager 5, Tax	Senior Director, Tax	FINTAXM5
	Treasury	Individual Contributor - Specialized	S1	Treasury Specialist 1	Treasury Specialist	FINTRES1
			S2	Treasury Specialist 2	Treasury Analyst	FINTRES2
			S3	Treasury Specialist 3	Treasury Senior Analyst	FINTRES3
			S4	Treasury Specialist 4	Treasury Consultant	FINTRES4
			S5	Treasury Specialist 5	Treasury Senior Consultant	FINTRES5
		People Leader - Managerial	M1	Manager 1, Treasury	Associate Manager, Treasury	FINTREM1
			M2	Manager 2, Treasury	Manager, Treasury	FINTREM2
			M3	Manager 3, Treasury	Associate Director, Treasury	FINTREM3
			M4	Manager 4, Treasury	Director, Treasury	FINTREM4
			M5	Manager 5, Treasury	Assistant Treasurer, Treasury	FINTREM5
	Financial Case Management	Individual Contributor - Specialized	S1	Financial Case Management Specialist 1	Financial Case Management Specialist	FINFMGS1
			S2	Financial Case Management Specialist 2	Financial Case Management Representative	FINFMGS2
			S3	Financial Case Management Specialist 3	Financial Case Management Senior Representative	FINFMGS3
			S4	Financial Case Management Specialist 4	Financial Case Management Consultant	FINFMGS4
		People Leader - Managerial	M1	Manager 1, Financial Case Management	Associate Manager, Financial Case Management	FINFMGM1
			M2	Manager 2, Financial Case Management	Manager, Financial Case Management	FINFMGM2
			M3	Manager 3, Financial Case Management	Associate Director, Financial Case Management	FINFMGM3
			M4	Manager 4, Financial Case Management	Director, Financial Case Management	FINFMGM4
Food Services	Food Production	Individual Contributor - Specialized	S1	Food Production Specialist 1	Associate Sous Chef	FSVFPRS1
			S2	Food Production Specialist 2	Sous Chef	FSVFPRS2
			S3	Food Production Specialist 3	Chef	FSVFPRS3
			S4	Food Production Specialist 4	Executive Chef	FSVFPRS4
			S5	Food Production Specialist 5	Senior Executive Chef	FSVFPRS5
		Individual Contributor - Technical	T1	Food Production Associate 1	Food Production Associate 1	FSVFPRT1
			T2	Food Production Associate 2	Food Production Associate 2	FSVFPRT2
			T3	Food Production Associate 3	Food Production Associate 3	FSVFPRT3
			T4	Food Production Associate 4	Food Production Associate 4	FSVFPRT4
		People Leader - Managerial	M1	Manager 1, Food Production	Manager 1, Food Production	FSVFPRM1
			M2	Manager 2, Food Production	Manager 2, Food Production	FSVFPRM2
			M3	Manager 3, Food Production	Manager 3, Food Production	FSVFPRM3
			M4	Manager 4, Food Production	Manager 4, Food Production	FSVFPRM4
	Food Service	Individual Contributor - Technical	T1	Food Service Associate 1	Food Service Associate 1	FSVFSVT1
			T2	Food Service Associate 2	Food Service Associate 2	FSVFSVT2
			T3	Food Service Associate 3	Food Service Associate 3	FSVFSVT3
			T4	Food Service Associate 4	Food Service Associate 4	FSVFSVT4
		People Leader - Managerial	M1	Manager 1, Food Service	Manager 1, Food Service	FSVFSVM1
			M2	Manager 2, Food Service	Manager 2, Food Service	FSVFSVM2
			M3	Manager 3, Food Service	Manager 3, Food Service	FSVFSVM3
			M4	Manager 4, Food Service	Manager 4, Food Service	FSVFSVM4
	Food Services Management	Individual Contributor - Technical	T2	Food Services Management Coordinator 2	Food Services Management Coordinator 2	FSVFSMT2
			T3	Food Services Management Coordinator 3	Food Services Management Coordinator 3	FSVFSMT3
			T4	Food Services Management Coordinator 4	Food Services Management Coordinator 4	FSVFSMT4
		People Leader - Managerial	M1	Manager 1, Food Services Management	Associate Manager, Food Service Management	FSVFSMM1
			M2	Manager 2, Food Services Management	Manager, Food Service Management	FSVFSMM2
			M3	Manager 3, Food Services Management	Associate Director, Food Service Management	FSVFSMM3
			M4	Manager 4, Food Services Management	Director, Food Service Management	FSVFSMM4
			M5	Manager 5, Food Services Management	Senior Director, Food Services Management	FSVFSMM5
	Nutrition Care	Individual Contributor - Clinical	C1	Nutrition Care Dietitian 1	Dietitian	FSVNTCC1
			C2	Nutrition Care Dietitian 2	Senior Dietitian	FSVNTCC2
			C3	Nutrition Care Dietitian 3	Lead Dietitian	FSVNTCC3
			C4	Nutrition Care Dietitian 4	Advanced Practice Dietitian	FSVNTCC4
		Individual Contributor - Technical	T1	Nutrition Care Technician 1	Nutrition Care Technician 1	FSVNTCT1
			T2	Nutrition Care Technician 2	Nutrition Care Technician 2	FSVNTCT2
			T3	Nutrition Care Technician 3	Nutrition Care Technician 3	FSVNTCT3
		People Leader - Managerial	M1	Manager 1, Nutrition Care	Manager 1, Nutrition Care	FSVNTCM1
			M2	Manager 2, Nutrition Care	Manager 2, Nutrition Care	FSVNTCM2
			M3	Manager 3, Nutrition Care	Manager 3, Nutrition Care	FSVNTCM3
			M4	Manager 4, Nutrition Care	Manager 4, Nutrition Care	FSVNTCM4
		Internal Resource Pool	C1	Nutrition Care Specialist - IRP 1	Nutrition Care Specialist - IRP	FSVNTC21
			T2	Nutrition Care Technician - IRP 2	Nutrition Care Technician - IRP	FSVNTC12
	Culinary Education	Individual Contributor - Specialized	S2	Culinary Educator 2	Culinary Educator 2	FSVCULS2
			S3	Culinary Educator 3	Culinary Educator 3	FSVCULS3
Health Care Administration	Accountable Care Organization Administration	Individual Contributor - Specialized	S1	Accountable Care Organization Analyst 1	Accountable Care Organization Specialist	HCAACOS1
			S2	Accountable Care Organization Analyst 2	Accountable Care Organization Analyst	HCAACOS2
			S3	Accountable Care Organization Analyst 3	Accountable Care Organization Senior Analyst	HCAACOS3
			S4	Accountable Care Organization Analyst 4	Accountable Care Organization Consultant	HCAACOS4
		People Leader - Managerial	M1	Manager 1, Accountable Care Organization Administration	Associate Manager, Accountable Care Organization Administration	HCAACOM1
			M2	Manager 2, Accountable Care Organization Administration	Manager, Accountable Care Organization Administration	HCAACOM2
			M3	Manager 3, Accountable Care Organization Administration	Associate Director, Accountable Care Organization Administration	HCAACOM3
			M4	Manager 4, Accountable Care Organization Administration	Director, Accountable Care Organization Administration	HCAACOM4
	Accreditation	Individual Contributor - Specialized	S1	Accreditation Officer 1	Accreditation Specialist	HCAACDS1
			S2	Accreditation Officer 2	Accreditation Officer	HCAACDS2
			S3	Accreditation Officer 3	Accreditation Senior Officer	HCAACDS3
		People Leader - Managerial	M2	Manager 2, Accreditation	Manager, Accreditation	HCAACDM2
			M3	Manager 3, Accreditation	Associate Director, Accreditation	HCAACDM3
			M4	Manager 4, Accreditation	Director, Accreditation	HCAACDM4
	Actuarial Services	Individual Contributor - Specialized	S1	Actuarial Analyst 1	Actuarial Specialist	HCAACSS1
			S2	Actuarial Analyst 2	Actuarial Analyst	HCAACSS2
			S3	Actuarial Analyst 3	Actuarial Senior Analyst	HCAACSS3
			S4	Actuarial Analyst 4	Actuary - ASA	HCAACSS4
			S5	Actuarial Analyst 5	Senior Actuary - ASA+	HCAACSS5
			S6	Actuarial Analyst 6	Principal Actuary - FSA	HCAACSS6
		People Leader - Managerial	M2	Manager 2, Actuarial Services	Manager, Actuarial Services	HCAACSM2
			M3	Manager 3, Actuarial Services	Associate Director, Actuarial Services	HCAACSM3
			M4	Manager 4, Actuarial Services	Director, Actuarial Services	HCAACSM4
	Ambulatory Care Administration	Individual Contributor - Specialized	S3	Ambulatory Care Administration Specialist 3	Ambulatory Care Associate Administrator	HCAAMBS3
			S4	Ambulatory Care Administration Specialist 4	Ambulatory Care Administrator	HCAAMBS4
			S5	Ambulatory Care Administration Specialist 5	Ambulatory Care Senior Administrator	HCAAMBS5
		People Leader - Managerial	M1	Manager 1, Ambulatory Care Administration	Associate Manager, Ambulatory Care Administration	HCAAMBM1
			M2	Manager 2, Ambulatory Care Administration	Manager, Ambulatory Care Administration	HCAAMBM2
			M3	Manager 3, Ambulatory Care Administration	Associate Director, Ambulatory Care Administration	HCAAMBM3
			M4	Manager 4, Ambulatory Care Administration	Director, Ambulatory Care Administration	HCAAMBM4
			M5	Manager 5, Ambulatory Care Administration	Senior Director, Ambulatory Care Administration	HCAAMBM5
	Credentialing Services	Individual Contributor - Specialized	S1	Credentialing Services Analyst 1	Credentialing Services Specialist	HCACDSS1
			S2	Credentialing Services Analyst 2	Credentialing Services Analyst	HCACDSS2
			S3	Credentialing Services Analyst 3	Credentialing Services Senior Analyst	HCACDSS3
			S4	Credentialing Services Analyst 4	Credentialing Services Consultant	HCACDSS4
			S5	Credentialing Services Analyst 5	Credentialing Services Senior Consultant	HCACDSS5
		People Leader - Managerial	M1	Manager 1, Credentialing Services	Associate Manager, Credentialing Services	HCACDSM1
			M2	Manager 2, Credentialing Services	Manager, Credentialing Services	HCACDSM2
			M3	Manager 3, Credentialing Services	Associate Director, Credentialing Services	HCACDSM3
			M4	Manager 4, Credentialing Services	Director, Credentialing Services	HCACDSM4
	Credentials Verification Organization	People Leader - Managerial	M2	Manager 2, Credentials Verification Organization	Manager, Credentials Verification Organization	HCACVOM2
			M3	Manager 3, Credentials Verification Organization	Associate Director, Credentials Verification Organization	HCACVOM3
			M4	Manager 4, Credentials Verification Organization	Director, Credentials Verification Organization	HCACVOM4

Job Code Table
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Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
	Delegated Credentialing	Individual Contributor - Specialized	S1	Delegated Credentialing Analyst 1	Delegated Credentialing Specialist	HCADCRS1
			S2	Delegated Credentialing Analyst 2	Delegated Credentialing Analyst	HCADCRS2
			S3	Delegated Credentialing Analyst 3	Delegated Credentialing Senior Analyst	HCADCRS3
			S4	Delegated Credentialing Analyst 4	Delegated Credentialing Consultant	HCADCRS4
			S5	Delegated Credentialing Analyst 5	Delegated Credentialing Senior Consultant	HCADCRS5
		People Leader - Managerial	M1	Manager 1, Delegated Credentialing	Associate Manager, Delegated Credentialing	HCADCRM1
			M2	Manager 2, Delegated Credentialing	Manager, Delegated Credentialing	HCADCRM2
			M3	Manager 3, Delegated Credentialing	Associate Director, Delegated Credentialing	HCADCRM3
			M4	Manager 4, Delegated Credentialing	Director, Delegated Credentialing	HCADCRM4
	Managed Care Administration	Individual Contributor - Specialized	S1	Managed Care Analyst 1	Managed Care Specialist	HCAMCAS1
			S2	Managed Care Analyst 2	Managed Care Analyst	HCAMCAS2
			S3	Managed Care Analyst 3	Managed Care Senior Analyst	HCAMCAS3
			S4	Managed Care Analyst 4	Managed Care Consultant	HCAMCAS4
			S5	Managed Care Analyst 5	Managed Care Administration Senior Consultant	HCAMCAS5
		People Leader - Managerial	M1	Manager 1, Managed Care Administration	Associate Manager, Managed Care Administration	HCAMCAM1
			M2	Manager 2, Managed Care Administration	Manager, Managed Care Administration	HCAMCAM2
			M3	Manager 3, Managed Care Administration	Associate Director, Managed Care Administration	HCAMCAM3
			M4	Manager 4, Managed Care Administration	Director, Managed Care Administration	HCAMCAM4
			M5	Manager 5, Managed Care Administration	Senior Director, Managed Care Administration	HCAMCAM5
	Managed Care Contracts	Individual Contributor - Specialized	S1	Managed Care Contracts Analyst 1	Managed Care Contracts Specialist	HCAMCCS1
			S2	Managed Care Contracts Analyst 2	Managed Care Contracts Analyst	HCAMCCS2
			S3	Managed Care Contracts Analyst 3	Managed Care Contracts Senior Analyst	HCAMCCS3
			S4	Managed Care Contracts Analyst 4	Managed Care Contracts Consultant	HCAMCCS4
		People Leader - Managerial	M1	Manager 1, Managed Care Contracts	Associate Manager, Managed Care Contracts	HCAMCCM1
			M2	Manager 2, Managed Care Contracts	Manager, Managed Care Contracts	HCAMCCM2
			M3	Manager 3, Managed Care Contracts	Associate Director, Managed Care Contracts	HCAMCCM3
			M4	Manager 4, Managed Care Contracts	Director, Managed Care Contracts	HCAMCCM4
	Medical American Sign Language Interpretation Services	Individual Contributor - Technical	T1	Medical ASL Interpreter 1	Medical ASL Interpretation Services Assistant	HCAASLT1
			T2	Medical ASL Interpreter 2	Medical ASL Interpreter	HCAASLT2
			T3	Medical ASL Interpreter 3	Senior Medical ASL Interpreter	HCAASLT3
			T4	Medical ASL Interpreter 4	Lead Medical ASL Interpreter	HCAASLT4
		Internal Resource Pool	T2	Medical ASL Interpreter - IRP 2	Medical ASL Interpreter - IRP	HCAASL12
	Medical Interpretation Services	Individual Contributor - Technical	T1	Medical Interpreter 1	Medical Interpretation Services Assistant	HCAINTT1
			T2	Medical Interpreter 2	Medical Interpreter	HCAINTT2
			T3	Medical Interpreter 3	Senior Medical Interpreter	HCAINTT3
			T4	Medical Interpreter 4	Lead Medical Interpreter	HCAINTT4
		People Leader - Managerial	M1	Manager 1, Medical Interpretation Services	Supervisor, Medical Interpretation Services	HCAINTM1
			M2	Manager 2, Medical Interpretation Services	Manager, Medical Interpretation Services	HCAINTM2
			M3	Manager 3, Medical Interpretation Services	Associate Director, Medical Interpretation Services	HCAINTM3
			M4	Manager 4, Medical Interpretation Services	Director, Medical Interpretation Services	HCAINTM4
		Internal Resource Pool	T2	Medical Interpreter - IRP 2	Medical Interpreter - IRP	HCAINT12
	Medical Secretarial Support	Individual Contributor - Technical	T2	Medical Secretary 2	Medical Secretary	HCASECT2
			T3	Medical Secretary 3	Senior Medical Secretary	HCASECT3
	Medical Staff Services	Individual Contributor - Specialized	S1	Medical Staff Services Specialist 1	Medical Staff Services Specialist	HCAMSSS1
			S2	Medical Staff Services Specialist 2	Medical Staff Services Representative	HCAMSSS2
			S3	Medical Staff Services Specialist 3	Medical Staff Services Senior Representative	HCAMSSS3
			S4	Medical Staff Services Specialist 4	Medical Staff Services Advisor	HCAMSSS4
		Individual Contributor - Technical	T1	Medical Staff Services Coordinator 1	Medical Staff Services Assistant	HCAMSST1
			T2	Medical Staff Services Coordinator 2	Medical Staff Services Coordinator	HCAMSST2
			T3	Medical Staff Services Coordinator 3	Medical Staff Services Senior Coordinator	HCAMSST3
			T4	Medical Staff Services Coordinator 4	Medical Staff Services Lead Coordinator	HCAMSST4
		People Leader - Managerial	M3	Manager 3, Medical Staff Services	Associate Director, Medical Staff Services	HCAMSSM3
			M4	Manager 4, Medical Staff Services	Director, Medical Staff Services	HCAMSSM4
	Outpatient Administration	People Leader - Managerial	M1	Manager 1, Outpatient Administration	Associate Manager, Outpatient Administration	HCAOUTM1
			M2	Manager 2, Outpatient Administration	Manager, Outpatient Administration	HCAOUTM2
			M3	Manager 3, Outpatient Administration	Associate Director, Outpatient Administration	HCAOUTM3
			M4	Manager 4, Outpatient Administration	Director, Outpatient Administration	HCAOUTM4
	Outreach Relations	Individual Contributor - Specialized	S1	Outreach Relations Specialist 1	Outreach Relations Specialist	HCAOTRS1
			S2	Outreach Relations Specialist 2	Outreach Relations Representative	HCAOTRS2
			S3	Outreach Relations Specialist 3	Outreach Relations Senior Representative	HCAOTRS3
			S4	Outreach Relations Specialist 4	Outreach Relations Advisor	HCAOTRS4
		People Leader - Managerial	M1	Manager 1, Outreach Relations	Associate Manager, Outreach Relations	HCAOTRM1
			M2	Manager 2, Outreach Relations	Manager, Outreach Relations	HCAOTRM2
			M3	Manager 3, Outreach Relations	Associate Director, Outreach Relations	HCAOTRM3
			M4	Manager 4, Outreach Relations	Director, Outreach Relations	HCAOTRM4
		Internal Resource Pool	S3	Outreach Relations Specialist - IRP 3	Outreach Relations Specialist - IRP	HCAOTR33
	Patient and Family Relations	Individual Contributor - Specialized	S1	Patient and Family Relations Specialist 1	Patient and Family Relations Specialist	HCAPFRS1
			S2	Patient and Family Relations Specialist 2	Patient and Family Relations Representative	HCAPFRS2
			S3	Patient and Family Relations Specialist 3	Patient and Family Relations Senior Representative	HCAPFRS3
			S4	Patient and Family Relations Specialist 4	Patient and Family Relations Liaison	HCAPFRS4
		Individual Contributor - Technical	T1	Patient and Family Relations Representative 1	Patient and Family Relations Assistant	HCAPFRT1
			T2	Patient and Family Relations Representative 2	Patient and Family Relations Coordinator	HCAPFRT2
			T3	Patient and Family Relations Representative 3	Patient and Family Relations Senior Coordinator	HCAPFRT3
		People Leader - Managerial	M1	Manager 1, Patient and Family Relations	Associate Manager, Patient and Family Relations	HCAPFRM1
			M2	Manager 2, Patient and Family Relations	Manager, Patient and Family Relations	HCAPFRM2
			M3	Manager 3, Patient and Family Relations	Associate Director, Patient and Family Relations	HCAPFRM3
			M4	Manager 4, Patient and Family Relations	Director, Patient and Family Relations	HCAPFRM4
	Patient Experience	Individual Contributor - Specialized	S1	Patient Experience Analyst 1	Patient Experience Specialist	HCAPATS1
			S2	Patient Experience Analyst 2	Patient Experience Representative	HCAPATS2
			S3	Patient Experience Analyst 3	Patient Experience Senior Representative	HCAPATS3
			S4	Patient Experience Analyst 4	Patient Experience Officer	HCAPATS4
			S5	Patient Experience Analyst 5	Patient Experience Senior Officer	HCAPATS5
		Individual Contributor - Technical	T1	Patient Experience Coordinator 1	Patient Experience Assistant	HCAPATT1
			T2	Patient Experience Coordinator 2	Patient Experience Coordinator	HCAPATT2
			T3	Patient Experience Coordinator 3	Patient Experience Senior Coordinator	HCAPATT3
			T4	Patient Experience Coordinator 4	Patient Experience Lead Coordinator	HCAPATT4
		People Leader - Managerial	M1	Manager 1, Patient Experience	Associate Manager, Patient Experience	HCAPATM1
			M2	Manager 2, Patient Experience	Manager, Patient Experience	HCAPATM2
			M3	Manager 3, Patient Experience	Associate Director, Patient Experience	HCAPATM3
			M4	Manager 4, Patient Experience	Director, Patient Experience	HCAPATM4
			M5	Manager 5, Patient Experience	Senior Director, Patient Experience	HCAPATM5
	Provider Enrollment	Individual Contributor - Specialized	S1	Provider Enrollment Analyst 1	Provider Enrollment Specialist	HCAPROS1
			S2	Provider Enrollment Analyst 2	Provider Enrollment Analyst	HCAPROS2
			S3	Provider Enrollment Analyst 3	Provider Enrollment Senior Analyst	HCAPROS3
			S4	Provider Enrollment Analyst 4	Provider Enrollment Consultant	HCAPROS4
			S5	Provider Enrollment Analyst 5	Provider Enrollment Senior Consultant	HCAPROS5
		People Leader - Managerial	M1	Manager 1, Provider Enrollment	Supervisor, Provider Enrollment	HCAPROM1
			M2	Manager 2, Provider Enrollment	Manager, Provider Enrollment	HCAPROM2
			M3	Manager 3, Provider Enrollment	Associate Director, Provider Enrollment	HCAPROM3
			M4	Manager 4, Provider Enrollment	Director, Provider Enrollment	HCAPROM4
	Service Line Administration	Individual Contributor - Specialized	S4	Service Line Administration Specialist 4	Service Line Administration Consultant	HCASLAS4
			S5	Service Line Administration Specialist 5	Service Line Administration Senior Consultant	HCASLAS5
		People Leader - Managerial	M2	Manager 2, Service Line Administration	Manager, Service Line Administration	HCASLAM2
			M3	Manager 3, Service Line Administration	Associate Director, Service Line Administration	HCASLAM3
			M4	Manager 4, Service Line Administration	Director, Service Line Administration	HCASLAM4
			M5	Manager 5, Service Line Administration	Senior Director, Service Line Administration	HCASLAM5
		Internal Resource Pool	M2	Manager 2, Service Line Administration - IRP	Manager 2, Service Line Administration - IRP	HCASLA42
			S4	Service Line Administration Specialist 4 - IRP	Service Line Administration Specialist 4 - IRP	HCASLA34
	Staff Scheduling	Individual Contributor - Technical	T2	Staff Scheduling Coordinator 2	Staff Scheduling Coordinator	HCASCHT2
			T3	Staff Scheduling Coordinator 3	Staff Scheduling Senior Coordinator	HCASCHT3
	Virtual Health	Individual Contributor - Specialized	S1	Virtual Health Specialist 1	Virtual Health Specialist	HCAVHLS1
			S2	Virtual Health Specialist 2	Virtual Health Analyst	HCAVHLS2
			S3	Virtual Health Specialist 3	Virtual Health Senior Analyst	HCAVHLS3
			S4	Virtual Health Specialist 4	Virtual Health Consultant	HCAVHLS4
			S5	Virtual Health Specialist 5	Virtual Health Senior Consultant	HCAVHLS5
		People Leader - Managerial	M3	Manager 3, Virtual Health	Associate Director, Virtual Health	HCAVHLM3
			M4	Manager 4, Virtual Health	Director, Virtual Health	HCAVHLM4
Health Information Management	Clinical Documentation Improvement	Individual Contributor - Specialized	S1	Clinical Documentation Improvement Analyst 1	Clinical Documentation Improvement Specialist	HISCDIS1
			S2	Clinical Documentation Improvement Analyst 2	Clinical Documentation Improvement Analyst	HISCDIS2
			S3	Clinical Documentation Improvement Analyst 3	Clinical Documentation Improvement Senior Analyst	HISCDIS3
			S4	Clinical Documentation Improvement Analyst 4	Clinical Documentation Improvement Consultant	HISCDIS4
		People Leader - Managerial	M1	Manager 1, Clinical Documentation Improvement	Associate Manager, Clinical Documentation Improvement	HISCDIM1
			M2	Manager 2, Clinical Documentation Improvement	Manager, Clinical Documentation Improvement	HISCDIM2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M3	Manager 3, Clinical Documentation Improvement	Associate Director, Clinical Documentation Improvement	HISCDIM3
	Coding Audit	Individual Contributor - Technical	T2	Coding Auditor 2	Coding Auditor	HISCDAT2
	Coding Quality	Individual Contributor - Specialized	S2	Coding Quality Specialist 2	Coding Quality Educator	HISCDQS2
			S3	Coding Quality Specialist 3	Coding Quality Senior Educator	HISCDQS3
			S4	Coding Quality Specialist 4	Coding Quality Lead Educator	HISCDQS4
		Individual Contributor - Technical	T1	Coding Quality Coordinator 1	Coding Quality Assistant	HISCDQT1
			T2	Coding Quality Coordinator 2	Coding Quality Specialist	HISCDQT2
			T3	Coding Quality Coordinator 3	Coding Quality Senior Specialist	HISCDQT3
			T4	Coding Quality Coordinator 4	Coding Quality Lead Specialist	HISCDQT4
		People Leader - Managerial	M2	Manager 2, Coding Quality	Manager, Coding Quality	HISCDQM2
	Document Imaging	Individual Contributor - Technical	T1	Document Imaging Coordinator 1	Document Imaging Assistant	HISDOCT1
			T2	Document Imaging Coordinator 2	Document Imaging Coordinator	HISDOCT2
			T3	Document Imaging Coordinator 3	Document Imaging Senior Coordinator	HISDOCT3
			T4	Document Imaging Coordinator 4	Document Imaging Lead Coordinator	HISDOCT4
		People Leader - Managerial	M1	Manager 1, Document Imaging	Associate Manager, Document Imaging	HISDOCM1
			M2	Manager 2, Document Imaging	Manager, Document Imaging	HISDOCM2
	Health Data Analytics	Individual Contributor - Specialized	S1	Health Data Analyst 1	Health Data Specialist	HISHDAS1
			S2	Health Data Analyst 2	Health Data Analyst	HISHDAS2
			S3	Health Data Analyst 3	Health Data Senior Analyst	HISHDAS3
			S4	Health Data Analyst 4	Health Data Consultant	HISHDAS4
			S5	Health Data Analyst 5	Health Data Senior Consultant	HISHDAS5
			S6	Health Data Analyst 6	Health Data Principal Consultant	HISHDAS6
		People Leader - Managerial	M1	Manager 1, Health Data Analytics	Associate Manager, Health Data Analytics	HISHDAM1
			M2	Manager 2, Health Data Analytics	Manager, Health Data Analytics	HISHDAM2
			M3	Manager 3, Health Data Analytics	Associate Director, Health Data Analytics	HISHDAM3
			M4	Manager 4, Health Data Analytics	Director, Health Data Analytics	HISHDAM4
	Health Information Operations Management	People Leader - Managerial	M1	Manager 1, Health Information Operations Manager	Associate Manager, Health Information Operations	HISHIMM1
			M2	Manager 2, Health Information Operations Manager	Manager, Health Information Operations	HISHIMM2
			M3	Manager 3, Health Information Operations Manager	Associate Director, Health Information Operations	HISHIMM3
			M4	Manager 4, Health Information Operations Manager	Director, Health Information Operations	HISHIMM4
			M5	Manager 5, Health Information Operations Manager	Senior Director, Health Information Operations	HISHIMM5
	Health Information Privacy and Security Compliance	Individual Contributor - Specialized	S2	Health Information Privacy and Security Compliance Analyst 2	Health Information Privacy and Security Compliance Analyst	HISHIPS2
			S3	Health Information Privacy and Security Compliance Analyst 3	Health Information Privacy and Security Compliance Senior Analyst	HISHIPS3
			S4	Health Information Privacy and Security Compliance Analyst 4	Health Information Privacy and Security Compliance Consultant	HISHIPS4
		Individual Contributor - Technical	T1	Health Information Privacy and Security Compliance Coordinator 1	Health Information Privacy and Security Compliance Assistant	HISHIPT1
			T2	Health Information Privacy and Security Compliance Coordinator 2	Health Information Privacy and Security Compliance Coordinator	HISHIPT2
			T3	Health Information Privacy and Security Compliance Coordinator 3	Health Information Privacy and Security Compliance Senior Coordinator	HISHIPT3
			T4	Health Information Privacy and Security Compliance Coordinator 4	Health Information Privacy and Security Compliance Lead Coordinator	HISHIPT4
		People Leader - Managerial	M1	Manager 1, Health Information Privacy and Security Compliance	Associate Manager, Health Information Privacy and Security Compliance	HISHIPM1
			M2	Manager 2, Health Information Privacy and Security Compliance	Manager, Health Information Privacy and Security Compliance	HISHIPM2
			M3	Manager 3, Health Information Privacy and Security Compliance	Associate Director, Health Information Privacy and Security Compliance	HISHIPM3
			M4	Manager 4, Health Information Privacy and Security Compliance	Director, Health Information Privacy and Security Compliance	HISHIPM4
	Inpatient Medical Coding	Individual Contributor - Technical	T1	Inpatient Medical Coder 1	Inpatient Medical Coding Assistant	HISIMCT1
			T2	Inpatient Medical Coder 2	Inpatient Medical Coder	HISIMCT2
			T3	Inpatient Medical Coder 3	Inpatient Senior Medical Coder	HISIMCT3
			T4	Inpatient Medical Coder 4	Inpatient Lead Medical Coder	HISIMCT4
		People Leader - Managerial	M1	Manager 1, Inpatient Medical Coding	Associate Manager, Inpatient Medical Coding	HISIMCM1
			M2	Manager 2, Inpatient Medical Coding	Manager, Inpatient Medical Coding	HISIMCM2
			M3	Manager 3, Inpatient Medical Coding	Associate Director, Inpatient Medical Coding	HISIMCM3
			M4	Manager 4, Inpatient Medical Coding	Director, Inpatient Medical Coding	HISIMCM4
		Internal Resource Pool	T2	Inpatient Medical Coding Coordinator - IRP 2	Inpatient Medical Coding Coordinator - IRP	HISIMC12
	Master Patient Index	Individual Contributor - Technical	T1	Master Patient Index Coordinator 1	Master Patient Index Assistant	HISMPIT1
			T2	Master Patient Index Coordinator 2	Master Patient Index Coordinator	HISMPIT2
			T3	Master Patient Index Coordinator 3	Master Patient Index Senior Coordinator	HISMPIT3
			T4	Master Patient Index Coordinator 4	Master Patient Index Lead Coordinator	HISMPIT4
		People Leader - Managerial	M1	Manager 1, Master Patient Index	Supervisor, Master Patient Index	HISMPIM1
			M2	Manager 2, Master Patient Index	Manager, Master Patient Index	HISMPIM2
	Medical Records Management	Individual Contributor - Specialized	S1	Medical Records Management Analyst 1	Medical Records Management Specialist	HISMRMS1
			S2	Medical Records Management Analyst 2	Medical Records Management Analyst	HISMRMS2
			S3	Medical Records Management Analyst 3	Medical Records Management Senior Analyst	HISMRMS3
		Individual Contributor - Technical	T1	Medical Records Management Coordinator 1	Medical Records Assistant	HISMRMT1
			T2	Medical Records Management Coordinator 2	Medical Records Coordinator	HISMRMT2
			T3	Medical Records Management Coordinator 3	Medical Records Senior Coordinator	HISMRMT3
			T4	Medical Records Management Coordinator 4	Medical Records Lead Coordinator	HISMRMT4
		People Leader - Managerial	M1	Manager 1, Medical Records Manager	Associate Manager, Medical Records	HISMRMM1
			M2	Manager 2, Medical Records Manager	Manager, Medical Records	HISMRMM2
			M3	Manager 3, Medical Records Manager	Associate Director, Medical Records	HISMRMM3
			M4	Manager 4, Medical Records Manager	Director, Medical Records	HISMRMM4
	Medical Transcription	Individual Contributor - Technical	T1	Medical Transcriptionist 1	Medical Transcriptionist Assistant	HISMDTT1
			T2	Medical Transcriptionist 2	Medical Transcriptionist	HISMDTT2
			T3	Medical Transcriptionist 3	Senior Medical Transcriptionist	HISMDTT3
			T4	Medical Transcriptionist 4	Lead Medical Transcriptionist	HISMDTT4
		People Leader - Managerial	M1	Manager 1, Medical Transcription	Supervisor, Medical Transcription	HISMDTM1
			M2	Manager 2, Medical Transcription	Manager, Medical Transcription	HISMDTM2
	Outpatient Medical Coding	Individual Contributor - Technical	T1	Outpatient Medical Coder 1	Outpatient Medical Coding Assistant	HISOMCT1
			T2	Outpatient Medical Coder 2	Outpatient Medical Coder	HISOMCT2
			T3	Outpatient Medical Coder 3	Outpatient Senior Medical Coder	HISOMCT3
			T4	Outpatient Medical Coder 4	Outpatient Lead Medical Coder	HISOMCT4
		People Leader - Managerial	M1	Manager 1, Outpatient Medical Coding	Supervisor, Outpatient Medical Coding	HISOMCM1
			M2	Manager 2, Outpatient Medical Coding	Manager, Outpatient Medical Coding	HISOMCM2
			M3	Manager 3, Outpatient Medical Coding	Associate Director, Outpatient Medical Coding	HISOMCM3
			M4	Manager 4, Outpatient Medical Coding	Director, Outpatient Medical Coding	HISOMCM4
		Internal Resource Pool	T2	Outpatient Medical Coding Coordinator - IRP 2	Outpatient Medical Coding Coordinator - IRP	HISOMC12
	Patient Identity Management	Individual Contributor - Specialized	S1	Patient Identity Management Analyst 1	Patient Identity Management Specialist	HISIDPS1
			S2	Patient Identity Management Analyst 2	Patient Identity Management Analyst	HISIDPS2
			S3	Patient Identity Management Analyst 3	Patient Identity Management Senior Analyst	HISIDPS3
			S4	Patient Identity Management Analyst 4	Patient Identity Management Consultant	HISIDPS4
		Individual Contributor - Technical	T1	Patient Identity Management Coordinator 1	Patient Identity Management Assistant	HISIDPT1
			T2	Patient Identity Management Coordinator 2	Patient Identity Management Coordinator	HISIDPT2
			T3	Patient Identity Management Coordinator 3	Patient Identity Management Senior Coordinator	HISIDPT3
			T4	Patient Identity Management Coordinator 4	Patient Identity Management Lead Coordinator	HISIDPT4
		People Leader - Managerial	M1	Manager 1, Patient Identity Management	Supervisor, Patient Identity Management	HISIDPM1
			M2	Manager 2, Patient Identity Management	Manager, Patient Identity Management	HISIDPM2
			M3	Manager 3, Patient Identity Management	Associate Director, Patient Identity Management	HISIDPM3
			M4	Manager 4, Patient Identity Management	Director, Patient Identity Management	HISIDPM4
	Release of Information	Individual Contributor - Technical	T1	Release of Information Coordinator 1	Release of Information Assistant	HISROIT1
			T2	Release of Information Coordinator 2	Release of Information Coordinator	HISROIT2
			T3	Release of Information Coordinator 3	Release of Information Senior Coordinator	HISROIT3
			T4	Release of Information Coordinator 4	Release of Information Lead Coordinator	HISROIT4
		People Leader - Managerial	M2	Manager 2, Release of Information	Manager, Release of Information	HISROIM2
	Tumor Registry	Individual Contributor - Specialized	S1	Tumor Registry Specialist 1	Tumor Registry Specialist	HISTUMS1
		Individual Contributor - Technical	T1	Tumor Registrar 1	Tumor Registry Assistant	HISTUMT1
			T2	Tumor Registrar 2	Tumor Registrar	HISTUMT2
			T3	Tumor Registrar 3	Senior Tumor Registrar	HISTUMT3
			T4	Tumor Registrar 4	Lead Tumor Registrar	HISTUMT4
		People Leader - Managerial	M1	Manager 1, Tumor Registry	Supervisor, Tumor Registry	HISTUMM1
			M2	Manager 2, Tumor Registry	Manager, Tumor Registry	HISTUMM2
			M3	Manager 3, Tumor Registry	Associate Director, Tumor Registry	HISTUMM3
			M4	Manager 4, Tumor Registry	Director, Tumor Registry	HISTUMM4
	Vital Statistics Records	Individual Contributor - Technical	T1	Vital Statistics Records Assistant 1	Vital Statistics Records Assistant	HISVSIT1
	Cardiac Arrest Registry	Individual Contributor - Technical	T2	Cardiac Coordinator 2	Cardiac Coordinator	HISCART2
	Coding Quality Education	Individual Contributor - Specialized	S2	Coding Quality Education Specialist 2	Coding Quality Education Specialist	HISCQES2
			S3	Coding Quality Education Specialist 3	Coding Quality Education Senior Specialist	HISCQES3
Health Plan	Client Services	Individual Contributor - Specialized	S1	Client Services Officer 1	Client & Member Services Specialist	HPLCLSS1
			S2	Client Services Officer 2	Client & Member Services Consultant	HPLCLSS2
			S3	Client Services Officer 3	Client & Member Services Senior Consultant	HPLCLSS3
		Individual Contributor - Technical	T1	Client Services Representative 1	Client & Member Services Assistant	HPLCLST1
			T2	Client Services Representative 2	Client & Member Services Representative	HPLCLST2
			T3	Client Services Representative 3	Client & Member Services Senior Representative	HPLCLST3
			T4	Client Services Representative 4	Client & Member Services Lead Representative	HPLCLST4
		People Leader - Managerial	M1	Manager 1, Client Services	Supervisor, Client & Member Services	HPLCLSM1
			M2	Manager 2, Client Services	Manager, Client & Member Services	HPLCLSM2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M3	Manager 3, Client Services	Senior Manager, Client & Member Services	HPLCLSM3
			M4	Manager 4, Client Services	Director, Client & Member Services	HPLCLSM4
	Member Services	Individual Contributor - Technical	T1	Member Services Representative 1	Member Services Assistant	HPLMBST1
			T2	Member Services Representative 2	Member Services Representative	HPLMBST2
			T3	Member Services Representative 3	Member Services Senior Representative	HPLMBST3
			T4	Member Services Representative 4	Member Services Lead Representative	HPLMBST4
		People Leader - Managerial	M1	Manager 1, Member Services	Supervisor, Member Services	HPLMBSM1
			M2	Manager 2, Member Services	Manager, Member Services	HPLMBSM2
			M3	Manager 3, Member Services	Senior Manager, Member Services	HPLMBSM3
			M4	Manager 4, Member Services	Director, Member Services	HPLMBSM4
	Provider Network Management	Individual Contributor - Specialized	S1	Provider Network Management Specialist 1	Network Management Specialist	HPLPNMS1
			S2	Provider Network Management Specialist 2	Network Management Representative	HPLPNMS2
			S3	Provider Network Management Specialist 3	Network Management Senior Representative	HPLPNMS3
		People Leader - Managerial	M2	Manager 2, Provider Network Management	Manager, Network Management	HPLPNMM2
			M3	Manager 3, Provider Network Management	Associate Director, Network Management	HPLPNMM3
			M4	Manager 4, Provider Network Management	Director, Network Management	HPLPNMM4
	Employee Assistance Program	Individual Contributor - Clinical	C2	Employee Assistant Program Counselor 2	Employee Assistance Program Counselor	HPLEAPC2
			C3	Employee Assistant Program Counselor 3	Employee Assistance Program Senior Counselor	HPLEAPC3
			C4	Employee Assistant Program Counselor 4	Employee Assistance Program Lead Counselor	HPLEAPC4
		People Leader - Managerial	M2	Manager 2, Employee Assistant Program	Manager, Employee Assistance Program	HPLEAPM2
			M3	Manager 3, Employee Assistant Program	Associate Director, Employee Assistance Program	HPLEAPM3
			M4	Manager 4, Employee Assistant Program	Director, Employee Assistance Program	HPLEAPM4
	Health Plan Pharmacy Administration	People Leader - Managerial	M2	Manager 2, Health Plan Pharmacy Administration	Manager 2, Health Plan Pharmacy Administration	HPLHPPM2
			M3	Manager 3, Health Plan Pharmacy Administration	Manager 3, Health Plan Pharmacy Administration	HPLHPPM3
			M4	Manager 4, Health Plan Pharmacy Administration	Manager 4, Health Plan Pharmacy Administration	HPLHPPM4
Human Resources	Absence and Vocational Services	Individual Contributor - Specialized	S1	Absence and Vocational Services Specialist 1	Absence and Vocational Services Specialist	HRSAVSS1
			S2	Absence and Vocational Services Specialist 2	Absence and Vocational Services Representative	HRSAVSS2
			S3	Absence and Vocational Services Specialist 3	Absence and Vocational Services Senior Representative	HRSAVSS3
		Individual Contributor - Technical	T1	Absence and Vocational Services Coordinator 1	Absence and Vocational Services Assistant	HRSAVST1
			T2	Absence and Vocational Services Coordinator 2	Absence and Vocational Services Coordinator	HRSAVST2
			T3	Absence and Vocational Services Coordinator 3	Absence and Vocational Services Senior Coordinator	HRSAVST3
			T4	Absence and Vocational Services Coordinator 4	Absence and Vocational Services Lead Coordinator	HRSAVST4
		People Leader - Managerial	M1	Manager 1, Absence and Vocational Services	Associate Manager, Absence and Vocational Services	HRSAVSM1
			M2	Manager 2, Absence and Vocational Services	Manager, Absence and Vocational Services	HRSAVSM2
			M3	Manager 3, Absence and Vocational Services	Associate Director, Absence and Vocational Services	HRSAVSM3
			M4	Manager 4, Absence and Vocational Services	Director, Absence and Vocational Services	HRSAVSM4
	Benefits	Individual Contributor - Specialized	S1	Benefits Analyst 1	Benefits Specialist	HRSBENS1
			S2	Benefits Analyst 2	Benefits Analyst	HRSBENS2
			S3	Benefits Analyst 3	Benefits Senior Analyst	HRSBENS3
			S4	Benefits Analyst 4	Benefits Consultant	HRSBENS4
			S5	Benefits Analyst 5	Benefits Senior Manager	HRSBENS5
			S6	Benefits Analyst 6	Benefits Director	HRSBENS6
		Individual Contributor - Technical	T1	Benefits Coordinator 1	Benefits Assistant	HRSBENT1
			T2	Benefits Coordinator 2	Benefits Coordinator	HRSBENT2
			T3	Benefits Coordinator 3	Benefits Senior Coordinator	HRSBENT3
			T4	Benefits Coordinator 4	Benefits Lead	HRSBENT4
		People Leader - Managerial	M1	Manager 1, Benefits	Associate Manager, Benefits	HRSBENM1
			M2	Manager 2, Benefits	Manager, Benefits	HRSBENM2
			M3	Manager 3, Benefits	Associate Director, Benefits	HRSBENM3
			M4	Manager 4, Benefits	Director, Benefits	HRSBENM4
			M5	Manager 5, Benefits	Senior Director, Benefits	HRSBENM5
	Compensation	Individual Contributor - Specialized	S1	Compensation Analyst 1	Compensation Specialist	HRSCMPS1
			S2	Compensation Analyst 2	Compensation Analyst	HRSCMPS2
			S3	Compensation Analyst 3	Compensation Senior Analyst	HRSCMPS3
			S4	Compensation Analyst 4	Compensation Consultant	HRSCMPS4
			S5	Compensation Analyst 5	Compensation Senior Consultant	HRSCMPS5
			S6	Compensation Analyst 6	Compensation Principal Consultant	HRSCMPS6
		People Leader - Managerial	M1	Manager 1, Compensation	Associate Manager, Compensation	HRSCMPM1
			M2	Manager 2, Compensation	Manager, Compensation	HRSCMPM2
			M3	Manager 3, Compensation	Associate Director, Compensation	HRSCMPM3
			M4	Manager 4, Compensation	Director, Compensation	HRSCMPM4
			M5	Manager 5, Compensation	Senior Director, Compensation	HRSCMPM5
	Employee and Labor Relations	Individual Contributor - Specialized	S1	Employee and Labor Relations Specialist 1	Employee and Labor Relations Specialist	HRSELRS1
			S2	Employee and Labor Relations Specialist 2	Employee and Labor Relations Representative	HRSELRS2
			S3	Employee and Labor Relations Specialist 3	Employee and Labor Relations Senior Representative	HRSELRS3
			S4	Employee and Labor Relations Specialist 4	Employee and Labor Relations Consultant	HRSELRS4
			S5	Employee and Labor Relations Specialist 5	Employee and Labor Relations Senior Consultant	HRSELRS5
			S6	Employee and Labor Relations Specialist 6	Employee and Labor Relations Principal Consultant	HRSELRS6
		Individual Contributor - Technical	T1	Employee and Labor Relations Coordinator 1	Employee and Labor Relations Assistant	HRSELRT1
			T2	Employee and Labor Relations Coordinator 2	Employee and Labor Relations Coordinator	HRSELRT2
			T3	Employee and Labor Relations Coordinator 3	Employee and Labor Relations Senior Coordinator	HRSELRT3
			T4	Employee and Labor Relations Coordinator 4	Employee and Labor Relations Lead Coordinator	HRSELRT4
		People Leader - Managerial	M1	Manager 1, Employee and Labor Relations	Associate Manager, Employee and Labor Relations	HRSELRM1
			M2	Manager 2, Employee and Labor Relations	Manager, Employee and Labor Relations	HRSELRM2
			M3	Manager 3, Employee and Labor Relations	Associate Director, Employee and Labor Relations	HRSELRM3
			M4	Manager 4, Employee and Labor Relations	Director, Employee and Labor Relations	HRSELRM4
			M5	Manager 5, Employee and Labor Relations	Senior Director, Employee and Labor Relations	HRSELRM5
	HR Business Partners	Individual Contributor - Specialized	S1	HR Business Partner 1	HR Specialist	HRSHRPS1
			S2	HR Business Partner 2	HR Specialist	HRSHRPS2
			S3	HR Business Partner 3	HR Consultant	HRSHRPS3
			S4	HR Business Partner 4	HR Consultant	HRSHRPS4
			S5	HR Business Partner 5	HR Business Partner	HRSHRPS5
			S6	HR Business Partner 6	HR Business Partner	HRSHRPS6
		People Leader - Managerial	M1	Manager 1, HR Business Partners	HR Consultant	HRSHRPM1
			M2	Manager 2, HR Business Partners	HR Consultant	HRSHRPM2
			M3	Manager 3, HR Business Partners	HR Business Partner	HRSHRPM3
			M4	Manager 4, HR Business Partners	HR Business Partner	HRSHRPM4
			M5	Manager 5, HR Business Partners	Senior Director, HR Business Partners	HRSHRPM5
	HR Information Systems	Individual Contributor - Specialized	S1	HR Information Systems Analyst 1	HR Information Systems Specialist	HRSHRIS1
			S2	HR Information Systems Analyst 2	HR Information Systems Analyst	HRSHRIS2
			S3	HR Information Systems Analyst 3	HR Information Systems Senior Analyst	HRSHRIS3
			S4	HR Information Systems Analyst 4	HR Information Systems Consultant	HRSHRIS4
			S5	HR Information Systems Analyst 5	HR Information Systems Senior Consultant	HRSHRIS5
			S6	HR Information Systems Analyst 6	HR Information Systems Principal Consultant	HRSHRIS6
		People Leader - Managerial	M1	Manager 1, HR Information Systems	Associate Manager, HR Information Systems	HRSHRIM1
			M2	Manager 2, HR Information Systems	Manager, HR Information Systems	HRSHRIM2
			M3	Manager 3, HR Information Systems	Associate Director, HR Information Systems	HRSHRIM3
			M4	Manager 4, HR Information Systems	Director, HR Information Systems	HRSHRIM4
			M5	Manager 5, HR Information Systems	Senior Director, HR Information Systems	HRSHRIM5
	HR Service Center	Individual Contributor - Specialized	S1	HR Service Center Specialist 1	HR Service Center Specialist	HRSSVCS1
			S2	HR Service Center Specialist 2	HR Service Center Analyst	HRSSVCS2
			S3	HR Service Center Specialist 3	HR Service Center Senior Analyst	HRSSVCS3
			S4	HR Service Center Specialist 4	HR Service Center Consultant	HRSSVCS4
			S5	HR Service Center Specialist 5	HR Service Center Senior Consultant	HRSSVCS5
		Individual Contributor - Technical	T1	HR Service Center Representative 1	HR Service Center Assistant	HRSSVCT1
			T2	HR Service Center Representative 2	HR Service Center Coordinator	HRSSVCT2
			T3	HR Service Center Representative 3	HR Service Center Senior Coordinator	HRSSVCT3
			T4	HR Service Center Representative 4	HR Service Center Lead	HRSSVCT4
		People Leader - Managerial	M1	Manager 1, HR Service Center	Supervisor, HR Service Center	HRSSVCM1
			M2	Manager 2, HR Service Center	Manager, HR Service Center	HRSSVCM2
			M3	Manager 3, HR Service Center	Senior Manager, HR Service Center	HRSSVCM3
			M4	Manager 4, HR Service Center	Director, HR Service Center	HRSSVCM4
	Learning and Development	Individual Contributor - Specialized	S1	Learning and Development Specialist 1	Learning and Development Specialist	HRSLRDS1
			S2	Learning and Development Specialist 2	Learning and Development Analyst	HRSLRDS2
			S3	Learning and Development Specialist 3	Learning and Development Senior Analyst	HRSLRDS3
			S4	Learning and Development Specialist 4	Learning and Development Consultant	HRSLRDS4
			S5	Learning and Development Specialist 5	Learning and Development Senior Consultant	HRSLRDS5
		Individual Contributor - Technical	T1	Learning and Development Coordinator 1	Learning and Development Assistant	HRSLRDT1
			T2	Learning and Development Coordinator 2	Learning and Development Coordinator	HRSLRDT2
			T3	Learning and Development Coordinator 3	Learning and Development Senior Coordinator	HRSLRDT3
			T4	Learning and Development Coordinator 4	Learning and Development Lead Coordinator	HRSLRDT4
		People Leader - Managerial	M1	Manager 1, Learning and Development	Associate Manager, Learning and Development	HRSLRDM1
			M2	Manager 2, Learning and Development	Manager, Learning and Development	HRSLRDM2
			M3	Manager 3, Learning and Development	Associate Director, Learning and Development	HRSLRDM3

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M4	Manager 4, Learning and Development	Director, Learning and Development	HRSLRDM4
			S2	Learning and Development Specialist - IRP 2	Learning and Development Specialist - IRP	HRSLRD32
	Mobility	Individual Contributor - Specialized	S1	Mobility Specialist 1	Mobility Specialist	HRSMOBS1
			S2	Mobility Specialist 2	Mobility Representative	HRSMOBS2
			S3	Mobility Specialist 3	Mobility Senior Representative	HRSMOBS3
			S4	Mobility Specialist 4	Mobility Advisor	HRSMOBS4
			S5	Mobility Specialist 5	Mobility Senior Advisor	HRSMOBS5
		People Leader - Managerial	M1	Manager 1, Mobility	Associate Manager, Mobility	HRSMOBM1
			M2	Manager 2, Mobility	Manager, Mobility	HRSMOBM2
			M3	Manager 3, Mobility	Associate Director, Mobility	HRSMOBM3
			M4	Manager 4, Mobility	Director, Mobility	HRSMOBM4
	Talent Acquisition	Individual Contributor - Specialized	S1	Talent Acquisition Specialist 1	Talent Acquisition Specialist	HRSTLAS1
			S2	Talent Acquisition Specialist 2	Talent Acquisition Analyst	HRSTLAS2
			S3	Talent Acquisition Specialist 3	Talent Acquisition Senior Analyst	HRSTLAS3
			S4	Talent Acquisition Specialist 4	Talent Acquisition Consultant	HRSTLAS4
			S5	Talent Acquisition Specialist 5	Talent Acquisition Senior Consultant	HRSTLAS5
		Individual Contributor - Technical	T1	Talent Acquisition Coordinator 1	Talent Acquisition Assistant	HRSTLAT1
			T2	Talent Acquisition Coordinator 2	Talent Acquisition Coordinator	HRSTLAT2
			T3	Talent Acquisition Coordinator 3	Talent Acquisition Senior Coordinator	HRSTLAT3
			T4	Talent Acquisition Coordinator 4	Talent Acquisition Lead Coordinator	HRSTLAT4
		People Leader - Managerial	M1	Manager 1, Talent Acquisition	Associate Manager, Talent Acquisition	HRSTLAM1
			M2	Manager 2, Talent Acquisition	Manager, Talent Acquisition	HRSTLAM2
			M3	Manager 3, Talent Acquisition	Associate Director, Talent Acquisition	HRSTLAM3
			M4	Manager 4, Talent Acquisition	Director, Talent Acquisition	HRSTLAM4
			M5	Manager 5, Talent Acquisition	Senior Director, Talent Acquisition	HRSTLAM5
	Talent Management	Individual Contributor - Specialized	S1	Talent Management Specialist 1	Talent Management Specialist	HRSTLMS1
			S2	Talent Management Specialist 2	Talent Management Analyst	HRSTLMS2
			S3	Talent Management Specialist 3	Talent Management Senior Analyst	HRSTLMS3
			S4	Talent Management Specialist 4	Talent Management Consultant	HRSTLMS4
			S5	Talent Management Specialist 5	Talent Management Senior Consultant	HRSTLMS5
			S6	Talent Management Specialist 6	Talent Management Principal Consultant	HRSTLMS6
		People Leader - Managerial	M1	Manager 1, Talent Management	Associate Manager, Talent Management	HRSTLMM1
			M2	Manager 2, Talent Management	Manager, Talent Management	HRSTLMM2
			M3	Manager 3, Talent Management	Associate Director, Talent Management	HRSTLMM3
			M4	Manager 4, Talent Management	Director, Talent Management	HRSTLMM4
			M5	Manager 5, Talent Management	Senior Director, Talent Management	HRSTLMM5
	Total Rewards	Individual Contributor - Specialized	S1	Total Rewards Analyst 1	Total Rewards Specialist	HRSTRWS1
			S2	Total Rewards Analyst 2	Total Rewards Analyst	HRSTRWS2
			S3	Total Rewards Analyst 3	Total Rewards Senior Analyst	HRSTRWS3
			S4	Total Rewards Analyst 4	Total Rewards Consultant	HRSTRWS4
			S5	Total Rewards Analyst 5	Total Rewards Senior Consultant	HRSTRWS5
			S6	Total Rewards Analyst 6	Total Rewards Principal Consultant	HRSTRWS6
		People Leader - Managerial	M1	Manager 1, Total Rewards	Associate Manager, Total Rewards	HRSTRWM1
			M2	Manager 2, Total Rewards	Manager, Total Rewards	HRSTRWM2
			M3	Manager 3, Total Rewards	Associate Director, Total Rewards	HRSTRWM3
			M4	Manager 4, Total Rewards	Director, Total Rewards	HRSTRWM4
	Diversity and Inclusion	Individual Contributor - Specialized	S1	Diversity and Inclusion Specialist 1	Diversity and Inclusion Specialist	HRSDIVS1
			S2	Diversity and Inclusion Specialist 2	Diversity and Inclusion Analyst	HRSDIVS2
			S3	Diversity and Inclusion Specialist 3	Diversity and Inclusion Senior Analyst	HRSDIVS3
			S4	Diversity and Inclusion Specialist 4	Diversity and Inclusion Advisor	HRSDIVS4
			S5	Diversity and Inclusion Specialist 5	Diversity and Inclusion Senior Advisor	HRSDIVS5
		People Leader - Managerial	M1	Manager 1, Diversity and Inclusion	Associate Manager, Diversity and Inclusion	HRSDIVM1
			M2	Manager 2, Diversity and Inclusion	Manager, Diversity and Inclusion	HRSDIVM2
			M3	Manager 3, Diversity and Inclusion	Associate Director, Diversity and Inclusion	HRSDIVM3
			M4	Manager 4, Diversity and Inclusion	Director, Diversity and Inclusion	HRSDIVM4
Imaging	Brachytherapy	Individual Contributor - Clinical	C2	Brachytherapist 2	Brachytherapist	IMGHDRC2
		Internal Resource Pool	C2	Brachytherapist - IRP 2	Brachytherapist - IRP	IMGHDR22
	Computed Tomography - CT	Individual Contributor - Clinical	C2	CT Technologist 2	CT Technologist	IMGCTSC2
			C3	CT Technologist 3	CT Senior Technologist	IMGCTSC3
			C4	CT Technologist 4	CT Lead Technologist	IMGCTSC4
		Internal Resource Pool	C2	CT Technologist - IRP 2	CT Technologist - IRP	IMGCTS22
	Echocardiography	Individual Contributor - Clinical	C2	Echocardiography Technologist 2	Echocardiography Technologist	IMGEKOC2
			C3	Echocardiography Technologist 3	Echocardiography Senior Technologist	IMGEKOC3
			C4	Echocardiography Technologist 4	Echocardiography Lead Technologist	IMGEKOC4
		Internal Resource Pool	C2	Echocardiography Technologist - IRP 2	Echocardiography Technologist - IRP	IMGEKO22
	Imaging Education	Individual Contributor - Clinical	C2	Imaging Educator 2	Imaging Educator	IMGEDUC2
			C3	Imaging Educator 3	Imaging Education Coordinator	IMGEDUC3
		Individual Contributor - Specialized	S2	Imaging Education Specialist 2	Imaging Education Facilitator	IMGEDUS2
			S4	Imaging Education Specialist 4	Imaging Education Program Director	IMGEDUS4
	Imaging Informatics	Individual Contributor - Specialized	S1	Imaging Informatics Analyst 1	Imaging Informatics Specialist	IMGIFMS1
			S2	Imaging Informatics Analyst 2	Imaging Informatics Analyst	IMGIFMS2
			S3	Imaging Informatics Analyst 3	Imaging Informatics Senior Analyst	IMGIFMS3
			S4	Imaging Informatics Analyst 4	Imaging Informatics Consultant	IMGIFMS4
		People Leader - Managerial	M1	Manager 1, Imaging Informatics	Supervisor, Imaging Informatics	IMGIFMM1
			M2	Manager 2, Imaging Informatics	Manager, Imaging Informatics	IMGIFMM2
			M3	Manager 3, Imaging Informatics	Associate Director, Imaging Informatics	IMGIFMM3
			M4	Manager 4, Imaging Informatics	Director, Imaging Informatics	IMGIFMM4
		Internal Resource Pool	S1	Imaging Informatics Analyst - IRP 1	Imaging Informatics Analyst - IRP 1	IMGIFM31
			S2	Imaging Informatics Analyst - IRP 2	Imaging Informatics Analyst - IRP 2	IMGIFM32
	Imaging Services	Individual Contributor - Clinical	C3	Radiologist Assistant 3	Radiologist Assistant	IMGSVCC3
		Individual Contributor - Specialized	S3	Imaging Safety Officer 3	Imaging Safety Officer	IMGSVCS3
		People Leader - Managerial	M1	Manager 1, Imaging Services	Supervisor, Imaging Services	IMGSVCM1
			M2	Manager 2, Imaging Services	Manager, Imaging Services	IMGSVCM2
			M3	Manager 3, Imaging Services	Associate Director, Imaging Services	IMGSVCM3
			M4	Manager 4, Imaging Services	Director, Imaging Services	IMGSVCM4
			M5	Manager 5, Imaging Services	Senior Director, Imaging Services	IMGSVCM5
	Interventional Radiology	Individual Contributor - Clinical	C2	Interventional Radiology Technologist 2	Interventional Radiology Technologist	IMGVIRC2
			C3	Interventional Radiology Technologist 3	Interventional Radiology Senior Technologist	IMGVIRC3
			C4	Interventional Radiology Technologist 4	Interventional Radiology Lead Technologist	IMGVIRC4
		Internal Resource Pool	C2	Interventional Radiology Technologist - IRP 2	Interventional Radiology Technologist - IRP	IMGVIR22
	Magnetic Resonance Imaging - MRI	Individual Contributor - Clinical	C2	MRI Technologist 2	MRI Technologist	IMGMRIC2
			C3	MRI Technologist 3	MRI Senior Technologist	IMGMRIC3
			C4	MRI Technologist 4	MRI Lead Technologist	IMGMRIC4
		Individual Contributor - Specialized	S3	MRI Safety Officer 3	MRI Safety Officer	IMGMRIS3
		Internal Resource Pool	C2	MRI Technologist - IRP 2	MRI Technologist - IRP	IMGMRI22
	Mammography	Individual Contributor - Clinical	C2	Mammography Technologist 2	Mammography Technologist	IMGMAMC2
			C3	Mammography Technologist 3	Mammography Senior Technologist	IMGMAMC3
			C4	Mammography Technologist 4	Mammography Lead Technologist	IMGMAMC4
		People Leader - Managerial	M2	Manager 2, Mammography	Manager, Mammography	IMGMAMM2
			M3	Manager 3, Mammography	Associate Director, Mammography	IMGMAMM3
		Internal Resource Pool	C2	Mammography Technologist - IRP 2	Mammography Technologist - IRP	IMGMAM22
	Medical Dosimetry	Individual Contributor - Clinical	C2	Dosimetrist 2	Dosimetrist	IMGCMDC2
			C3	Dosimetrist 3	Senior Dosimetrist	IMGCMDC3
			C4	Dosimetrist 4	Lead Dosimetrist	IMGCMDC4
		People Leader - Managerial	M1	Manager 1, Medical Dosimetry	Dosimetry Supervisor	IMGCMDM1
			M2	Manager 2, Medical Dosimetry	Manager, Medical Dosimetry	IMGCMDM2
		Internal Resource Pool	C2	Dosimetrist - IRP 2	Dosimetrist - IRP	IMGCMD22
	Multimodality Imaging	Individual Contributor - Clinical	C2	Multimodality Imaging Technologist 2	Multimodality Imaging Technologist	IMGMULC2
			C3	Multimodality Imaging Technologist 3	Multimodality Imaging Senior Technologist	IMGMULC3
			C4	Multimodality Imaging Technologist 4	Multimodality Imaging Lead Technologist	IMGMULC4
		People Leader - Managerial	M1	Manager 1, Multimodality Imaging	Supervisor, Multimodality Imaging	IMGMULM1
			M2	Manager 2, Multimodality Imaging	Manager, Multimodality Imaging	IMGMULM2
		Internal Resource Pool	C2	Multimodality Imaging Technologist - IRP 2	Multimodality Imaging Technologist - IRP	IMGMUL22
	Navigation	Individual Contributor - Clinical	C2	Navigation Technologist 2	Navigation Technologist	IMGNAVC2
			C3	Navigation Technologist 3	Navigation Senior Technologist	IMGNAVC3
			C4	Navigation Technologist 4	Navigation Lead Technologist	IMGNAVC4
		Internal Resource Pool	C2	Navigation Technologist - IRP 2	Navigation Technologist - IRP	IMGNAV22
	Nuclear Medicine	Individual Contributor - Clinical	C2	Nuclear Medicine Technologist 2	Nuclear Medicine Technologist	IMGNUCC2
			C3	Nuclear Medicine Technologist 3	Nuclear Medicine Senior Technologist	IMGNUCC3
			C4	Nuclear Medicine Technologist 4	Nuclear Medicine Lead Technologist	IMGNUCC4
		Internal Resource Pool	C2	Nuclear Medicine Technologist - IRP 2	Nuclear Medicine Technologist - IRP	IMGNUC22
	Radiation Biology and Physics	Individual Contributor - Clinical	C1	Radiation Physicist 1	Junior Physicist	IMGABRC1
			C2	Radiation Physicist 2	Radiation Physicist	IMGABRC2
			C3	Radiation Physicist 3	Senior Radiation Physicist	IMGABRC3

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			C4	Radiation Physicist 4	Lead Radiation Physicist	IMGABRC4
		Individual Contributor - Specialized	S3	Radiobiologist 3	Assistant Radiobiologist	IMGABRS3
			S4	Radiobiologist 4	Associate Radiobiologist	IMGABRS4
			S5	Radiobiologist 5	Radiobiologist	IMGABRS5
		Internal Resource Pool	C1	Radiation Physicist - IRP 1	Radiation Physicist - IRP	IMGABR21
	Radiation Therapy	Individual Contributor - Clinical	C2	Radiation Therapist 2	Radiation Therapist	IMGRTTC2
			C3	Radiation Therapist 3	Radiation Senior Therapist	IMGRTTC3
			C4	Radiation Therapist 4	Radiation Lead Therapist	IMGRTTC4
		Individual Contributor - Specialized	S3	Radiation Therapy Safety Officer 3	Radiation Therapy Safety Officer	IMGRTTS3
		People Leader - Managerial	M1	Manager 1, Radiation Therapy	Associate Manager, Radiation Therapy	IMGRTTM1
			M2	Manager 2, Radiation Therapy	Manager, Radiation Therapy	IMGRTTM2
			M3	Manager 3, Radiation Therapy	Associate Director, Radiation Therapy	IMGRTTM3
			M4	Manager 4, Radiation Therapy	Director, Radiation Therapy	IMGRTTM4
			M5	Manager 5, Radiation Therapy	Senior Director, Radiation Therapy	IMGRTTM5
		Internal Resource Pool	C2	Radiation Therapist - IRP 2	Radiation Therapist - IRP	IMGRTT22
	Radiology	Individual Contributor - Clinical	C2	Radiology Technologist 2	Radiology Technologist	IMGRADC2
			C3	Radiology Technologist 3	Radiology Senior Technologist	IMGRADC3
			C4	Radiology Technologist 4	Radiology Lead Technologist	IMGRADC4
		Internal Resource Pool	C2	Radiology Technologist - IRP 2	Radiology Technologist - IRP	IMGRAD22
	Three Dimensional Imaging	Individual Contributor - Clinical	C2	Three Dimensional Technologist 2	Three Dimensional Technologist	IMGTHEC2
	Ultrasound	Individual Contributor - Clinical	C2	Ultrasound Technologist 2	Ultrasound Technologist	IMGUSTC2
			C3	Ultrasound Technologist 3	Ultrasound Senior Technologist	IMGUSTC3
			C4	Ultrasound Technologist 4	Ultrasound Lead Technologist	IMGUSTC4
		Internal Resource Pool	C2	Ultrasound Technologist - IRP 2	Ultrasound Technologist - IRP	IMGUST22
	Vascular Sonography	Individual Contributor - Clinical	C2	Vascular Sonography Technologist 2	Vascular Technologist	IMGRVTC2
			C3	Vascular Sonography Technologist 3	Vascular Senior Technologist	IMGRVTC3
			C4	Vascular Sonography Technologist 4	Vascular Lead Technologist	IMGRVTC4
		Internal Resource Pool	C2	Vascular Sonography Technologist - IRP 2	Vascular Sonography Technologist - IRP	IMGRVT22
	Women's Imaging	Individual Contributor - Clinical	C2	OB/GYN Sonographer 2	OB/GYN Sonographer	IMGMFMC2
			C3	OB/GYN Sonographer 3	OB/GYN Senior Sonographer	IMGMFMC3
			C4	OB/GYN Sonographer 4	OB/GYN Lead Sonographer	IMGMFMC4
		People Leader - Managerial	M2	Manager 2, Women's Imaging	Manager, Women's Imaging	IMGMFMM2
		Internal Resource Pool	C2	OB/GYN Sonographer - IRP 2	OB/GYN Sonographer - IRP	IMGMFM22
Information Technology	Applications Development	Individual Contributor - Specialized	S1	Applications Developer 1	Associate Applications Developer	ITTAPDS1
			S2	Applications Developer 2	Applications Developer	ITTAPDS2
			S3	Applications Developer 3	Senior Applications Developer	ITTAPDS3
			S4	Applications Developer 4	Applications Development Consultant	ITTAPDS4
			S5	Applications Developer 5	Applications Development Senior Consultant	ITTAPDS5
		People Leader - Managerial	M1	Manager 1, Applications Development	Associate Manager, Applications Development	ITTAPDM1
			M2	Manager 2, Applications Development	Manager, Applications Development	ITTAPDM2
			M3	Manager 3, Applications Development	Associate Director, Applications Development	ITTAPDM3
			M4	Manager 4, Applications Development	Director, Applications Development	ITTAPDM4
			M5	Manager 5, Applications Development	Senior Director, Applications Development	ITTAPDM5
	Applications Management	Individual Contributor - Specialized	S1	Applications Management Analyst 1	Applications Management Associate Analyst	ITTAPMS1
			S2	Applications Management Analyst 2	Applications Management Analyst	ITTAPMS2
			S3	Applications Management Analyst 3	Applications Management Senior Analyst	ITTAPMS3
			S4	Applications Management Analyst 4	Applications Management Consultant	ITTAPMS4
			S5	Applications Management Analyst 5	Applications Management Senior Consultant	ITTAPMS5
		Individual Contributor - Technical	T1	Applications Management Technician 1	Applications Management Technician 1	ITTAPMT1
			T2	Applications Management Technician 2	Applications Management Technician 2	ITTAPMT2
			T3	Applications Management Technician 3	Applications Management Technician 3	ITTAPMT3
			T4	Applications Management Technician 4	Applications Management Technician 4	ITTAPMT4
		People Leader - Managerial	M1	Manager 1, Applications Management	Associate Manager, Applications Management	ITTAPMM1
			M2	Manager 2, Applications Management	Manager, Applications Management	ITTAPMM2
			M3	Manager 3, Applications Management	Associate Director, Applications Management	ITTAPMM3
			M4	Manager 4, Applications Management	Director, Applications Management	ITTAPMM4
			M5	Manager 5, Applications Management	Senior Director, Applications Management	ITTAPMM5
		Internal Resource Pool	S1	Applications Management Analyst - IRP 1	Applications Management Analyst - IRP 1	ITTAPM31
			S2	Applications Management Analyst - IRP 2	Applications Management Analyst - IRP 2	ITTAPM32
	Audiovisual Production	Individual Contributor - Specialized	S1	Audiovisual Production Specialist 1	Audiovisual Production Specialist 1	ITTAUDS1
			S2	Audiovisual Production Specialist 2	Audiovisual Production Specialist 2	ITTAUDS2
			S3	Audiovisual Production Specialist 3	Audiovisual Production Specialist 3	ITTAUDS3
			S4	Audiovisual Production Specialist 4	Audiovisual Production Specialist 4	ITTAUDS4
		Individual Contributor - Technical	T1	Audiovisual Production Technician 1	Audiovisual Production Technician 1	ITTAUDT1
			T2	Audiovisual Production Technician 2	Audiovisual Production Technician 2	ITTAUDT2
			T3	Audiovisual Production Technician 3	Audiovisual Production Technician 3	ITTAUDT3
			T4	Audiovisual Production Technician 4	Audiovisual Production Technician 4	ITTAUDT4
		People Leader - Managerial	M1	Manager 1, Audiovisual Production	Supervisor, Audiovisual Production	ITTAUDM1
			M2	Manager 2, Audiovisual Production	Manager, Audiovisual Production	ITTAUDM2
	Business Systems	Individual Contributor - Specialized	S1	Business Systems Analyst 1	Associate Business Systems Analyst	ITTBSAS1
			S2	Business Systems Analyst 2	Business Systems Analyst	ITTBSAS2
			S3	Business Systems Analyst 3	Senior Business Systems Analyst	ITTBSAS3
			S4	Business Systems Analyst 4	Business Systems Consultant	ITTBSAS4
			S5	Business Systems Analyst 5	Business Systems Senior Consultant	ITTBSAS5
		People Leader - Managerial	M1	Manager 1, Business Systems	Associate Manager, Business Systems	ITTBSAM1
			M2	Manager 2, Business Systems	Manager, Business Systems	ITTBSAM2
			M3	Manager 3, Business Systems	Associate Director, Business Systems	ITTBSAM3
			M4	Manager 4, Business Systems	Director, Business Systems	ITTBSAM4
	Cloud Data Solutions	Individual Contributor - Specialized	S1	Cloud Data Solutions Analyst 1	Cloud Data Solutions Associate Analyst	ITTCDSS1
			S2	Cloud Data Solutions Analyst 2	Cloud Data Solutions Analyst	ITTCDSS2
			S3	Cloud Data Solutions Analyst 3	Cloud Data Solutions Senior Analyst	ITTCDSS3
			S4	Cloud Data Solutions Analyst 4	Cloud Data Solutions Consultant	ITTCDSS4
			S5	Cloud Data Solutions Analyst 5	Cloud Data Solutions Senior Consultant	ITTCDSS5
			S6	Cloud Data Solutions Analyst 6	Cloud Data Solutions Architect	ITTCDSS6
		People Leader - Managerial	M2	Manager 2, Cloud Data Solutions	Manager, Cloud Data Solutions	ITTCDSM2
			M3	Manager 3, Cloud Data Solutions	Associate Director, Cloud Data Solutions	ITTCDSM3
			M4	Manager 4, Cloud Data Solutions	Director, Cloud Data Solutions	ITTCDSM4
	Communications Infrastructure	Individual Contributor - Specialized	S1	Communications Infrastructure Analyst 1	Communications Infrastructure Associate Analyst	ITTCMIS1
			S2	Communications Infrastructure Analyst 2	Communications Infrastructure Analyst	ITTCMIS2
			S3	Communications Infrastructure Analyst 3	Communications Infrastructure Senior Analyst	ITTCMIS3
			S4	Communications Infrastructure Analyst 4	Communications Infrastructure Consultant	ITTCMIS4
		People Leader - Managerial	M1	Manager 1, Communications Infrastructure	Supervisor, Communications Infrastructure	ITTCMIM1
			M2	Manager 2, Communications Infrastructure	Manager, Communications Infrastructure	ITTCMIM2
	Data Engineering	Individual Contributor - Specialized	S1	Data Engineer 1	Associate Data Engineer	ITTENGS1
			S2	Data Engineer 2	Data Engineer	ITTENGS2
			S3	Data Engineer 3	Senior Data Engineer	ITTENGS3
			S4	Data Engineer 4	Data Engineering Consultant	ITTENGS4
		People Leader - Managerial	M1	Manager 1, Data Engineering	Supervisor, Data Engineering	ITTENGM1
			M2	Manager 2, Data Engineering	Manager, Data Engineering	ITTENGM2
			M3	Manager 3, Data Engineering	Associate Director, Data Engineering	ITTENGM3
			M4	Manager 4, Data Engineering	Director, Data Engineering	ITTENGM4
	Data Governance	Individual Contributor - Specialized	S1	Data Governance Analyst 1	Data Governance Analyst 1	ITTGOVS1
			S2	Data Governance Analyst 2	Data Governance Analyst 2	ITTGOVS2
			S3	Data Governance Analyst 3	Data Governance Analyst 3	ITTGOVS3
			S4	Data Governance Analyst 4	Data Governance Analyst 4	ITTGOVS4
		People Leader - Managerial	M1	Manager 1, Data Governance	Supervisor, Data Governance	ITTGOVM1
			M2	Manager 2, Data Governance	Manager, Data Governance	ITTGOVM2
	Database Administration	Individual Contributor - Specialized	S1	Database Administration Analyst 1	Associate Database Administrator	ITTDBAS1
			S2	Database Administration Analyst 2	Database Administrator	ITTDBAS2
			S3	Database Administration Analyst 3	Senior Database Administrator	ITTDBAS3
			S4	Database Administration Analyst 4	Database Administration Consultant	ITTDBAS4
			S5	Database Administration Analyst 5	Database Administration Senior Consultant	ITTDBAS5
			S6	Database Administration Analyst 6	Database Administration Principal Consultant	ITTDBAS6
		People Leader - Managerial	M1	Manager 1, Database Administration	Associate Manager, Database Administration	ITTDBAM1
			M2	Manager 2, Database Administration	Manager, Database Administration	ITTDBAM2
			M3	Manager 3, Database Administration	Associate Director, Database Administration	ITTDBAM3
			M4	Manager 4, Database Administration	Director, Database Administration	ITTDBAM4
	Disaster Recovery	Individual Contributor - Specialized	S1	Disaster Recovery Analyst 1	Disaster Recovery Analyst 1	ITTDRYS1
			S2	Disaster Recovery Analyst 2	Disaster Recovery Analyst 2	ITTDRYS2
			S3	Disaster Recovery Analyst 3	Disaster Recovery Analyst 3	ITTDRYS3
			S4	Disaster Recovery Analyst 4	Disaster Recovery Analyst 4	ITTDRYS4
		People Leader - Managerial	M2	Manager 2, Disaster Recovery	Manager, Disaster Recovery	ITTDRYM2
	Endpoint Engineering	Individual Contributor - Specialized	S2	Endpoint Engineering Analyst 2	Endpoint Engineer	ITTIEES2
			S3	Endpoint Engineering Analyst 3	Endpoint Senior Engineer	ITTIEES3

Job Code Table
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Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S4	Endpoint Engineering Analyst 4	Endpoint Engineering Consultant	ITTIEES4
		People Leader - Managerial	M1	Manager 1, Endpoint Engineering	Associate Manager, Endpoint Engineering	ITTIEEM1
			M2	Manager 2, Endpoint Engineering	Manager, Endpoint Engineering	ITTIEEM2
	Enterprise Applications Development	Individual Contributor - Specialized	S1	Enterprise Applications Developer 1	Enterprise Applications Associate Developer	ITTEADS1
			S2	Enterprise Applications Developer 2	Enterprise Applications Developer	ITTEADS2
			S3	Enterprise Applications Developer 3	Enterprise Applications Senior Developer	ITTEADS3
			S4	Enterprise Applications Developer 4	Enterprise Applications Development Consultant	ITTEADS4
			S5	Enterprise Applications Developer 5	Enterprise Applications Development Senior Consultant	ITTEADS5
		People Leader - Managerial	M1	Manager 1, Enterprise Applications Development	Associate Manager, Enterprise Applications Development	ITTEADM1
			M2	Manager 2, Enterprise Applications Development	Manager, Enterprise Applications Development	ITTEADM2
			M3	Manager 3, Enterprise Applications Development	Associate Director, Enterprise Applications Development	ITTEADM3
			M4	Manager 4, Enterprise Applications Development	Director, Enterprise Applications Development	ITTEADM4
			M5	Manager 5, Enterprise Applications Development	Senior Director, Enterprise Applications Development	ITTEADM5
	Enterprise Applications Management	Individual Contributor - Specialized	S1	Enterprise Applications Management Analyst 1	Enterprise Applications Management Associate Analyst	ITTEAMS1
			S2	Enterprise Applications Management Analyst 2	Enterprise Applications Management Analyst	ITTEAMS2
			S3	Enterprise Applications Management Analyst 3	Enterprise Applications Management Senior Analyst	ITTEAMS3
			S4	Enterprise Applications Management Analyst 4	Enterprise Applications Management Consultant	ITTEAMS4
			S5	Enterprise Applications Management Analyst 5	Enterprise Applications Management Senior Consultant	ITTEAMS5
		People Leader - Managerial	M1	Manager 1, Enterprise Applications Management	Supervisor, Enterprise Applications Management	ITTEAMM1
			M2	Manager 2, Enterprise Applications Management	Manager, Enterprise Applications Management	ITTEAMM2
			M3	Manager 3, Enterprise Applications Management	Associate Director, Enterprise Applications Management	ITTEAMM3
			M4	Manager 4, Enterprise Applications Management	Director, Enterprise Applications Management	ITTEAMM4
			M5	Manager 5, Enterprise Applications Management	Senior Director, Enterprise Applications Management	ITTEAMM5
	Enterprise Architecture	Individual Contributor - Specialized	S4	Enterprise Architecture Analyst 4	Enterprise Architecture Consultant	ITTARCS4
			S5	Enterprise Architecture Analyst 5	Enterprise Architecture Senior Consultant	ITTARCS5
			S6	Enterprise Architecture Analyst 6	Enterprise Architecture Principal Consultant	ITTARCS6
		People Leader - Managerial	M2	Manager 2, Enterprise Architecture	Manager, Enterprise Architecture	ITTARCM2
			M3	Manager 3, Enterprise Architecture	Associate Director, Enterprise Architecture	ITTARCM3
			M4	Manager 4, Enterprise Architecture	Director, Enterprise Architecture	ITTARCM4
	Enterprise Database Administration	Individual Contributor - Specialized	S1	Enterprise Database Administration Analyst 1	Enterprise Database Associate Administrator	ITTEDAS1
			S2	Enterprise Database Administration Analyst 2	Enterprise Database Administrator	ITTEDAS2
			S3	Enterprise Database Administration Analyst 3	Enterprise Database Senior Administrator	ITTEDAS3
			S4	Enterprise Database Administration Analyst 4	Enterprise Database Administration Consultant	ITTEDAS4
			S5	Enterprise Database Administration Analyst 5	Enterprise Database Administration Senior Consultant	ITTEDAS5
			S6	Enterprise Database Administration Analyst 6	Enterprise Database Administration Principal Consultant	ITTEDAS6
		People Leader - Managerial	M1	Manager 1, Enterprise Database Administration	Associate Manager, Enterprise Database Administration	ITTEDAM1
			M2	Manager 2, Enterprise Database Administration	Manager, Enterprise Database Administration	ITTEDAM2
			M3	Manager 3, Enterprise Database Administration	Associate Director, Enterprise Database Administration	ITTEDAM3
			M4	Manager 4, Enterprise Database Administration	Director, Enterprise Database Administration	ITTEDAM4
	Information Security and Risk Management	Individual Contributor - Specialized	S1	Information Security and Risk Management Analyst 1	Information Security and Risk Management Associate Analyst	ITTSRMS1
			S2	Information Security and Risk Management Analyst 2	Information Security and Risk Management Analyst	ITTSRMS2
			S3	Information Security and Risk Management Analyst 3	Information Security and Risk Management Senior Analyst	ITTSRMS3
			S4	Information Security and Risk Management Analyst 4	Information Security and Risk Management Consultant	ITTSRMS4
			S5	Information Security and Risk Management Analyst 5	Information Security and Risk Management Senior Consultant	ITTSRMS5
			S6	Information Security and Risk Management Analyst 6	Information Security and Risk Management Principal Consultant	ITTSRMS6
		Individual Contributor - Technical	T3	Information Security and Risk Management Technician 3	Information Security and Risk Management Technician 3	ITTSRMT3
			T4	Information Security and Risk Management Technician 4	Information Security and Risk Management Technician 4	ITTSRMT4
		People Leader - Managerial	M2	Manager 2, Information Security and Risk Management	Manager, Information Security and Risk Management	ITTSRMM2
			M3	Manager 3, Information Security and Risk Management	Associate Director, Information Security and Risk Management	ITTSRMM3
			M4	Manager 4, Information Security and Risk Management	Director, Information Security and Risk Management	ITTSRMM4
			M5	Manager 5, Information Security and Risk Management	Senior Director, Information Security and Risk Management	ITTSRMM5
	Information Technology Training	Individual Contributor - Specialized	S1	Information Technology Training Analyst 1	IT Training Associate Analyst	ITTITTS1
			S2	Information Technology Training Analyst 2	IT Training Analyst	ITTITTS2
			S3	Information Technology Training Analyst 3	IT Training Senior Analyst	ITTITTS3
			S4	Information Technology Training Analyst 4	IT Training Consultant	ITTITTS4
		People Leader - Managerial	M1	Manager 1, Information Technology Training	Supervisor, IT Training	ITTITTM1
			M2	Manager 2, Information Technology Training	Manager, IT Training	ITTITTM2
			M3	Manager 3, Information Technology Training	Associate Director, IT Training	ITTITTM3
			M4	Manager 4, Information Technology Training	Director, IT Training	ITTITTM4
		Internal Resource Pool	S2	Information Technology Training Analyst - IRP 2	Information Technology Training Analyst - IRP	ITTITT32
	Instructional Technology Services	Individual Contributor - Specialized	S1	Instructional Technology Services Analyst 1	Instructional Technology Associate Analyst	ITTITSS1
			S2	Instructional Technology Services Analyst 2	Instructional Technology Analyst	ITTITSS2
			S3	Instructional Technology Services Analyst 3	Instructional Technology Senior Analyst	ITTITSS3
			S4	Instructional Technology Services Analyst 4	Instructional Technology Consultant	ITTITSS4
		Individual Contributor - Technical	T1	Instructional Technology Services Technician 1	Instructional Technology Services Technician 1	ITTITST1
			T2	Instructional Technology Services Technician 2	Instructional Technology Services Technician 2	ITTITST2
			T3	Instructional Technology Services Technician 3	Instructional Technology Services Technician 3	ITTITST3
		People Leader - Managerial	M1	Manager 1, Instructional Technology Services	Supervisor, Instructional Technology	ITTITSM1
			M2	Manager 2, Instructional Technology Services	Manager, Instructional Technology	ITTITSM2
			M3	Manager 3, Instructional Technology Services	Associate Director, Instructional Technology	ITTITSM3
			M4	Manager 4, Instructional Technology Services	Director, Instructional Technology	ITTITSM4
	IT Change Management	Individual Contributor - Specialized	S1	IT Change Management Analyst 1	IT Change Management Associate Analyst	ITTICMS1
			S2	IT Change Management Analyst 2	IT Change Management Analyst	ITTICMS2
			S3	IT Change Management Analyst 3	IT Change Management Senior Analyst	ITTICMS3
			S4	IT Change Management Analyst 4	IT Change Management Consultant	ITTICMS4
		People Leader - Managerial	M2	Manager 2, IT Change Management	Manager, IT Change Management	ITTICMM2
			M3	Manager 3, IT Change Management	Associate Director, IT Change Management	ITTICMM3
			M4	Manager 4, IT Change Management	Director, IT Change Management	ITTICMM4
	IT Infrastructure and Data Center	Individual Contributor - Specialized	S1	IT Infrastructure and Data Center Analyst 1	IT Infrastructure and Data Center Associate Engineer	ITTINFS1
			S2	IT Infrastructure and Data Center Analyst 2	IT Infrastructure and Data Center Engineer	ITTINFS2
			S3	IT Infrastructure and Data Center Analyst 3	IT Infrastructure and Data Center Senior Engineer	ITTINFS3
			S4	IT Infrastructure and Data Center Analyst 4	IT Infrastructure and Data Center Consultant	ITTINFS4
			S5	IT Infrastructure and Data Center Analyst 5	IT Infrastructure and Data Center Senior Consultant	ITTINFS5
			S6	IT Infrastructure and Data Center Analyst 6	IT Infrastructure and Data Center Principal Consultant	ITTINFS6
		People Leader - Managerial	M1	Manager 1, IT Infrastructure and Data Center	Supervisor, IT Infrastructure and Data Center	ITTINFM1
			M2	Manager 2, IT Infrastructure and Data Center	Manager, IT Infrastructure and Data Center	ITTINFM2
			M3	Manager 3, IT Infrastructure and Data Center	Associate Director, IT Infrastructure and Data Center	ITTINFM3
			M4	Manager 4, IT Infrastructure and Data Center	Director, IT Infrastructure and Data Center	ITTINFM4
	IT Multi-Discipline	Individual Contributor - Specialized	S1	IT Multi-Discipline Analyst 1	IT Multi-Discipline Associate Specialist	ITTIMDS1
			S2	IT Multi-Discipline Analyst 2	IT Multi-Discipline Specialist	ITTIMDS2
			S3	IT Multi-Discipline Analyst 3	IT Multi-Discipline Senior Specialist	ITTIMDS3
			S4	IT Multi-Discipline Analyst 4	IT Multi-Discipline Consultant	ITTIMDS4
			S5	IT Multi-Discipline Analyst 5	IT Multi-Discipline Senior Consultant	ITTIMDS5
		Individual Contributor - Technical	T1	IT Multi-Discipline Technician 1	IT Multi-Discipline Technician 1	ITTIMDT1
			T2	IT Multi-Discipline Technician 2	IT Multi-Discipline Technician 2	ITTIMDT2
			T3	IT Multi-Discipline Technician 3	IT Multi-Discipline Technician 3	ITTIMDT3
			T4	IT Multi-Discipline Technician 4	IT Multi-Discipline Technician 4	ITTIMDT4
		People Leader - Managerial	M1	Manager 1, IT Multi-Discipline	Supervisor, IT Multi-Discipline	ITTIMDM1
			M2	Manager 2, IT Multi-Discipline	Manager, IT Multi-Discipline	ITTIMDM2
			M3	Manager 3, IT Multi-Discipline	Associate Director, IT Multi-Discipline	ITTIMDM3
			M4	Manager 4, IT Multi-Discipline	Director, IT Multi-Discipline	ITTIMDM4
			M5	Manager 5, IT Multi-Discipline	Senior Director, IT Multi-Discipline	ITTIMDM5
	IT Operations	Individual Contributor - Specialized	S1	IT Operations Engineer 1	IT Operations Associate Engineer	ITTOPCS1
			S2	IT Operations Engineer 2	IT Operations Engineer	ITTOPCS2
			S3	IT Operations Engineer 3	IT Operations Senior Engineer	ITTOPCS3
			S4	IT Operations Engineer 4	IT Operations Consultant	ITTOPCS4
			S5	IT Operations Engineer 5	IT Operations Senior Consultant	ITTOPCS5
		People Leader - Managerial	M1	Manager 1, IT Operations	Supervisor, IT Operations	ITTOPCM1
			M2	Manager 2, IT Operations	Manager, IT Operations	ITTOPCM2
			M3	Manager 3, IT Operations	Associate Director, IT Operations	ITTOPCM3
			M4	Manager 4, IT Operations	Director, IT Operations	ITTOPCM4
	IT Process Engineering	Individual Contributor - Specialized	S1	IT Process Engineer 1	IT Process Associate Engineer	ITTIPES1
			S2	IT Process Engineer 2	IT Process Engineer	ITTIPES2
			S3	IT Process Engineer 3	IT Process Senior Engineer	ITTIPES3
			S4	IT Process Engineer 4	IT Process Engineering Consultant	ITTIPES4
		People Leader - Managerial	M2	Manager 2, IT Process Engineering	Manager, IT Process Engineering	ITTIPEM2
			M3	Manager 3, IT Process Engineering	Associate Director, IT Process Engineering	ITTIPEM3
			M4	Manager 4, IT Process Engineering	Director, IT Process Engineering	ITTIPEM4
			M5	Manager 5, IT Process Engineering	Senior Director, IT Process Engineering	ITTIPEM5
	IT Project Management	Individual Contributor - Specialized	S1	IT Project Management Analyst 1	IT Associate Project Manager	ITTIPMS1
			S2	IT Project Management Analyst 2	IT Project Manager	ITTIPMS2
			S3	IT Project Management Analyst 3	IT Senior Project Manager	ITTIPMS3
			S4	IT Project Management Analyst 4	IT Project Management Consultant	ITTIPMS4

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S5	IT Project Management Analyst 5	IT Project Management Senior Consultant	ITTIPMS5
		People Leader - Managerial	M1	Manager 1, IT Project Management	Supervisor, IT Project Management	ITTIPMM1
			M2	Manager 2, IT Project Management	Manager, IT Project Management	ITTIPMM2
			M3	Manager 3, IT Project Management	Associate Director, IT Project Management	ITTIPMM3
			M4	Manager 4, IT Project Management	Director, IT Project Management	ITTIPMM4
	IT Relationship Management	Individual Contributor - Specialized	S1	IT Relationship Management Analyst 1	IT Relationship Management Analyst 1	ITTIRMS1
			S2	IT Relationship Management Analyst 2	IT Relationship Management Analyst 2	ITTIRMS2
			S3	IT Relationship Management Analyst 3	IT Relationship Management Analyst 3	ITTIRMS3
			S4	IT Relationship Management Analyst 4	IT Relationship Management Analyst 4	ITTIRMS4
		People Leader - Managerial	M2	Manager 2, IT Relationship Management	Manager, IT Relationship Management	ITTIRMM2
			M3	Manager 3, IT Relationship Management	Associate Director, IT Relationship Management	ITTIRMM3
			M4	Manager 4, IT Relationship Management	Director, IT Relationship Management	ITTIRMM4
			M5	Manager 5, IT Relationship Management	Senior Director, IT Relationship Management	ITTIRMM5
	IT Service Support	Individual Contributor - Specialized	S1	IT Service Support Analyst 1	IT Service Support Analyst 1	ITTISSS1
			S2	IT Service Support Analyst 2	IT Service Support Analyst 2	ITTISSS2
			S3	IT Service Support Analyst 3	IT Service Support Analyst 3	ITTISSS3
		Individual Contributor - Technical	T1	IT Service Support Technician 1	IT Service Support Technician 1	ITTISST1
			T2	IT Service Support Technician 2	IT Service Support Technician 2	ITTISST2
			T3	IT Service Support Technician 3	IT Service Support Technician 3	ITTISST3
			T4	IT Service Support Technician 4	IT Service Support Technician 4	ITTISST4
		People Leader - Managerial	M1	Manager 1, IT Service Support	Supervisor, IT Service Support	ITTISSM1
			M2	Manager 2, IT Service Support	Manager, IT Service Support	ITTISSM2
			M3	Manager 3, IT Service Support	Associate Director, IT Service Support	ITTISSM3
			M4	Manager 4, IT Service Support	Director, IT Service Support	ITTISSM4
	Mobile Development	Individual Contributor - Specialized	S1	Mobile Developer 1	Associate Mobile Developer	ITTMBLS1
			S2	Mobile Developer 2	Mobile Developer	ITTMBLS2
			S3	Mobile Developer 3	Senior Mobile Developer	ITTMBLS3
			S4	Mobile Developer 4	Mobile Development Consultant	ITTMBLS4
			S5	Mobile Developer 5	Mobile Development Senior Consultant	ITTMBLS5
		People Leader - Managerial	M1	Manager 1, Mobile Development	Supervisor, Mobile Development	ITTMBLM1
			M2	Manager 2, Mobile Development	Manager, Mobile Development	ITTMBLM2
			M3	Manager 3, Mobile Development	Associate Director, Mobile Development	ITTMBLM3
			M4	Manager 4, Mobile Development	Director, Mobile Development	ITTMBLM4
	Network Services	Individual Contributor - Specialized	S1	Network Services Analyst 1	Network Services Associate Engineer	ITTNETS1
			S2	Network Services Analyst 2	Network Services Engineer	ITTNETS2
			S3	Network Services Analyst 3	Network Services Senior Engineer	ITTNETS3
			S4	Network Services Analyst 4	Network Services Consultant	ITTNETS4
			S5	Network Services Analyst 5	Network Services Senior Consultant	ITTNETS5
		Individual Contributor - Technical	T1	Network Services Technician 1	Network Services Technician 1	ITTNETT1
			T2	Network Services Technician 2	Network Services Technician 2	ITTNETT2
			T3	Network Services Technician 3	Network Services Technician 3	ITTNETT3
			T4	Network Services Technician 4	Network Services Technician 4	ITTNETT4
		People Leader - Managerial	M1	Manager 1, Network Services	Supervisor, Network Services	ITTNETM1
			M2	Manager 2, Network Services	Manager, Network Services	ITTNETM2
			M3	Manager 3, Network Services	Associate Director, Network Services	ITTNETM3
			M4	Manager 4, Network Services	Director, Network Services	ITTNETM4
	Server Administration	Individual Contributor - Specialized	S1	Server Administration Analyst 1	Server Administration Associate Analyst	ITTSRVS1
			S2	Server Administration Analyst 2	Server Administration Analyst	ITTSRVS2
			S3	Server Administration Analyst 3	Server Administration Senior Analyst	ITTSRVS3
			S4	Server Administration Analyst 4	Server Administration Consultant	ITTSRVS4
			S5	Server Administration Analyst 5	Server Administration Senior Consultant	ITTSRVS5
			S6	Server Administration Analyst 6	Server Administration Principal Consultant	ITTSRVS6
		People Leader - Managerial	M1	Manager 1, Server Administration	Supervisor, Server Administration	ITTSRVM1
			M2	Manager 2, Server Administration	Manager, Server Administration	ITTSRVM2
			M3	Manager 3, Server Administration	Associate Director, Server Administration	ITTSRVM3
	Software Build and Release Management	Individual Contributor - Specialized	S1	Software Build and Release Management Analyst 1	Software Build and Release Management Analyst 1	ITTSBRS1
			S2	Software Build and Release Management Analyst 2	Software Build and Release Management Analyst 2	ITTSBRS2
			S3	Software Build and Release Management Analyst 3	Software Build and Release Management Analyst 3	ITTSBRS3
			S4	Software Build and Release Management Analyst 4	Software Build and Release Management Analyst 4	ITTSBRS4
		People Leader - Managerial	M1	Manager 1, Software Build and Release Management	Supervisor, Software Build and Release	ITTSBRM1
			M2	Manager 2, Software Build and Release Management	Manager, Software Build and Release	ITTSBRM2
	Solutions Engineering	Individual Contributor - Specialized	S1	Solutions Engineering Analyst 1	Associate Solutions Engineer	ITTSNGS1
			S2	Solutions Engineering Analyst 2	Solutions Engineer	ITTSNGS2
			S3	Solutions Engineering Analyst 3	Senior Solutions Engineer	ITTSNGS3
			S4	Solutions Engineering Analyst 4	Solutions Engineering Consultant	ITTSNGS4
			S5	Solutions Engineering Analyst 5	Solutions Engineering Senior Consultant	ITTSNGS5
		People Leader - Managerial	M1	Manager 1, Solutions Engineering	Supervisor, Solutions Engineering	ITTSNGM1
			M2	Manager 2, Solutions Engineering	Manager, Solutions Engineering	ITTSNGM2
	Storage Area Network	Individual Contributor - Specialized	S1	Storage Area Network Analyst 1	Storage Area Network Associate Engineer	ITTSANS1
			S2	Storage Area Network Analyst 2	Storage Area Network Engineer	ITTSANS2
			S3	Storage Area Network Analyst 3	Storage Area Network Senior Engineer	ITTSANS3
			S4	Storage Area Network Analyst 4	Storage Area Network Consultant	ITTSANS4
			S5	Storage Area Network Analyst 5	Storage Area Network Senior Consultant	ITTSANS5
		People Leader - Managerial	M1	Manager 1, Storage Area Network	Supervisor, Storage Area Network	ITTSANM1
			M2	Manager 2, Storage Area Network	Manager, Storage Area Network	ITTSANM2
			M3	Manager 3, Storage Area Network	Associate Director, Storage Area Network	ITTSANM3
	System Administration	Individual Contributor - Specialized	S1	System Administration Analyst 1	System Administration Associate Analyst	ITTSYSS1
			S2	System Administration Analyst 2	System Administration Analyst	ITTSYSS2
			S3	System Administration Analyst 3	System Administration Senior Analyst	ITTSYSS3
			S4	System Administration Analyst 4	System Administration Consultant	ITTSYSS4
			S5	System Administration Analyst 5	System Administration Senior Consultant	ITTSYSS5
		People Leader - Managerial	M2	Manager 2, System Administration	Manager, System Administration	ITTSYSM2
			M3	Manager 3, System Administration	Associate Director, System Administration	ITTSYSM3
			M4	Manager 4, System Administration	Director, System Administration	ITTSYSM4
	Systems Accessibility	Individual Contributor - Specialized	S1	Systems Accessibility Analyst 1	Systems Accessibility Associate	ITTACCS1
			S2	Systems Accessibility Analyst 2	Systems Accessibility Analyst	ITTACCS2
			S3	Systems Accessibility Analyst 3	Systems Accessibility Senior Analyst	ITTACCS3
			S4	Systems Accessibility Analyst 4	Systems Accessibility Consultant	ITTACCS4
		People Leader - Managerial	M1	Manager 1, Systems Accessibility	Supervisor, Systems Accessibility	ITTACCM1
			M2	Manager 2, Systems Accessibility	Manager, Systems Accessibility	ITTACCM2
			M3	Manager 3, Systems Accessibility	Associate Director, Systems Accessibility	ITTACCM3
			M4	Manager 4, Systems Accessibility	Director, Systems Accessibility	ITTACCM4
	Unified Communications	Individual Contributor - Specialized	S1	Unified Communications Engineer 1	Unified Communications Engineer 1	ITTCOMS1
			S2	Unified Communications Engineer 2	Unified Communications Engineer 2	ITTCOMS2
			S3	Unified Communications Engineer 3	Unified Communications Engineer 3	ITTCOMS3
			S4	Unified Communications Engineer 4	Unified Communications Engineer 4	ITTCOMS4
			S5	Unified Communications Engineer 5	Unified Communications Engineer 5	ITTCOMS5
		Individual Contributor - Technical	T1	Unified Communications Technician 1	Unified Communications Technician 1	ITTCOMT1
			T2	Unified Communications Technician 2	Unified Communications Technician 2	ITTCOMT2
			T3	Unified Communications Technician 3	Unified Communications Technician 3	ITTCOMT3
			T4	Unified Communications Technician 4	Unified Communications Technician 4	ITTCOMT4
		People Leader - Managerial	M1	Manager 1, Unified Communications	Supervisor, Unified Communications	ITTCOMM1
			M2	Manager 2, Unified Communications	Manager, Unified Communications	ITTCOMM2
			M3	Manager 3, Unified Communications	Associate Director, Unified Communications	ITTCOMM3
	User Interface	Individual Contributor - Specialized	S1	User Interface Analyst 1	User Interface Analyst 1	ITTUSRS1
			S2	User Interface Analyst 2	User Interface Analyst 2	ITTUSRS2
			S3	User Interface Analyst 3	User Interface Analyst 3	ITTUSRS3
			S4	User Interface Analyst 4	User Interface Analyst 4	ITTUSRS4
			S5	User Interface Analyst 5	User Interface Analyst 5	ITTUSRS5
		People Leader - Managerial	M1	Manager 1, User Interface	Supervisor, User Interface	ITTUSRM1
			M2	Manager 2, User Interface	Manager, User Interface	ITTUSRM2
			M3	Manager 3, User Interface	Associate Director, User Interface	ITTUSRM3
			M4	Manager 4, User Interface	Director, User Interface	ITTUSRM4
	Web Development	Individual Contributor - Specialized	S1	Web Developer 1	Associate Web Developer	ITTWEBS1
			S2	Web Developer 2	Web Developer	ITTWEBS2
			S3	Web Developer 3	Senior Web Developer	ITTWEBS3
			S4	Web Developer 4	Web Development Consultant	ITTWEBS4
			S5	Web Developer 5	Web Development Senior Consultant	ITTWEBS5
		People Leader - Managerial	M2	Manager 2, Web Development	Manager, Web Development	ITTWEBM2
			M3	Manager 3, Web Development	Associate Director, Web Development	ITTWEBM3
			M4	Manager 4, Web Development	Director, Web Development	ITTWEBM4
	Health Systems Informatics	Individual Contributor - Specialized	S1	Health Systems Informatics Analyst 1	Health Systems Informatics Associate Analyst	ITTHSIS1
			S2	Health Systems Informatics Analyst 2	Health Systems Informatics Analyst	ITTHSIS2
			S3	Health Systems Informatics Analyst 3	Health Systems Informatics Senior Analyst	ITTHSIS3

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S4	Health Systems Informatics Analyst 4	Health Systems Informatics Consultant	ITTHSIS4
			S5	Health Systems Informatics Analyst 5	Health Systems Informatics Senior Consultant	ITTHSIS5
		Individual Contributor - Technical	T2	Health Systems Informatics Technician 2	Health Systems Informatics Technician 2	ITTHSIT2
			T3	Health Systems Informatics Technician 3	Health Systems Informatics Technician 3	ITTHSIT3
		People Leader - Managerial	M1	Manager 1, Health Systems Informatics	Supervisor, Health Systems Informatics	ITTHSIM1
			M2	Manager 2, Health Systems Informatics	Manager, Health Systems Informatics	ITTHSIM2
			M3	Manager 3, Health Systems Informatics	Associate Director, Health Systems Informatics	ITTHSIM3
			M4	Manager 4, Health Systems Informatics	Director, Health Systems Informatics	ITTHSIM4
		Internal Resource Pool	S3	Health Systems Informatics Analyst - IRP 3	Health Systems Informatics Analyst - IRP	ITTHSI33
	Email and Collaborative Services	Individual Contributor - Specialized	S1	Email and Collaborative Services Analyst 1	Email and Collaborative Services Analyst 1	ITTEMAS1
			S2	Email and Collaborative Services Analyst 2	Email and Collaborative Services Analyst 2	ITTEMAS2
			S3	Email and Collaborative Services Analyst 3	Email and Collaborative Services Analyst 3	ITTEMAS3
			S4	Email and Collaborative Services Analyst 4	Email and Collaborative Services Analyst 4	ITTEMAS4
		People Leader - Managerial	M1	Manager 1, Email and Collaborative Services	Supervisor, Email and Collaborative Services	ITTEMAM1
			M2	Manager 2, Email and Collaborative Services	Manager, Email and Collaborative Services	ITTEMAM2
Legal and Compliance	Compliance	Individual Contributor - Specialized	S1	Compliance Specialist 1	Compliance Specialist	LGLCPLS1
			S2	Compliance Specialist 2	Compliance Analyst	LGLCPLS2
			S3	Compliance Specialist 3	Compliance Senior Analyst	LGLCPLS3
			S4	Compliance Specialist 4	Compliance Consultant	LGLCPLS4
			S5	Compliance Specialist 5	Compliance Senior Consultant	LGLCPLS5
		Individual Contributor - Technical	T1	Compliance Coordinator 1	Compliance Assistant	LGLCPLT1
			T2	Compliance Coordinator 2	Compliance Coordinator	LGLCPLT2
			T3	Compliance Coordinator 3	Compliance Senior Coordinator	LGLCPLT3
			T4	Compliance Coordinator 4	Compliance Lead Coordinator	LGLCPLT4
		People Leader - Managerial	M1	Manager 1, Compliance	Associate Manager, Compliance	LGLCPLM1
			M2	Manager 2, Compliance	Manager, Compliance	LGLCPLM2
			M3	Manager 3, Compliance	Associate Director, Compliance	LGLCPLM3
			M4	Manager 4, Compliance	Director, Compliance	LGLCPLM4
			M5	Manager 5, Compliance	Senior Director, Compliance	LGLCPLM5
	Contract Management	Individual Contributor - Specialized	S1	Contract Management Specialist 1	Contracts Specialist	LGLCNTS1
			S2	Contract Management Specialist 2	Contracts Analyst	LGLCNTS2
			S3	Contract Management Specialist 3	Contracts Senior Analyst	LGLCNTS3
			S4	Contract Management Specialist 4	Contracts Consultant	LGLCNTS4
			S5	Contract Management Specialist 5	Contracts Senior Consultant	LGLCNTS5
		People Leader - Managerial	M1	Manager 1, Contract Management	Associate Manager, Contracts	LGLCNTM1
			M2	Manager 2, Contract Management	Manager, Contracts	LGLCNTM2
			M3	Manager 3, Contract Management	Associate Director, Contracts	LGLCNTM3
			M4	Manager 4, Contract Management	Director, Contracts	LGLCNTM4
			M5	Manager 5, Contract Management	Senior Director, Contracts	LGLCNTM5
	Government Affairs	Individual Contributor - Specialized	S1	Government Affairs Specialist 1	Government Affairs Specialist	LGLGOVS1
			S2	Government Affairs Specialist 2	Government Affairs Analyst	LGLGOVS2
			S3	Government Affairs Specialist 3	Government Affairs Senior Analyst	LGLGOVS3
			S4	Government Affairs Specialist 4	Government Affairs Consultant	LGLGOVS4
			S5	Government Affairs Specialist 5	Government Affairs Senior Consultant	LGLGOVS5
			S6	Government Affairs Specialist 6	Government Affairs Principal Consultant	LGLGOVS6
		People Leader - Managerial	M2	Manager 2, Government Affairs	Manager, Government Affairs	LGLGOVM2
			M3	Manager 3, Government Affairs	Associate Director, Government Affairs	LGLGOVM3
			M4	Manager 4, Government Affairs	Director, Government Affairs	LGLGOVM4
			M5	Manager 5, Government Affairs	Senior Director, Government Affairs	LGLGOVM5
	Investigations	Individual Contributor - Specialized	S2	Investigations Specialist 2	Investigator	LGLITGS2
			S3	Investigations Specialist 3	Senior Investigator	LGLITGS3
		People Leader - Managerial	M2	Manager 2, Investigations	Manager, Investigations	LGLITGM2
			M3	Manager 3, Investigations	Associate Director, Investigations	LGLITGM3
	Legal Counsel	Individual Contributor - Specialized	S1	Legal Counsel Specialist 1	Legal Fellow	LGLCSLS1
			S2	Legal Counsel Specialist 2	Assistant General Counsel	LGLCSLS2
			S3	Legal Counsel Specialist 3	Senior Assistant General Counsel	LGLCSLS3
			S4	Legal Counsel Specialist 4	Associate General Counsel	LGLCSLS4
			S5	Legal Counsel Specialist 5	Senior Associate General Counsel	LGLCSLS5
			S6	Legal Counsel Specialist 6	Senior Associate General Counsel, Principal Legal Counsel	LGLCSLS6
		People Leader - Managerial	M2	Manager 2, Legal Counsel	Manager, Legal Counsel	LGLCSLM2
			M3	Manager 3, Legal Counsel	Associate Director, Legal Counsel	LGLCSLM3
			M4	Manager 4, Legal Counsel	Assistant Vice President, Legal Counsel	LGLCSLM4
			M5	Manager 5, Legal Counsel	Senior Assistant Vice President, Legal Counsel	LGLCSLM5
	Legal Counsel - Intellectual Property Law	Individual Contributor - Specialized	S1	Legal Counsel - Intellectual Property Law Specialist 1	Legal Fellow - Intellectual Property	LGLIPLS1
			S2	Legal Counsel - Intellectual Property Law Specialist 2	Assistant General Counsel - Intellectual Property	LGLIPLS2
			S3	Legal Counsel - Intellectual Property Law Specialist 3	Senior Assistant General Counsel - Intellectual Property	LGLIPLS3
			S4	Legal Counsel - Intellectual Property Law Specialist 4	Associate General Counsel - Intellectual Property	LGLIPLS4
			S5	Legal Counsel - Intellectual Property Law Specialist 5	Senior Associate General Counsel - Intellectual Property	LGLIPLS5
			S6	Legal Counsel - Intellectual Property Law Specialist 6	Senior Associate General Counsel, Principal - Intellectual Property	LGLIPLS6
	Legal Services	Individual Contributor - Specialized	S1	Paralegal 1	Paralegal Specialist	LGLSVCS1
			S2	Paralegal 2	Paralegal Analyst	LGLSVCS2
			S3	Paralegal 3	Paralegal Senior Analyst	LGLSVCS3
			S4	Paralegal 4	Paralegal Consultant	LGLSVCS4
		Individual Contributor - Technical	T1	Legal Services Coordinator 1	Legal Services Assistant	LGLSVCT1
			T2	Legal Services Coordinator 2	Legal Services Coordinator	LGLSVCT2
			T3	Legal Services Coordinator 3	Legal Services Senior Coordinator	LGLSVCT3
			T4	Legal Services Coordinator 4	Legal Services Lead Coordinator	LGLSVCT4
		People Leader - Managerial	M1	Manager 1, Legal Services	Associate Manager, Legal Services	LGLSVCM1
			M2	Manager 2, Legal Services	Manager, Legal Services	LGLSVCM2
			M3	Manager 3, Legal Services	Associate Director, Legal Services	LGLSVCM3
			M4	Manager 4, Legal Services	Director, Legal Services	LGLSVCM4
	Risk Management	Individual Contributor - Specialized	S1	Risk Management Specialist 1	Risk Management Specialist	LGLRSKS1
			S2	Risk Management Specialist 2	Risk Management Analyst	LGLRSKS2
			S3	Risk Management Specialist 3	Risk Management Senior Analyst	LGLRSKS3
			S4	Risk Management Specialist 4	Risk Management Consultant	LGLRSKS4
			S5	Risk Management Specialist 5	Risk Management Senior Consultant	LGLRSKS5
		People Leader - Managerial	M1	Manager 1, Risk Management	Associate Manager, Risk Management	LGLRSKM1
			M2	Manager 2, Risk Management	Manager, Risk Management	LGLRSKM2
			M3	Manager 3, Risk Management	Associate Director, Risk Management	LGLRSKM3
			M4	Manager 4, Risk Management	Director, Risk Management	LGLRSKM4
			M5	Manager 5, Risk Management	Senior Director, Risk Management	LGLRSKM5
	Trademark and Licensing	Individual Contributor - Specialized	S1	Trademark and Licensing Specialist 1	Trademark and Licensing Specialist	LGLTRLS1
			S2	Trademark and Licensing Specialist 2	Trademark and Licensing Analyst	LGLTRLS2
			S3	Trademark and Licensing Specialist 3	Trademark and Licensing Senior Analyst	LGLTRLS3
			S4	Trademark and Licensing Specialist 4	Trademark and Licensing Consultant	LGLTRLS4
		People Leader - Managerial	M1	Manager 1, Trademark and Licensing	Associate Manager, Trademark and Licensing	LGLTRLM1
			M2	Manager 2, Trademark and Licensing	Manager, Trademark and Licensing	LGLTRLM2
			M3	Manager 3, Trademark and Licensing	Associate Director, Trademark and Licensing	LGLTRLM3
			M4	Manager 4, Trademark and Licensing	Director, Trademark and Licensing	LGLTRLM4
	Legal Counsel - Healthcare Law	Individual Contributor - Specialized	S1	Legal Counsel - Healthcare Law Specialist 1	Legal Fellow - Healthcare	LGLHLCS1
			S2	Legal Counsel - Healthcare Law Specialist 2	Assistant General Counsel - Healthcare	LGLHLCS2
			S3	Legal Counsel - Healthcare Law Specialist 3	Senior Assistant General Counsel - Health Care	LGLHLCS3
			S4	Legal Counsel - Healthcare Law Specialist 4	Associate General Counsel - Health Care	LGLHLCS4
			S5	Legal Counsel - Healthcare Law Specialist 5	Senior Associate General Counsel - Health Care	LGLHLCS5
	Legal Counsel - Tax Law	Individual Contributor - Specialized	S1	Legal Counsel - Tax Law Specialist 1	Legal Fellow - Tax	LGLTAXS1
			S2	Legal Counsel - Tax Law Specialist 2	Assistant General Counsel - Tax	LGLTAXS2
			S3	Legal Counsel - Tax Law Specialist 3	Senior Assistant General Counsel - Tax	LGLTAXS3
			S4	Legal Counsel - Tax Law Specialist 4	Associate General Counsel - Tax	LGLTAXS4
			S5	Legal Counsel - Tax Law Specialist 5	Senior Associate General Counsel - Tax	LGLTAXS5
	Clinical Risk Management	Individual Contributor - Specialized	S1	Clinical Risk Management Specialist 1	Clinical Risk Management Specialist	LGLCRMS1
			S2	Clinical Risk Management Specialist 2	Clinical Risk Management Analyst	LGLCRMS2
			S3	Clinical Risk Management Specialist 3	Clinical Risk Management Senior Analyst	LGLCRMS3
			S4	Clinical Risk Management Specialist 4	Clinical Risk Management Consultant	LGLCRMS4
			S5	Clinical Risk Management Specialist 5	Clinical Risk Management Senior Consultant	LGLCRMS5
		People Leader - Managerial	M1	Manager 1, Clinical Risk Management	Associate Manager, Clinical Risk Management	LGLCRMM1
			M2	Manager 2, Clinical Risk Management	Manager, Clinical Risk Management	LGLCRMM2
			M3	Manager 3, Clinical Risk Management	Associate Director, Clinical Risk Management	LGLCRMM3
			M4	Manager 4, Clinical Risk Management	Director, Clinical Risk Management	LGLCRMM4
			M5	Manager 5, Clinical Risk Management	Senior Director, Clinical Risk Management	LGLCRMM5
	Legal Counsel - External Support	Individual Contributor - Specialized	S1	Legal Associate - External Support 1	Legal Associate - External Support	LGLCESS1
			S2	Legal Associate - External Support 2	Senior Legal Associate - External Support	LGLCESS2
	Liability Insurance Operations	Individual Contributor - Specialized	S1	Liability Operations Insurance Specialist 1	Liability Operations Insurance Specialist	LGLLOIS1
			S2	Liability Operations Insurance Specialist 2	Liability Operations Insurance Analyst	LGLLOIS2
			S3	Liability Operations Insurance Specialist 3	Liability Operations Insurance Senior Analyst	LGLLOIS3

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S4	Liability Operations Insurance Specialist 4	Liability Operations Insurance Consultant	LGLLOIS4
			S5	Liability Operations Insurance Specialist 5	Liability Operations Insurance Senior Consultant	LGLLOIS5
		People Leader - Managerial	M1	Manager 1, Liability Operations Insurance	Associate Manager, Liability Operations Insurance	LGLLOIM1
			M2	Manager 2, Liability Operations Insurance	Manager, Liability Operations Insurance	LGLLOIM2
			M3	Manager 3, Liability Operations Insurance	Associate Director, Liability Operations Insurance	LGLLOIM3
			M4	Manager 4, Liability Operations Insurance	Director, Liability Operations Insurance	LGLLOIM4
			M5	Manager 5, Liability Operations Insurance	Senior Director, Liability Operations Insurance	LGLLOIM5
Library and Museum	Acquisition, Description, and Metadata	Individual Contributor - Specialized	S1	Acquisition, Description, and Metadata Analyst 1	Acquisition, Description, Metadata Specialist	LIBADMS1
			S2	Acquisition, Description, and Metadata Analyst 2	Acquisition, Description, Metadata Senior Specialist 1	LIBADMS2
			S3	Acquisition, Description, and Metadata Analyst 3	Acquisition, Description, Metadata Senior Specialist 2	LIBADMS3
			S4	Acquisition, Description, and Metadata Analyst 4	Acquisition, Description, Metadata Coordinator	LIBADMS4
			S5	Acquisition, Description, and Metadata Analyst 5	Acquisition, Description, Metadata Senior Coordinator	LIBADMS5
			S6	Acquisition, Description, and Metadata Analyst 6	Acquisition, Description, Metadata Expert	LIBADMS6
		Individual Contributor - Technical	T1	Acquisition, Description, and Metadata Associate 1	Acquisition, Description, Metadata Assistant	LIBADMT1
			T2	Acquisition, Description, and Metadata Associate 2	Acquisition, Description, Metadata Associate	LIBADMT2
			T3	Acquisition, Description, and Metadata Associate 3	Acquisition, Description, Metadata Senior Associate	LIBADMT3
			T4	Acquisition, Description, and Metadata Associate 4	Acquisition, Description, Metadata Lead Associate	LIBADMT4
		People Leader - Managerial	M1	Manager 1, Acquisition, Description, and Metadata	Associate Manager, Acquisition, Description, Metadata	LIBADMM1
			M2	Manager 2, Acquisition, Description, and Metadata	Manager, Acquisition, Description, Metadata	LIBADMM2
			M3	Manager 3, Acquisition, Description, and Metadata	Associate Director, Acquisition, Description, Metadata	LIBADMM3
			M4	Manager 4, Acquisition, Description, and Metadata	Director, Acquisition, Description, Metadata	LIBADMM4
			M5	Manager 5, Acquisition, Description, and Metadata	Senior Director, Acquisition, Description, Metadata	LIBADMM5
	Archives	Individual Contributor - Specialized	S1	Archivist 1	Archivist 1	LIBARCS1
			S2	Archivist 2	Archivist 2	LIBARCS2
			S3	Archivist 3	Archivist 3	LIBARCS3
			S4	Archivist 4	Archivist 4	LIBARCS4
			S5	Archivist 5	Archivist 5	LIBARCS5
			S6	Archivist 6	Archivist 6	LIBARCS6
		Individual Contributor - Technical	T1	Assistant Archivist 1	Assistant Archivist 1	LIBARCT1
			T2	Assistant Archivist 2	Assistant Archivist 2	LIBARCT2
			T3	Assistant Archivist 3	Assistant Archivist 3	LIBARCT3
			T4	Assistant Archivist 4	Assistant Archivist 4	LIBARCT4
		People Leader - Managerial	M1	Manager 1, Archives	Associate Manager, Archives	LIBARCM1
			M2	Manager 2, Archives	Manager, Archives	LIBARCM2
			M3	Manager 3, Archives	Associate Director, Archives	LIBARCM3
			M4	Manager 4, Archives	Director, Archives	LIBARCM4
			M5	Manager 5, Archives	Senior Director, Archives	LIBARCM5
	Collections Management	Individual Contributor - Specialized	S1	Collections Management Analyst 1	Collections Management Specialist	LIBCMTS1
			S2	Collections Management Analyst 2	Collections Management Analyst	LIBCMTS2
			S3	Collections Management Analyst 3	Collections Management Senior Analyst	LIBCMTS3
			S4	Collections Management Analyst 4	Collections Management Coordinator	LIBCMTS4
			S5	Collections Management Analyst 5	Collections Management Senior Coordinator	LIBCMTS5
		Individual Contributor - Technical	T1	Collections Management Assistant 1	Collections Management Assistant 1	LIBCMTT1
			T2	Collections Management Assistant 2	Collections Management Assistant 2	LIBCMTT2
			T3	Collections Management Assistant 3	Collections Management Assistant 3	LIBCMTT3
			T4	Collections Management Assistant 4	Collections Management Assistant 4	LIBCMTT4
		People Leader - Managerial	M1	Manager 1, Collections Management	Associate Manager, Collections Management	LIBCMTM1
			M2	Manager 2, Collections Management	Manager, Collections Management	LIBCMTM2
	Conservation	Individual Contributor - Specialized	S1	Conservation Analyst 1	Conservation Associate	LIBCONS1
			S2	Conservation Analyst 2	Conservation Specialist	LIBCONS2
			S3	Conservation Analyst 3	Conservation Senior Specialist	LIBCONS3
			S4	Conservation Analyst 4	Conservation Consultant	LIBCONS4
			S5	Conservation Analyst 5	Conservation Senior Consultant	LIBCONS5
			S6	Conservation Analyst 6	Conservation Expert	LIBCONS6
		Individual Contributor - Technical	T2	Conservation Associate 2	Conservation Assistant Technician	LIBCONT2
			T3	Conservation Associate 3	Conservation Technician	LIBCONT3
			T4	Conservation Associate 4	Conservation Senior Technician	LIBCONT4
		People Leader - Managerial	M1	Manager 1, Conservation	Associate Manager, Conservation	LIBCONM1
			M2	Manager 2, Conservation	Manager, Conservation	LIBCONM2
			M3	Manager 3, Conservation	Associate Director, Conservation	LIBCONM3
	Digitization	Individual Contributor - Specialized	S1	Digitization Analyst 1	Digitization Specialist	LIBDIGS1
			S2	Digitization Analyst 2	Digitization Analyst	LIBDIGS2
			S3	Digitization Analyst 3	Digitization Senior Analyst	LIBDIGS3
			S4	Digitization Analyst 4	Digitization Consultant	LIBDIGS4
			S5	Digitization Analyst 5	Digitization Senior Consultant	LIBDIGS5
			S6	Digitization Analyst 6	Digitization Expert	LIBDIGS6
		Individual Contributor - Technical	T1	Digitization Associate 1	Digitization Assistant	LIBDIGT1
			T2	Digitization Associate 2	Digitization Associate	LIBDIGT2
			T3	Digitization Associate 3	Digitization Senior Associate	LIBDIGT3
			T4	Digitization Associate 4	Digitization Lead Associate	LIBDIGT4
		People Leader - Managerial	M1	Manager 1, Digitization	Associate Manager, Digitization	LIBDIGM1
			M2	Manager 2, Digitization	Manager, Digitization	LIBDIGM2
			M3	Manager 3, Digitization	Associate Director, Digitization	LIBDIGM3
	Education Services	Individual Contributor - Specialized	S1	Education Services Analyst 1	Education Services Specialist	LIBEDSS1
			S2	Education Services Analyst 2	Education Services Analyst	LIBEDSS2
			S3	Education Services Analyst 3	Education Services Senior Analyst	LIBEDSS3
			S4	Education Services Analyst 4	Education Services Consultant	LIBEDSS4
			S5	Education Services Analyst 5	Education Services Senior Consultant	LIBEDSS5
			S6	Education Services Analyst 6	Education Services Principal Consultant	LIBEDSS6
		People Leader - Managerial	M1	Manager 1, Education Services	Associate Manager, Education Services	LIBEDSM1
			M2	Manager 2, Education Services	Manager, Education Services	LIBEDSM2
			M3	Manager 3, Education Services	Associate Director, Education Services	LIBEDSM3
	Exhibitions	Individual Contributor - Specialized	S1	Exhibitions Coordinator 1	Exhibitions Coordinator 1	LIBEXHS1
			S2	Exhibitions Coordinator 2	Exhibitions Coordinator 2	LIBEXHS2
			S3	Exhibitions Coordinator 3	Exhibitions Coordinator 3	LIBEXHS3
			S4	Exhibitions Coordinator 4	Exhibitions Coordinator 4	LIBEXHS4
			S5	Exhibitions Coordinator 5	Exhibitions Coordinator 5	LIBEXHS5
		Individual Contributor - Technical	T1	Exhibitions Preparator 1	Exhibitions Preparator 1	LIBEXHT1
			T2	Exhibitions Preparator 2	Exhibitions Preparator 2	LIBEXHT2
			T3	Exhibitions Preparator 3	Exhibitions Preparator 3	LIBEXHT3
			T4	Exhibitions Preparator 4	Exhibitions Preparator 4	LIBEXHT4
		People Leader - Managerial	M1	Manager 1, Exhibitions	Manager 1, Exhibitions	LIBEXHM1
	Media Arts	Individual Contributor - Specialized	S1	Media Arts Specialist 1	Media Arts Specialist	LIBMEAS1
			S2	Media Arts Specialist 2	Media Arts Analyst	LIBMEAS2
			S3	Media Arts Specialist 3	Media Arts Senior Analyst	LIBMEAS3
			S4	Media Arts Specialist 4	Media Arts Consultant	LIBMEAS4
			S5	Media Arts Specialist 5	Media Arts Senior Consultant	LIBMEAS5
		Individual Contributor - Technical	T1	Media Arts Coordinator 1	Media Arts Assistant	LIBMEAT1
			T2	Media Arts Coordinator 2	Media Arts Associate	LIBMEAT2
			T3	Media Arts Coordinator 3	Media Arts Senior Associate	LIBMEAT3
			T4	Media Arts Coordinator 4	Media Arts Lead Associate	LIBMEAT4
		People Leader - Managerial	M1	Manager 1, Media Arts	Associate Manager, Media Arts	LIBMEAM1
			M2	Manager 2, Media Arts	Manager, Media Arts	LIBMEAM2
			M3	Manager 3, Media Arts	Associate Director, Media Arts	LIBMEAM3
	Museum Curator	Individual Contributor - Specialized	S1	Museum Curator Analyst 1	Museum Curator Specialist	LIBMCRS1
			S2	Museum Curator Analyst 2	Museum Curator Analyst	LIBMCRS2
			S3	Museum Curator Analyst 3	Museum Curator Senior Analyst	LIBMCRS3
			S4	Museum Curator Analyst 4	Museum Curator Consultant	LIBMCRS4
			S5	Museum Curator Analyst 5	Museum Curator Senior Consultant	LIBMCRS5
		Individual Contributor - Technical	T1	Museum Curator Associate 1	Museum Curator Assistant	LIBMCRT1
			T2	Museum Curator Associate 2	Museum Curator Associate	LIBMCRT2
			T3	Museum Curator Associate 3	Museum Curator Senior Associate	LIBMCRT3
			T4	Museum Curator Associate 4	Museum Curator Lead Associate	LIBMCRT4
		People Leader - Managerial	M1	Manager 1, Museum Curator	Associate Manager, Museum Curator	LIBMCRM1
			M2	Manager 2, Museum Curator	Manager, Museum Curator	LIBMCRM2
			M3	Manager 3, Museum Curator	Associate Director, Museum Curator	LIBMCRM3
			M4	Manager 4, Museum Curator	Director, Museum Curator	LIBMCRM4
			M5	Manager 5, Museum Curator	Senior Director, Museum Curator	LIBMCRM5
	Museum Registrar	Individual Contributor - Specialized	S1	Museum Registrar Analyst 1	Museum Registrar Specialist	LIBMRRS1
			S2	Museum Registrar Analyst 2	Museum Registrar Analyst	LIBMRRS2
			S3	Museum Registrar Analyst 3	Museum Registrar Senior Analyst	LIBMRRS3
			S4	Museum Registrar Analyst 4	Museum Registrar Consultant	LIBMRRS4
			S5	Museum Registrar Analyst 5	Museum Registrar Senior Consultant	LIBMRRS5
		Individual Contributor - Technical	T1	Museum Registrar Associate 1	Museum Registrar Assistant	LIBMRRT1

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			T2	Museum Registrar Associate 2	Museum Registrar Associate	LIBMRRT2
			T3	Museum Registrar Associate 3	Museum Registrar Senior Associate	LIBMRRT3
			T4	Museum Registrar Associate 4	Museum Registrar Lead Associate	LIBMRRT4
		People Leader - Managerial	M1	Manager 1, Museum Registrar	Associate Manager, Museum Registrar	LIBMRRM1
			M2	Manager 2, Museum Registrar	Manager, Museum Registrar	LIBMRRM2
	Records Management	Individual Contributor - Specialized	S1	Records Management Coordinator 1	Records Management Coordinator 1	LIBRCMS1
			S2	Records Management Coordinator 2	Records Management Coordinator 2	LIBRCMS2
			S3	Records Management Coordinator 3	Records Management Coordinator 3	LIBRCMS3
			S4	Records Management Coordinator 4	Records Management Coordinator 4	LIBRCMS4
			S5	Records Management Coordinator 5	Records Management Coordinator 5	LIBRCMS5
		Individual Contributor - Technical	T1	Records Management Assistant 1	Records Management Assistant 1	LIBRCMT1
			T2	Records Management Assistant 2	Records Management Assistant 2	LIBRCMT2
			T3	Records Management Assistant 3	Records Management Assistant 3	LIBRCMT3
			T4	Records Management Assistant 4	Records Management Assistant 4	LIBRCMT4
		People Leader - Managerial	M1	Manager 1, Records Management	Associate Manager, Records Management	LIBRCMM1
			M2	Manager 2, Records Management	Manager, Records Management	LIBRCMM2
			M3	Manager 3, Records Management	Associate Director, Records Management	LIBRCMM3
			M4	Manager 4, Records Management	Director, Records Management	LIBRCMM4
	Scholarly Sharing	Individual Contributor - Specialized	S1	Scholarly Sharing Analyst 1	Scholarly Sharing Specialist	LIBSCSS1
			S2	Scholarly Sharing Analyst 2	Scholarly Sharing Senior Specialist	LIBSCSS2
			S3	Scholarly Sharing Analyst 3	Scholarly Sharing Coordinator	LIBSCSS3
			S4	Scholarly Sharing Analyst 4	Scholarly Sharing Senior Coordinator	LIBSCSS4
			S5	Scholarly Sharing Analyst 5	Scholarly Sharing Lead Coordinator	LIBSCSS5
		Individual Contributor - Technical	T1	Scholarly Sharing Associate 1	Scholarly Sharing Assistant	LIBSCST1
			T2	Scholarly Sharing Associate 2	Scholarly Sharing Associate	LIBSCST2
			T3	Scholarly Sharing Associate 3	Scholarly Sharing Senior Associate	LIBSCST3
			T4	Scholarly Sharing Associate 4	Scholarly Sharing Lead Associate	LIBSCST4
		People Leader - Managerial	M1	Manager 1, Scholarly Sharing	Associate Manager, Scholarly Sharing	LIBSCSM1
			M2	Manager 2, Scholarly Sharing	Manager, Scholarly Sharing	LIBSCSM2
	Teaching and Research	Individual Contributor - Specialized	S1	Teaching and Research Analyst 1	Teaching and Research Specialist	LIBTRSS1
			S2	Teaching and Research Analyst 2	Teaching and Research Analyst	LIBTRSS2
			S3	Teaching and Research Analyst 3	Teaching and Research Senior Analyst	LIBTRSS3
			S4	Teaching and Research Analyst 4	Teaching and Research Consultant	LIBTRSS4
			S5	Teaching and Research Analyst 5	Teaching and Research Senior Consultant	LIBTRSS5
			S6	Teaching and Research Analyst 6	Teaching and Research Expert	LIBTRSS6
		People Leader - Managerial	M1	Manager 1, Teaching and Research	Associate Manager, Teaching and Research	LIBTRSM1
			M2	Manager 2, Teaching and Research	Manager, Teaching and Research	LIBTRSM2
			M3	Manager 3, Teaching and Research	Associate Director, Teaching and Research	LIBTRSM3
	Library Public Services	Individual Contributor - Specialized	S1	Library Public Services Coordinator 1	Library Public Services Coordinator 1	LIBPSVS1
			S2	Library Public Services Coordinator 2	Library Public Services Coordinator 2	LIBPSVS2
			S3	Library Public Services Coordinator 3	Library Public Services Coordinator 3	LIBPSVS3
			S4	Library Public Services Coordinator 4	Library Public Services Coordinator 4	LIBPSVS4
			S5	Library Public Services Coordinator 5	Library Public Services Coordinator 5	LIBPSVS5
		Individual Contributor - Technical	T1	Library Public Services Assistant 1	Library Public Services Assistant 1	LIBPSVT1
			T2	Library Public Services Assistant 2	Library Public Services Assistant 2	LIBPSVT2
			T3	Library Public Services Assistant 3	Library Public Services Assistant 3	LIBPSVT3
			T4	Library Public Services Assistant 4	Library Public Services Assistant 4	LIBPSVT4
		People Leader - Managerial	M1	Manager 1, Library Public Services	Associate Manager, Library Public Services	LIBPSVM1
			M2	Manager 2, Library Public Services	Manager, Library Public Services	LIBPSVM2
			M3	Manager 3, Library Public Services	Associate Director, Library Public Services	LIBPSVM3
			M4	Manager 4, Library Public Services	Director, Library Public Services	LIBPSVM4
			M5	Manager 5, Library Public Services	Senior Director, Library Public Services	LIBPSVM5
Marketing and Communications	Analytics and Performance	Individual Contributor - Specialized	S1	Analytics and Performance Specialist 1	Analytics and Performance Specialist	COMANPS1
			S2	Analytics and Performance Specialist 2	Analytics and Performance Associate	COMANPS2
			S3	Analytics and Performance Specialist 3	Analytics and Performance Senior Associate	COMANPS3
			S4	Analytics and Performance Specialist 4	Analytics and Performance Strategist	COMANPS4
			S5	Analytics and Performance Specialist 5	Analytics and Performance Senior Strategist	COMANPS5
		People Leader - Managerial	M1	Manager 1, Analytics and Performance	Manager, Analytics and Performance	COMANPM1
			M2	Manager 2, Analytics and Performance	Senior Manager, Analytics and Performance	COMANPM2
			M3	Manager 3, Analytics and Performance	Associate Director, Analytics and Performance	COMANPM3
			M4	Manager 4, Analytics and Performance	Director, Analytics and Performance	COMANPM4
			M5	Manager 5, Analytics and Performance	Senior Director, Analytics and Performance	COMANPM5
	Audience Insights and Research	Individual Contributor - Specialized	S1	Audience Insights and Research Specialist 1	Audience Insights and Research Specialist	COMAUDS1
			S2	Audience Insights and Research Specialist 2	Audience Insights and Research Associate	COMAUDS2
			S3	Audience Insights and Research Specialist 3	Audience Insights and Research Senior Associate	COMAUDS3
			S4	Audience Insights and Research Specialist 4	Audience Insights and Research Strategist	COMAUDS4
			S5	Audience Insights and Research Specialist 5	Audience Insights and Research Senior Strategist	COMAUDS5
		People Leader - Managerial	M1	Manager 1, Audience Insights and Research	Manager, Audience Insights and Research	COMAUDM1
			M2	Manager 2, Audience Insights and Research	Senior Manager, Audience Insights and Research	COMAUDM2
			M3	Manager 3, Audience Insights and Research	Associate Director, Audience Insights and Research	COMAUDM3
			M4	Manager 4, Audience Insights and Research	Director, Audience Insights and Research	COMAUDM4
			M5	Manager 5, Audience Insights and Research	Senior Director, Audience Insights and Research	COMAUDM5
	Content and Editorial Strategy	Individual Contributor - Specialized	S1	Content and Editorial Strategy Specialist 1	Content Specialist	COMCESS1
			S2	Content and Editorial Strategy Specialist 2	Content Associate	COMCESS2
			S3	Content and Editorial Strategy Specialist 3	Content Senior Associate	COMCESS3
			S4	Content and Editorial Strategy Specialist 4	Content Strategist	COMCESS4
			S5	Content and Editorial Strategy Specialist 5	Editor	COMCESS5
		People Leader - Managerial	M1	Manager 1, Content and Editorial Strategy	Manager, Content and Editorial Strategy	COMCESM1
			M2	Manager 2, Content and Editorial Strategy	Senior Manager, Content and Editorial Strategy	COMCESM2
			M3	Manager 3, Content and Editorial Strategy	Associate Director, Content and Editorial Strategy	COMCESM3
			M4	Manager 4, Content and Editorial Strategy	Director, Content and Editorial Strategy	COMCESM4
			M5	Manager 5, Content and Editorial Strategy	Senior Director, Content and Editorial Strategy	COMCESM5
	Marketing and Communications	Individual Contributor - Specialized	S1	Marketing and Communications Specialist 1	Marketing and Communications Specialist	COMCMKS1
			S2	Marketing and Communications Specialist 2	Marketing and Communications Associate	COMCMKS2
			S3	Marketing and Communications Specialist 3	Marketing and Communications Senior Associate	COMCMKS3
			S4	Marketing and Communications Specialist 4	Marketing and Communications Strategist	COMCMKS4
			S5	Marketing and Communications Specialist 5	Marketing and Communications Senior Strategist	COMCMKS5
			S6	Marketing and Communications Specialist 6	Marketing and Communications Principal Strategist	COMCMKS6
		People Leader - Managerial	M1	Manager 1, Marketing and Communications	Manager, Marketing and Communications	COMCMKM1
			M2	Manager 2, Marketing and Communications	Senior Manager, Marketing and Communications	COMCMKM2
			M3	Manager 3, Marketing and Communications	Associate Director, Marketing and Communications	COMCMKM3
			M4	Manager 4, Marketing and Communications	Director, Marketing and Communications	COMCMKM4
			M5	Manager 5, Marketing and Communications	Senior Director, Marketing and Communications	COMCMKM5
	Marketing Operations	Individual Contributor - Specialized	S1	Marketing Operations Specialist 1	Marketing Operations Specialist	COMOPSS1
			S2	Marketing Operations Specialist 2	Marketing Operations Associate	COMOPSS2
			S3	Marketing Operations Specialist 3	Marketing Operations Senior Associate	COMOPSS3
			S4	Marketing Operations Specialist 4	Marketing Operations Strategist	COMOPSS4
			S5	Marketing Operations Specialist 5	Marketing Operations Senior Strategist	COMOPSS5
		Individual Contributor - Technical	T1	Marketing Operations Coordinator 1	Marketing Operations Coordinator 1	COMOPST1
			T2	Marketing Operations Coordinator 2	Marketing Operations Coordinator 2	COMOPST2
			T3	Marketing Operations Coordinator 3	Marketing Operations Coordinator 3	COMOPST3
			T4	Marketing Operations Coordinator 4	Marketing Operations Coordinator 4	COMOPST4
		People Leader - Managerial	M1	Manager 1, Marketing Operations	Manager, Marketing Operations	COMOPSM1
			M2	Manager 2, Marketing Operations	Senior Manager, Marketing Operations	COMOPSM2
			M3	Manager 3, Marketing Operations	Associate Director, Marketing Operations	COMOPSM3
			M4	Manager 4, Marketing Operations	Director, Marketing Operations	COMOPSM4
			M5	Manager 5, Marketing Operations	Senior Director, Marketing Operations	COMOPSM5
	Omnichannel Strategy	Individual Contributor - Specialized	S1	Omnichannel Strategy Specialist 1	Omnichannel Strategy Specialist	COMOMNS1
			S2	Omnichannel Strategy Specialist 2	Omnichannel Strategy Associate	COMOMNS2
			S3	Omnichannel Strategy Specialist 3	Omnichannel Strategy Senior Associate	COMOMNS3
			S4	Omnichannel Strategy Specialist 4	Omnichannel Strategist	COMOMNS4
		People Leader - Managerial	M1	Manager 1, Omnichannel Strategy	Manager, Omnichannel Strategy	COMOMNM1
			M2	Manager 2, Omnichannel Strategy	Senior Manager, Omnichannel Strategy	COMOMNM2
			M3	Manager 3, Omnichannel Strategy	Associate Director, Omnichannel Strategy	COMOMNM3
			M4	Manager 4, Omnichannel Strategy	Director, Omnichannel Strategy	COMOMNM4
	Print Production Services	Individual Contributor - Specialized	S1	Print Production Services Specialist 1	Print Production Specialist	COMPRIS1
			S2	Print Production Services Specialist 2	Print Production Associate	COMPRIS2
			S3	Print Production Services Specialist 3	Print Production Senior Associate	COMPRIS3
		Individual Contributor - Technical	T1	Print Production Services Coordinator 1	Print Production Services Coordinator 1	COMPRIT1
			T2	Print Production Services Coordinator 2	Print Production Services Coordinator 2	COMPRIT2
		People Leader - Managerial	M1	Manager 1, Print Production Services	Manager 1, Print Production Services	COMPRIM1
			M2	Manager 2, Print Production Services	Manager 2, Print Production Services	COMPRIM2
	Search Marketing	Individual Contributor - Specialized	S1	Search Marketing Specialist 1	Search Marketing Specialist	COMSRCS1
			S2	Search Marketing Specialist 2	Search Marketing Associate	COMSRCS2

Job Code Table						
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Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			S3	Search Marketing Specialist 3	Search Marketing Senior Associate	COMSRCS3
			S4	Search Marketing Specialist 4	Search Marketing Strategist	COMSRCS4
			S5	Search Marketing Specialist 5	Search Marketing Senior Strategist	COMSRCS5
		People Leader - Managerial	M1	Manager 1, Search Marketing	Manager, Search Marketing	COMSRCM1
			M2	Manager 2, Search Marketing	Senior Manager, Search Marketing	COMSRCM2
			M3	Manager 3, Search Marketing	Associate Director, Search Marketing	COMSRCM3
			M4	Manager 4, Search Marketing	Director, Search Marketing	COMSRCM4
	Creative Leadership	Individual Contributor - Specialized	S1	Creative Leadership Specialist 1	Creative Specialist	COMCRES1
			S2	Creative Leadership Specialist 2	Creative Associate	COMCRES2
			S3	Creative Leadership Specialist 3	Creative Senior Associate	COMCRES3
			S4	Creative Leadership Specialist 4	Art Director	COMCRES4
			S5	Creative Leadership Specialist 5	Senior Art Director	COMCRES5
		People Leader - Managerial	M1	Manager 1, Creative Leadership	Associate Art Director, Creative Leadership	COMCREM1
			M2	Manager 2, Creative Leadership	Art Director, Creative Leadership	COMCREM2
			M3	Manager 3, Creative Leadership	Senior Art Director, Creative Leadership	COMCREM3
			M4	Manager 4, Creative Leadership	Creative Director, Creative Leadership	COMCREM4
			M5	Manager 5, Creative Leadership	Senior Creative Director, Creative Leadership	COMCREM5
	Editorial Design	Individual Contributor - Specialized	S1	Editorial Design Specialist 1	Editorial Design Specialist	COMEDIS1
			S2	Editorial Design Specialist 2	Editorial Design Associate	COMEDIS2
			S3	Editorial Design Specialist 3	Editorial Design Senior Associate	COMEDIS3
			S4	Editorial Design Specialist 4	Editorial Design Art Director	COMEDIS4
			S5	Editorial Design Specialist 5	Editorial Design Senior Art Director	COMEDIS5
		People Leader - Managerial	M1	Manager 1, Editorial Design	Associate Art Director, Editorial Design	COMEDIM1
			M2	Manager 2, Editorial Design	Art Director, Editorial Design	COMEDIM2
			M3	Manager 3, Editorial Design	Senior Art Director, Editorial Design	COMEDIM3
			M4	Manager 4, Editorial Design	Creative Director, Editorial Design	COMEDIM4
			M5	Manager 5, Editorial Design	Senior Creative Director, Editorial Design	COMEDIM5
	Event Management	Individual Contributor - Specialized	S1	Event Management Specialist 1	Events Specialist	COMEVTS1
			S2	Event Management Specialist 2	Events Associate	COMEVTS2
			S3	Event Management Specialist 3	Events Senior Associate	COMEVTS3
			S4	Event Management Specialist 4	Events Strategist	COMEVTS4
		Individual Contributor - Technical	T1	Event Management Coordinator 1	Events Assistant	COMEVTT1
			T2	Event Management Coordinator 2	Events Coordinator	COMEVTT2
			T3	Event Management Coordinator 3	Events Senior Coordinator	COMEVTT3
			T4	Event Management Coordinator 4	Events Lead Coordinator	COMEVTT4
		People Leader - Managerial	M1	Manager 1, Event Management	Manager, Event Management	COMEVTM1
			M2	Manager 2, Event Management	Senior Manager, Event Management	COMEVTM2
			M3	Manager 3, Event Management	Associate Director, Event Management	COMEVTM3
			M4	Manager 4, Event Management	Director, Event Management	COMEVTM4
			M5	Manager 5, Event Management	Senior Director, Event Management	COMEVTM5
	Executive Communications	Individual Contributor - Specialized	S3	Executive Communications Specialist 3	Executive Communications Senior Associate	COMEXES3
			S4	Executive Communications Specialist 4	Executive Communications Strategist	COMEXES4
			S5	Executive Communications Specialist 5	Executive Communications Senior Strategist	COMEXES5
		People Leader - Managerial	M1	Manager 1, Executive Communications	Manager, Executive Communications	COMEXEM1
			M2	Manager 2, Executive Communications	Senior Manager, Executive Communications	COMEXEM2
			M3	Manager 3, Executive Communications	Associate Director, Executive Communications	COMEXEM3
			M4	Manager 4, Executive Communications	Director, Executive Communications	COMEXEM4
	Media Planning and Buying	Individual Contributor - Specialized	S1	Media Planning and Buying Specialist 1	Media Planning and Buying Specialist	COMBUYS1
			S2	Media Planning and Buying Specialist 2	Media Planning and Buying Associate	COMBUYS2
			S3	Media Planning and Buying Specialist 3	Media Planning and Buying Senior Associate	COMBUYS3
			S4	Media Planning and Buying Specialist 4	Media Planning and Buying Strategist	COMBUYS4
			S5	Media Planning and Buying Specialist 5	Media Planning and Buying Senior Strategist	COMBUYS5
		People Leader - Managerial	M1	Manager 1, Media Planning and Buying	Manager, Media Planning and Buying	COMBUYM1
			M2	Manager 2, Media Planning and Buying	Senior Manager, Media Planning and Buying	COMBUYM2
			M3	Manager 3, Media Planning and Buying	Associate Director, Media Planning and Buying	COMBUYM3
	Photography	Individual Contributor - Specialized	S1	Photographer 1	Photographer 1	COMPHOS1
			S2	Photographer 2	Photographer 2	COMPHOS2
			S3	Photographer 3	Photographer 3	COMPHOS3
	Research Communications	Individual Contributor - Specialized	S1	Research Communications Specialist 1	Research Communications Specialist	COMRSCS1
			S2	Research Communications Specialist 2	Research Communications Associate	COMRSCS2
			S3	Research Communications Specialist 3	Research Communications Senior Associate	COMRSCS3
			S4	Research Communications Specialist 4	Research Communications Strategist	COMRSCS4
			S5	Research Communications Specialist 5	Research Communications Senior Strategist	COMRSCS5
		People Leader - Managerial	M1	Manager 1, Research Communications	Manager, Research Communications	COMRSCM1
			M2	Manager 2, Research Communications	Senior Manager, Research Communications	COMRSCM2
			M3	Manager 3, Research Communications	Associate Director, Research Communications	COMRSCM3
			M4	Manager 4, Research Communications	Director, Research Communications	COMRSCM4
	Social Media	Individual Contributor - Specialized	S1	Social Media Specialist 1	Social Media Specialist	COMSOCS1
			S2	Social Media Specialist 2	Social Media Associate	COMSOCS2
			S3	Social Media Specialist 3	Social Media Senior Associate	COMSOCS3
			S4	Social Media Specialist 4	Social Media Strategist	COMSOCS4
			S5	Social Media Specialist 5	Social Media Senior Strategist	COMSOCS5
		People Leader - Managerial	M1	Manager 1, Social Media	Manager, Social Media	COMSOCM1
			M2	Manager 2, Social Media	Senior Manager, Social Media	COMSOCM2
			M3	Manager 3, Social Media	Associate Director, Social Media	COMSOCM3
			M4	Manager 4, Social Media	Director, Social Media	COMSOCM4
	User Experience Design	Individual Contributor - Specialized	S1	User Experience Design Specialist 1	Associate UX Designer	COMUXDS1
			S2	User Experience Design Specialist 2	UX Designer	COMUXDS2
			S3	User Experience Design Specialist 3	Senior UX Designer	COMUXDS3
			S4	User Experience Design Specialist 4	Lead UX Designer	COMUXDS4
			S5	User Experience Design Specialist 5	Principal UX Designer	COMUXDS5
		People Leader - Managerial	M1	Manager 1, User Experience Design	Manager, User Experience	COMUXDM1
			M2	Manager 2, User Experience Design	Senior Manager, User Experience	COMUXDM2
			M3	Manager 3, User Experience Design	Associate Director, User Experience	COMUXDM3
			M4	Manager 4, User Experience Design	Director, User Experience	COMUXDM4
	Videography	Individual Contributor - Specialized	S1	Videographer 1	Videographer 1	COMVIDS1
			S2	Videographer 2	Videographer 2	COMVIDS2
			S3	Videographer 3	Videographer 3	COMVIDS3
			S4	Videographer 4	Videographer 4	COMVIDS4
			S5	Videographer 5	Videographer 5	COMVIDS5
		People Leader - Managerial	M1	Manager 1, Videography	Manager, Videography	COMVIDM1
			M2	Manager 2, Videography	Senior Manager, Videography	COMVIDM2
			M3	Manager 3, Videography	Associate Director, Videography	COMVIDM3
			M4	Manager 4, Videography	Director, Videography	COMVIDM4
			M5	Manager 5, Videography	Senior Director, Videography	COMVIDM5
	Writing and Editing	Individual Contributor - Specialized	S1	Writing and Editing Specialist 1	Associate WriterAssociate CopywriterEditorial Associate	COMWRTS1
			S2	Writing and Editing Specialist 2	WriterCopywriterEditor	COMWRTS2
			S3	Writing and Editing Specialist 3	Senior WriterSenior CopywriterSenior Editor	COMWRTS3
			S4	Writing and Editing Specialist 4	Lead WriterLead CopywriterLead Editor	COMWRTS4
			S5	Writing and Editing Specialist 5	Managing Editor	COMWRTS5
		People Leader - Managerial	M1	Manager 1, Writing and Editing	Manager, Writing and Editing	COMWRTM1
			M2	Manager 2, Writing and Editing	Senior Manager, Writing and Editing	COMWRTM2
			M3	Manager 3, Writing and Editing	Associate Director, Writing and Editing	COMWRTM3
			M4	Manager 4, Writing and Editing	Director, Writing and Editing	COMWRTM4
	Multimedia Production	Individual Contributor - Specialized	S1	Multimedia Production Specialist 1	Associate Multimedia Producer	COMBCAS1
			S2	Multimedia Production Specialist 2	Multimedia Producer	COMBCAS2
			S3	Multimedia Production Specialist 3	Multimedia Senior Producer	COMBCAS3
		Individual Contributor - Technical	T1	Multimedia Production Coordinator 1	Production Technician Assistant	COMBCAT1
			T2	Multimedia Production Coordinator 2	Production Technician	COMBCAT2
			T3	Multimedia Production Coordinator 3	Senior Production Technician	COMBCAT3
			T4	Multimedia Production Coordinator 4	Lead Production Technician	COMBCAT4
		People Leader - Managerial	M1	Manager 1, Multimedia Production	Manager, Multimedia Production	COMBCAM1
			M2	Manager 2, Multimedia Production	Senior Manager, Multimedia Production	COMBCAM2
			M3	Manager 3, Multimedia Production	Associate Director, Multimedia Production	COMBCAM3
			M4	Manager 4, Multimedia Production	Director, Multimedia Production	COMBCAM4
	Marketing Strategy and Management	Individual Contributor - Specialized	S1	Marketing Strategy and Management Specialist 1	Marketing Specialist	COMMMTS1
			S2	Marketing Strategy and Management Specialist 2	Marketing Associate	COMMMTS2
			S3	Marketing Strategy and Management Specialist 3	Marketing Senior Associate	COMMMTS3
			S4	Marketing Strategy and Management Specialist 4	Marketing Strategist	COMMMTS4
			S5	Marketing Strategy and Management Specialist 5	Marketing Senior Strategist	COMMMTS5
			S6	Marketing Strategy and Management Specialist 6	Marketing Principal Strategist	COMMMTS6
		People Leader - Managerial	M1	Manager 1, Marketing Strategy and Management	Manager, Marketing Strategy and Management	COMMMTM1
			M2	Manager 2, Marketing Strategy and Management	Senior Manager, Marketing Strategy and Management	COMMMTM2
			M3	Manager 3, Marketing Strategy and Management	Associate Director, Marketing Strategy and Management	COMMMTM3

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M4	Manager 4, Marketing Strategy and Management	Director, Marketing Strategy and Management	COMMMTM4
			M5	Manager 5, Marketing Strategy and Management	Senior Director, Marketing Strategy and Management	COMMMTM5
	Media and Public Relations	Individual Contributor - Specialized	S1	Media and Public Relations Specialist 1	Media and Public Relations Specialist	COMMRLS1
			S2	Media and Public Relations Specialist 2	Media and Public Relations Associate	COMMRLS2
			S3	Media and Public Relations Specialist 3	Media and Public Relations Senior Associate	COMMRLS3
			S4	Media and Public Relations Specialist 4	Media and Public Relations Strategist	COMMRLS4
			S5	Media and Public Relations Specialist 5	Media and Public Relations Senior Strategist	COMMRLS5
		People Leader - Managerial	M1	Manager 1, Media and Public Relations	Manager, Media and Public Relations	COMMRLM1
			M2	Manager 2, Media and Public Relations	Senior Manager, Media and Public Relations	COMMRLM2
			M3	Manager 3, Media and Public Relations	Associate Director, Media and Public Relations	COMMRLM3
			M4	Manager 4, Media and Public Relations	Director, Media and Public Relations	COMMRLM4
			M5	Manager 5, Media and Public Relations	Senior Director, Media and Public Relations	COMMRLM5
	Graphic and Motion Design	Individual Contributor - Specialized	S1	Graphic and Motion Design Specialist 1	Associate Designer, Graphic and Motion Design	COMGRAS1
			S2	Graphic and Motion Design Specialist 2	Designer, Graphic and Motion Design	COMGRAS2
			S3	Graphic and Motion Design Specialist 3	Senior Designer, Graphic and Motion Design	COMGRAS3
			S4	Graphic and Motion Design Specialist 4	Lead Designer, Graphic and Motion Design	COMGRAS4
			S5	Graphic and Motion Design Specialist 5	Principal Designer, Graphic and Motion Design	COMGRAS5
		People Leader - Managerial	M1	Manager 1, Graphic and Motion Design	Manager, Graphic and Motion Design	COMGRAM1
			M2	Manager 2, Graphic and Motion Design	Senior Manager, Graphic and Motion Design	COMGRAM2
			M3	Manager 3, Graphic and Motion Design	Associate Director, Graphic and Motion Design	COMGRAM3
			M4	Manager 4, Graphic and Motion Design	Director, Graphic and Motion Design	COMGRAM4
			M5	Manager 5, Graphic and Motion Design	Senior Director, Graphic and Motion Design	COMGRAM5
	Email and CRM Marketing	Individual Contributor - Specialized	S1	Email and CRM Marketing Specialist 1	Email and CRM Marketing Specialist	COMEMLS1
			S2	Email and CRM Marketing Specialist 2	Email and CRM Marketing Associate	COMEMLS2
			S3	Email and CRM Marketing Specialist 3	Email and CRM Marketing Senior Associate	COMEMLS3
			S4	Email and CRM Marketing Specialist 4	Email and CRM Marketing Strategist	COMEMLS4
			S5	Email and CRM Marketing Specialist 5	Email and CRM Marketing Senior Strategist	COMEMLS5
		People Leader - Managerial	M1	Manager 1, Email and CRM Marketing	Manager, Email and CRM Marketing	COMEMLM1
			M2	Manager 2, Email and CRM Marketing	Senior Manager, Email and CRM Marketing	COMEMLM2
	Communications and Public Relations Strategy and Management	Individual Contributor - Specialized	S1	Communications and Public Relations Strategy and Management Specialist 1	Communications and Public Relations Specialist	COMCPRS1
			S2	Communications and Public Relations Strategy and Management Specialist 2	Communications and Public Relations Associate	COMCPRS2
			S3	Communications and Public Relations Strategy and Management Specialist 3	Communications and Public Relations Senior Associate	COMCPRS3
			S4	Communications and Public Relations Strategy and Management Specialist 4	Communications and Public Relations Strategist	COMCPRS4
			S5	Communications and Public Relations Strategy and Management Specialist 5	Communications and Public Relations Senior Strategist	COMCPRS5
		People Leader - Managerial	M1	Manager 1, Communications and Public Relations Strategy and Management	Manager, Communications and Public Relations	COMCPRM1
			M2	Manager 2, Communications and Public Relations Strategy and Management	Senior Manager, Communications and Public Relations	COMCPRM2
			M3	Manager 3, Communications and Public Relations Strategy and Management	Associate Director, Communications and Public Relations	COMCPRM3
			M4	Manager 4, Communications and Public Relations Strategy and Management	Director, Communications and Public Relations	COMCPRM4
			M5	Manager 5, Communications and Public Relations Strategy and Management	Senior Director, Communications and Public Relations	COMCPRM5
	Digital Channel Production	Individual Contributor - Specialized	S1	Digital Channel Production Specialist 1	Digital Channel Production Specialist	COMDCPS1
			S2	Digital Channel Production Specialist 2	Digital Channel Production Associate	COMDCPS2
			S3	Digital Channel Production Specialist 3	Digital Channel Production Senior Associate	COMDCPS3
			S4	Digital Channel Production Specialist 4	Digital Channel Production Strategist	COMDCPS4
		People Leader - Managerial	M1	Manager 1, Digital Channel Production	Manager, Digital Channel Production	COMDCPM1
			M2	Manager 2, Digital Channel Production	Senior Manager, Digital Channel Production	COMDCPM2
			M3	Manager 3, Digital Channel Production	Associate Director, Digital Channel Production	COMDCPM3
	Public Affairs	Individual Contributor - Specialized	S3	Public Affairs Specialist 3	Public Affairs Senior Associate	COMSIMS3
			S4	Public Affairs Specialist 4	Public Affairs Strategist	COMSIMS4
			S5	Public Affairs Specialist 5	Public Affairs Senior Strategist	COMSIMS5
		People Leader - Managerial	M1	Manager 1, Public Affairs	Manager, Public Affairs	COMSIMM1
			M2	Manager 2, Public Affairs	Senior Manager, Public Affairs	COMSIMM2
			M3	Manager 3, Public Affairs	Associate Director, Public Affairs	COMSIMM3
			M4	Manager 4, Public Affairs	Director, Public Affairs	COMSIMM4
			M5	Manager 5, Public Affairs	Senior Director, Public Affairs	COMSIMM5
	User Interface and User Experience Design	Individual Contributor - Specialized	S1	User Experience and User Interface Design Specialist 1	Associate Designer, UI-UX	COMUIDS1
			S2	User Experience and User Interface Design Specialist 2	Designer, UI-UX	COMUIDS2
			S3	User Experience and User Interface Design Specialist 3	Senior Designer, UI-UX	COMUIDS3
			S4	User Experience and User Interface Design Specialist 4	Lead Designer, UI-UX	COMUIDS4
			S5	User Experience and User Interface Design Specialist 5	Principal Designer, UI-UX	COMUIDS5
		People Leader - Managerial	M1	Manager 1, User Experience and User Interface Design	Manager, UI-UX Design	COMUIDM1
			M2	Manager 2, User Experience and User Interface Design	Senior Manager, UI-UX Design	COMUIDM2
			M3	Manager 3, User Experience and User Interface Design	Associate Director, UI-UX Design	COMUIDM3
			M4	Manager 4, User Experience and User Interface Design	Director, UI-UX Design	COMUIDM4
	Web Management	Individual Contributor - Specialized	S1	Web Management Specialist 1	Web Management Specialist	COMWEBS1
			S2	Web Management Specialist 2	Web Management Associate	COMWEBS2
			S3	Web Management Specialist 3	Web Management Senior Associate	COMWEBS3
			S4	Web Management Specialist 4	Web Management Strategist	COMWEBS4
			S5	Web Management Specialist 5	Web Management Senior Strategist	COMWEBS5
		People Leader - Managerial	M1	Manager 1, Web Management	Manager, Web Management	COMWEBM1
			M2	Manager 2, Web Management	Senior Manager, Web Management	COMWEBM2
			M3	Manager 3, Web Management	Associate Director, Web Management	COMWEBM3
			M4	Manager 4, Web Management	Director, Web Management	COMWEBM4
			M5	Manager 5, Web Management	Senior Director, Web Management	COMWEBM5
	Front-End Web Development	Individual Contributor - Specialized	S1	Front-End Web Development Specialist 1	Associate Front-End Web Developer	COMFRTS1
			S2	Front-End Web Development Specialist 2	Front-End Web Developer	COMFRTS2
			S3	Front-End Web Development Specialist 3	Senior Front-End Web Developer	COMFRTS3
			S4	Front-End Web Development Specialist 4	Lead Front-End Web Developer	COMFRTS4
			S5	Front-End Web Development Specialist 5	Principal Front-End Web Developer	COMFRTS5
		People Leader - Managerial	M1	Manager 1, Front-End Web Development	Manager, Front-End Web Development	COMFRTM1
			M2	Manager 2, Front-End Web Development	Senior Manager, Front-End Web Development	COMFRTM2
			M3	Manager 3, Front-End Web Development	Associate Director, Front-End Web Development	COMFRTM3
	Marketing Technology	Individual Contributor - Specialized	S1	Marketing Technology Specialist 1	Marketing Technology Specialist	COMMTMS1
			S2	Marketing Technology Specialist 2	Marketing Technology Associate	COMMTMS2
			S3	Marketing Technology Specialist 3	Marketing Technology Senior Associate	COMMTMS3
			S4	Marketing Technology Specialist 4	Marketing Technology Strategist	COMMTMS4
			S5	Marketing Technology Specialist 5	Marketing Technology Senior Strategist	COMMTMS5
		People Leader - Managerial	M1	Manager 1, Marketing Technology	Manager, Marketing Technology	COMMTMM1
			M2	Manager 2, Marketing Technology	Senior Manager, Marketing Technology	COMMTMM2
			M3	Manager 3, Marketing Technology	Associate Director, Marketing Technology	COMMTMM3
			M4	Manager 4, Marketing Technology	Director, Marketing Technology	COMMTMM4
Nursing	Advanced Practice	Individual Contributor - Clinical	C1	Advanced Practice Provider 1	Advanced Practice Provider Fellow	NURADVC1
			C4	Advanced Practice Provider 4	Advanced Practice Provider Lead	NURADVC4
		People Leader - Managerial	M2	Manager 2, Advanced Practice	Manager, Advanced Practice Providers	NURADVM2
			M3	Manager 3, Advanced Practice	Associate Director, Advanced Practice Providers	NURADVM3
			M4	Manager 4, Advanced Practice	Director, Advanced Practice Providers	NURADVM4
	Advanced Practice Specialty	Individual Contributor - Clinical	C3	Advanced Practice Specialty 3	Advanced Practice Specialty	NURAPSC3
			C4	Advanced Practice Specialty 4	Advanced Practice Specialty Lead	NURAPSC4
	Anesthesiologist Assistant	Individual Contributor - Clinical	C3	Anesthesiologist Assistant 3	Anesthesiologist Assistant	NURANSC3
			C4	Anesthesiologist Assistant 4	Anesthesiologist Assistant Lead	NURANSC4
	Bone Marrow Transplant	Individual Contributor - Clinical	C2	Bone Marrow Transplant Coordinator 2	Bone Marrow Transplant Coordinator	NURBMTC2
		Internal Resource Pool	C2	Bone Marrow Transplant Coordinator - IRP 2	Bone Marrow Transplant Coordinator - IRP	NURBMT22
	Certified Registered Nurse Anesthetist	Individual Contributor - Clinical	C3	Certified Registered Nurse Anesthetist 3	Certified Registered Nurse Anesthetist	NURRNAC3
			C4	Certified Registered Nurse Anesthetist 4	Certified Registered Nurse Anesthetist Lead	NURRNAC4
		People Leader - Managerial	M2	Manager 2, Certified Registered Nurse Anesthetist	Manager 2, Certified Registered Nurse Anesthetist	NURRNAM2
			M3	Manager 3, Certified Registered Nurse Anesthetist	Manager 3, Certified Registered Nurse Anesthetist	NURRNAM3
			M4	Manager 4, Certified Registered Nurse Anesthetist	Director, Certified Registered Nurse Anesthetist	NURRNAM4
		Internal Resource Pool	C3	Certified Registered Nurse Anesthetist - IRP 3	Certified Registered Nurse Anesthetist - IRP	NURRNA23
	Clinical Nurse Leader	Individual Contributor - Clinical	C3	Clinical Nurse Leader	Clinical Nurse Leader	NURCNLC3
	Clinical Nurse Specialist	Individual Contributor - Clinical	C3	Clinical Nurse Specialist 3	Clinical Nurse Specialist	NURCNSC3
			C4	Clinical Nurse Specialist 4	Clinical Nurse Specialist - D	NURCNSC4
	Enterstomal Nursing	Individual Contributor - Clinical	C2	Enterstomal Nurse Therapist 2	Enterstomal Nurse Therapist	NURENTC2
			C3	Enterstomal Nurse Therapist 3	Enterstomal Nurse Therapist - G	NURENTC3
	Inpatient Nursing	Individual Contributor - Clinical	C2	Inpatient Registered Nurse 2	Inpatient Registered Nurse	NURIPNC2
			C3	Inpatient Registered Nurse 3	Inpatient Registered Nurse - G	NURIPNC3
		Internal Resource Pool	C2	Inpatient Registered Nurse - IRP 2	Inpatient Registered Nurse - IRP	NURIPN22
	Licensed Practical Nurse	Individual Contributor - Clinical	C1	Licensed Practical Nurse 1	Licensed Practical Nurse Resident	NURLPNC1
			C2	Licensed Practical Nurse 2	Licensed Practical Nurse	NURLPNC2
			C3	Licensed Practical Nurse 3	Senior Licensed Practical Nurse	NURLPNC3
			C4	Licensed Practical Nurse 4	Licensed Practical Nurse Lead	NURLPNC4
	Nurse Midwife	Individual Contributor - Clinical	C3	Nurse Midwife	Nurse Midwife	NURNMWC3
	Nurse Practitioner	Individual Contributor - Clinical	C3	Nurse Practitioner 3	Nurse Practitioner	NURNPRC3
		Internal Resource Pool	C3	Nurse Practitioner - IRP 3	Nurse Practitioner - IRP	NURNPR23
	Nursing Education	Individual Contributor - Clinical	C2	Nurse Educator 2	Nurse Educator	NUREDUC2

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			C3	Nurse Educator 3	Perioperative Educator	NUREDUC3
			C4	Nurse Educator 4	Nursing Education Lead	NUREDUC4
		People Leader - Managerial	M2	Manager 2, Nursing Education	Manager, Nursing Education	NUREDUM2
			M3	Manager 3, Nursing Education	Associate Director, Nursing Education	NUREDUM3
			M4	Manager 4, Nursing Education	Director, Nursing Education	NUREDUM4
		Internal Resource Pool	C2	Nurse Educator - IRP 2	Nurse Educator - IRP	NUREDU22
			C3	Nurse Educator 3 - IRP	Nurse Educator 3 - IRP	NUREDU23
	Nursing Informatics	Individual Contributor - Clinical	C2	Nursing Informatics Specialist 2	Nursing Informatics Specialist	NURINFC2
			C3	Nursing Informatics Specialist 3	Nursing Informatics Consultant	NURINFC3
		People Leader - Managerial	M2	Manager 2, Nursing Informatics	Manager, Nursing Informatics	NURINFM2
			M3	Manager 3, Nursing Informatics	Associate Director, Nursing Informatics	NURINFM3
			M4	Manager 4, Nursing Informatics	Director, Nursing Informatics	NURINFM4
	Nursing Professional Practice	Individual Contributor - Specialized	S4	Manager of Magnet Program 4	Magnet Program Manager	NURNPPS4
			S5	Manager of Magnet Program 5	Magnet Program Senior Manager	NURNPPS5
			S6	Manager of Magnet Program 6	Magnet Program Director	NURNPPS6
		People Leader - Managerial	M4	Manager 4, Nursing Professional Practice	Director, Nursing Professional Practice	NURNPPM4
	Nursing Program Coordination	Individual Contributor - Clinical	C2	Nursing Program Coordinator 2	Nursing Program Coordinator	NURNPCC2
		People Leader - Managerial	M1	Manager 1, Nursing Program Coordination	Supervisor, Nursing Program Coordination	NURNPCM1
	Nursing Science	Individual Contributor - Clinical	C3	Nursing Scientist 3	Nursing Scientist	NURNSCC3
		People Leader - Managerial	M4	Manager 4, Nursing Science	Director, Nursing Science	NURNSCM4
	Nursing Services	Individual Contributor - Clinical	C4	Lead Nurse	Lead Nurse	NURSVCC4
		People Leader - Managerial	M1	Manager 1, Nursing Services	Associate Manager, Nursing	NURSVCM1
			M2	Manager 2, Nursing Services	Manager, Nursing	NURSVCM2
			M3	Manager 3, Nursing Services	Associate Director, Nursing	NURSVCM3
			M4	Manager 4, Nursing Services	Director, Nursing	NURSVCM4
			M5	Manager 5, Nursing Services	Senior Director, Nursing	NURSVCM5
		Internal Resource Pool	C4	Lead Nurse IRP	Lead Nurse IRP	NURSVC24
	Occupational Health and Wellness	Individual Contributor - Clinical	C2	Occupational Health and Wellness Registered Nurse 2	Occupational Health and Wellness Registered Nurse	NUROHWC2
			C3	Occupational Health and Wellness Registered Nurse 3	Occupational Health and Wellness Registered Nurse - G	NUROHWC3
		Internal Resource Pool	C2	Occupational Health and Wellness Registered Nurse - IRP 2	Occupational Health and Wellness Registered Nurse - IRP	NUROHW22
	Outpatient Nursing	Individual Contributor - Clinical	C2	Outpatient Registered Nurse 2	Outpatient Registered Nurse	NUROPNC2
			C3	Outpatient Registered Nurse 3	Outpatient Registered Nurse - G	NUROPNC3
		Internal Resource Pool	C2	Outpatient Registered Nurse - IRP 2	Outpatient Registered Nurse - IRP	NUROPN22
	Outpatient Surgery Center Nursing	Individual Contributor - Clinical	C2	Outpatient Surgery Center Registered Nurse 2	Outpatient Surgery Center Registered Nurse	NURSCNC2
			C3	Outpatient Surgery Center Registered Nurse 3	Outpatient Surgery Center Registered Nurse - G	NURSCNC3
		Internal Resource Pool	C2	Outpatient Surgery Center Registered Nurse - IRP 2	Outpatient Surgery Center Registered Nurse - IRP	NURSCN22
	Physician Assistant	Individual Contributor - Clinical	C3	Physician Assistant 3	Physician Assistant	NURPHYC3
		Internal Resource Pool	C3	Physician Assistant - IRP 3	Physician Assistant - IRP	NURPHY23
	Registered Nurse First Assist	Individual Contributor - Clinical	C3	Registered Nurse First Assist 3	Registered Nurse First Assist	NURRNFC3
			C4	Registered Nurse First Assist 4	Registered Nurse First Assist Lead	NURRNFC4
		People Leader - Managerial	M1	Manager 1, Registered Nurse First Assist	Supervisor, Registered Nurse First Assist	NURRNFM1
			M2	Manager 2, Registered Nurse First Assist	Manager, Registered Nurse First Assist	NURRNFM2
		Internal Resource Pool	C3	Registered Nurse First Assist - IRP 3	Registered Nurse First Assist - IRP	NURRNF23
	Surgical Services	Individual Contributor - Specialized	S3	Preference Card Specialist	Preference Card Specialist	NURSURS3
		People Leader - Managerial	M1	Manager 1, Surgical Services	Associate Manager, Surgical Services	NURSURM1
			M2	Manager 2, Surgical Services	Manager, Surgical Services	NURSURM2
			M3	Manager 3, Surgical Services	Associate Director, Surgical Services	NURSURM3
			M4	Manager 4, Surgical Services	Director, Surgical Services	NURSURM4
			M5	Manager 5, Surgical Services	Senior Director, Surgical Services	NURSURM5
	Trauma and Burn Program Management	Individual Contributor - Specialized	S4	Trauma and Burn Program Management Specialist 4	Trauma and Burn Program Manager	NURTBPS4
		Individual Contributor - Technical	T2	Trauma and Burn Program Management Coordinator 2	Trauma and Burn Coordinator	NURTBPT2
		People Leader - Managerial	M1	Manager 1, Trauma and Burn Program Management	Supervisor, Trauma and Burn Program Management	NURTBPM1
			M2	Manager 2, Trauma and Burn Program Management	Manager, Trauma and Burn Program Management	NURTBPM2
			M3	Manager 3, Trauma and Burn Program Management	Associate Director, Trauma and Burn Program Management	NURTBPM3
			M4	Manager 4, Trauma and Burn Program Management	Director, Trauma and Burn Program Management	NURTBPM4
	Lactation Services	Individual Contributor - Clinical	C2	Lactation Consultant 2	Lactation Consultant	NURLACC2
			C3	Lactation Consultant 3	Senior Lactation Consultant	NURLACC3
	Health Plan Nursing	Individual Contributor - Clinical	C2	Health Plan Registered Nurse 2	Health Plan Registered Nurse	NURHPNC2
		Internal Resource Pool	C2	Health Plan Registered Nurse - IRP 2	Health Plan Registered Nurse - IRP	NURHPN22
	Capacity Management	Individual Contributor - Clinical	C3	Capacity Management Specialist 3	Capacity Management Specialist	NURCAPC3
			C4	Capacity Management Specialist 4	Lead Capacity Management Specialist	NURCAPC4
		Individual Contributor - Technical	T2	Capacity Management Coordinator 2	Capacity Management Coordinator	NURCAPT2
		People Leader - Managerial	M4	Manager 4, Capacity Management	Director, Capacity Management	NURCAPM4
	Advanced Practice Education	Individual Contributor - Clinical	C3	Advanced Practice Nurse Educator 3	Advanced Practice Nurse Educator 3	NURADUC3
			C4	Advanced Practice Nurse Educator 4	Advanced Practice Nurse Educator 4	NURADUC4
	Nursing Services Specialty	People Leader - Managerial	M1	Manager 1, Nursing Services Specialty	Manager 1, Nursing Services Specialty	NURNSSM1
			M2	Manager 2, Nursing Services Specialty	Manager 2, Nursing Services Specialty	NURNSSM2
			M3	Manager 3, Nursing Services Specialty	Manager 3, Nursing Services Specialty	NURNSSM3
			M4	Manager 4, Nursing Services Specialty	Manager 4, Nursing Services Specialty	NURNSSM4
Performing Arts	Performance Support	Individual Contributor - Technical	T1	Performance Associate 1	Performance Associate 1	PERPFST1
			T2	Performance Associate 2	Performance Associate 2	PERPFST2
	Performing Arts Production	Individual Contributor - Specialized	S1	Performing Arts Production Specialist 1	Performing Arts Production Associate Specialist	PERPAPS1
			S2	Performing Arts Production Specialist 2	Performing Arts Production Specialist	PERPAPS2
			S3	Performing Arts Production Specialist 3	Performing Arts Production Senior Specialist	PERPAPS3
			S4	Performing Arts Production Specialist 4	Performing Arts Production Lead Specialist	PERPAPS4
		Individual Contributor - Technical	T1	Performing Arts Production Technician 1	Performing Arts Production Technician 1	PERPAPT1
			T2	Performing Arts Production Technician 2	Performing Arts Production Technician 2	PERPAPT2
			T3	Performing Arts Production Technician 3	Performing Arts Production Technician 3	PERPAPT3
			T4	Performing Arts Production Technician 4	Performing Arts Production Technician 4	PERPAPT4
		People Leader - Managerial	M1	Manager 1, Performing Arts Production	Supervisor, Performing Arts Production	PERPAPM1
			M2	Manager 2, Performing Arts Production	Manager, Performing Arts Production	PERPAPM2
			M3	Manager 3, Performing Arts Production	Senior Manager, Performing Arts Production	PERPAPM3
	Performing Arts Programs	Individual Contributor - Specialized	S1	Performing Arts Programs Specialist 1	Performing Arts Programs Associate Specialist	PERPPRS1
			S2	Performing Arts Programs Specialist 2	Performing Arts Programs Specialist	PERPPRS2
			S3	Performing Arts Programs Specialist 3	Performing Arts Programs Senior Specialist	PERPPRS3
			S4	Performing Arts Programs Specialist 4	Performing Arts Programs Consultant	PERPPRS4
			S5	Performing Arts Programs Specialist 5	Performing Arts Programs Senior Consultant	PERPPRS5
		Individual Contributor - Technical	T1	Performing Arts Programs Technician 1	Performing Arts Programs Technician 1	PERPPRT1
			T2	Performing Arts Programs Technician 2	Performing Arts Programs Technician 2	PERPPRT2
		People Leader - Managerial	M1	Manager 1, Performing Arts Programs	Supervisor, Performing Arts Programs	PERPPRM1
			M2	Manager 2, Performing Arts Programs	Manager, Performing Arts Programs	PERPPRM2
			M3	Manager 3, Performing Arts Programs	Associate Director, Performing Arts Programs	PERPPRM3
			M4	Manager 4, Performing Arts Programs	Director, Performing Arts Programs	PERPPRM4
	Performing Arts Services	Individual Contributor - Specialized	S1	Performing Arts Services Specialist 1	Performing Arts Services Associate Specialist	PERPASS1
			S2	Performing Arts Services Specialist 2	Performing Arts Services Specialist	PERPASS2
			S3	Performing Arts Services Specialist 3	Performing Arts Services Senior Specialist	PERPASS3
			S4	Performing Arts Services Specialist 4	Performing Arts Services Consultant	PERPASS4
		Individual Contributor - Technical	T1	Performing Arts Services Technician 1	Performing Arts Services Technician 1	PERPAST1
			T2	Performing Arts Services Technician 2	Performing Arts Services Technician 2	PERPAST2
			T3	Performing Arts Services Technician 3	Performing Arts Services Technician 3	PERPAST3
			T4	Performing Arts Services Technician 4	Performing Arts Services Technician 4	PERPAST4
		People Leader - Managerial	M1	Manager 1, Performing Arts Services	Supervisor, Performing Arts Services	PERPASM1
			M2	Manager 2, Performing Arts Services	Manager, Performing Arts Services	PERPASM2
Pharmacy	Medication Management Pharmacy	Individual Contributor - Clinical	C2	Medication Management Pharmacist 2	MMP Pharmacist	PHAMMPC2
			C3	Medication Management Pharmacist 3	MMP Senior Pharmacist	PHAMMPC3
			C4	Medication Management Pharmacist 4	MMP Lead Pharmacist	PHAMMPC4
		People Leader - Managerial	M1	Manager 1, Medication Management Pharmacy	Supervisor, MMP Pharmacist	PHAMMPM1
			M2	Manager 2, Medication Management Pharmacy	Manager, MMP Pharmacist	PHAMMPM2
			M3	Manager 3, Medication Management Pharmacy	Associate Director, MMP	PHAMMPM3
			M4	Manager 4, Medication Management Pharmacy	Director, MMP Pharmacist	PHAMMPM4
		Internal Resource Pool	C2	Medication Management Pharmacist - IRP 2	Medication Management Pharmacist - IRP	PHAMMP22
	Medication Management Technician	Individual Contributor - Technical	T2	Medication Management Pharmacy Technician 2	MMP Pharmacy Technician	PHAMMTT2
			T3	Medication Management Pharmacy Technician 3	MMP Pharmacy Senior Technician	PHAMMTT3
			T4	Medication Management Pharmacy Technician 4	MMP Pharmacy Lead Technician	PHAMMTT4
		People Leader - Managerial	M1	Manager 1, Medication Management Pharmacy Technician	Supervisor, MMP Technician	PHAMMTM1
			M2	Manager 2, Medication Management Pharmacy Technician	Manager, MMP Technician	PHAMMTM2
		Internal Resource Pool	T2	Medication Management Pharmacy Technician - IRP 2	Medication Management Pharmacy Technician - IRP	PHAMMT12
	Pharmacy Informatics	Individual Contributor - Clinical	C2	Clinical Applications Pharmacist 2	Clinical Applications Pharmacist	PHAIFMC2
			C3	Clinical Applications Pharmacist 3	Clinical Applications Senior Pharmacist	PHAIFMC3
			C4	Clinical Applications Pharmacist 4	Clinical Applications Lead Pharmacist	PHAIFMC4
		People Leader - Managerial	M1	Manager 1, Pharmacy Informatics	Supervisor, Pharmacy Informatics	PHAIFMM1
			M2	Manager 2, Pharmacy Informatics	Manager, Pharmacy Informatics	PHAIFMM2
			M3	Manager 3, Pharmacy Informatics	Associate Director, Pharmacy Informatics	PHAIFMM3
			M4	Manager 4, Pharmacy Informatics	Director, Pharmacy Informatics	PHAIFMM4

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
	Pharmacy Research	Individual Contributor - Clinical	C2	Research Pharmacist 2	Research Pharmacist	PHARESC2
			C3	Research Pharmacist 3	Research Senior Pharmacist	PHARESC3
			C4	Research Pharmacist 4	Research Lead Pharmacist	PHARESC4
		Individual Contributor - Technical	T2	Pharmacy Research Technician 2	Research Pharmacy Technician	PHAREST2
			T3	Pharmacy Research Technician 3	Research Pharmacy Senior Technician	PHAREST3
			T4	Pharmacy Research Technician 4	Research Pharmacy Lead Technician	PHAREST4
		People Leader - Managerial	M1	Manager 1, Pharmacy Research	Supervisor, Research Pharmacy	PHARESM1
			M2	Manager 2, Pharmacy Research	Manager, Research Pharmacy	PHARESM2
			M3	Manager 3, Pharmacy Research	Associate Director, Research Pharmacy	PHARESM3
	Pharmacy Services	Individual Contributor - Technical	T1	Pharmacy Intern 1	Pharmacy Intern	PHASVST1
		People Leader - Managerial	M1	Manager 1, Pharmacy Services	Assistant Manager, Pharmacy Services	PHASVSM1
			M2	Manager 2, Pharmacy Services	Manager, Pharmacy Services	PHASVSM2
			M3	Manager 3, Pharmacy Services	Associate Director, Pharmacy Services	PHASVSM3
			M4	Manager 4, Pharmacy Services	Director, Pharmacy Services	PHASVSM4
			M5	Manager 5, Pharmacy Services	Senior Director, Pharmacy Services	PHASVSM5
	Retail Pharmacy	Individual Contributor - Clinical	C2	Retail Pharmacist 2	Retail Pharmacist	PHARETC2
			C3	Retail Pharmacist 3	Retail Senior Pharmacist	PHARETC3
			C4	Retail Pharmacist 4	Retail Lead Pharmacist	PHARETC4
		Individual Contributor - Specialized	S2	Pharmacy Audit and Reconciliation Specialist 2	Pharmacy Audit and Reconciliation Coordinator	PHARETS2
		People Leader - Managerial	M1	Manager 1, Retail Pharmacy	Supervisor, Retail Pharmacy	PHARETM1
			M2	Manager 2, Retail Pharmacy	Manager, Retail Pharmacy	PHARETM2
			M3	Manager 3, Retail Pharmacy	Associate Director, Retail Pharmacy	PHARETM3
		Internal Resource Pool	C2	Retail Pharmacist - IRP 2	Retail Pharmacist - IRP	PHARET22
	Specialty Practice Pharmacy	Individual Contributor - Clinical	C1	Specialty Practice Pharmacist 1	Pharmacy Practice Resident	PHASPPC1
			C2	Specialty Practice Pharmacist 2	Specialty Practice Pharmacist	PHASPPC2
			C3	Specialty Practice Pharmacist 3	Specialty Practice Senior Pharmacist	PHASPPC3
			C4	Specialty Practice Pharmacist 4	Specialty Practice Lead Pharmacist	PHASPPC4
		Individual Contributor - Specialized	S2	Specialty Practice Pharmacy Analyst 2	Specialty Practice Analyst	PHASPPS2
			S3	Specialty Practice Pharmacy Analyst 3	Specialty Practice Senior Analyst	PHASPPS3
			S4	Specialty Practice Pharmacy Analyst 4	Specialty Practice Consultant	PHASPPS4
		People Leader - Managerial	M1	Manager 1, Specialty Practice Pharmacy	Supervisor, Specialty Practice Pharmacy	PHASPPM1
		Internal Resource Pool	C2	Specialty Practice Pharmacist - IRP 2	Specialty Practice Pharmacist - IRP	PHASPP22
	Staff Pharmacy	Individual Contributor - Clinical	C2	Staff Pharmacist 2	Staff Pharmacist	PHARPHC2
			C3	Staff Pharmacist 3	Staff Senior Pharmacist	PHARPHC3
			C4	Staff Pharmacist 4	Staff Lead Pharmacist	PHARPHC4
		People Leader - Managerial	M1	Manager 1, Staff Pharmacy	Supervisor, Staff Pharmacy	PHARPHM1
		Internal Resource Pool	C2	Staff Pharmacist - IRP 2	Staff Pharmacist - IRP	PHARPH22
	Pharmacy Technician Services	Individual Contributor - Specialized	S1	Pharmacy Automation Systems Specialist 1	Pharmacy Automation Systems Support Technician	PHAPHTS1
			S2	Pharmacy Automation Systems Specialist 2	Pharmacy Automation Systems Support Specialist	PHAPHTS2
			S3	Pharmacy Automation Systems Specialist 3	Pharmacy Automation Systems Support Senior Specialist	PHAPHTS3
			S4	Pharmacy Automation Systems Specialist 4	Pharmacy Automation Systems Support Consultant	PHAPHTS4
		Individual Contributor - Technical	T1	Pharmacy Technician 1	Pharmacy Technician Trainee	PHAPHTT1
			T2	Pharmacy Technician 2	Pharmacy Technician	PHAPHTT2
			T3	Pharmacy Technician 3	Pharmacy Senior Technician	PHAPHTT3
			T4	Pharmacy Technician 4	Pharmacy Lead Technician	PHAPHTT4
		People Leader - Managerial	M1	Manager 1, Pharmacy Technician Services	Supervisor, Pharmacy Technician Services	PHAPHTM1
		Internal Resource Pool	T2	Pharmacy Technician - IRP 2	Pharmacy Technician - IRP	PHAPHT12
	Pharmacy Narcotics Management and Control	Individual Contributor - Specialized	S2	Narcotics Management and Control Analyst 2	Narcotics Management and Control Officer	PHAINVS2
			S4	Narcotics Management and Control Analyst 4	Narcotics Management and Control Specialist	PHAINVS4
		Individual Contributor - Technical	T2	Pharmacy Inventory Control Coordinator 2	Pharmacy Inventory Control Coordinator	PHAINVT2
Quality	Clinical Quality and Patient Safety	Individual Contributor - Clinical	C2	Clinical Quality and Patient Safety Coordinator 2	Clinical Quality and Patient Safety Coordinator	QALQPSC2
			C3	Clinical Quality and Patient Safety Coordinator 3	Clinical Quality and Patient Safety Senior Coordinator	QALQPSC3
			C4	Clinical Quality and Patient Safety Coordinator 4	Clinical Quality and Patient Safety Lead Coordinator	QALQPSC4
		People Leader - Managerial	M1	Manager 1, Clinical Quality and Patient Safety	Supervisor, Clinical Quality and Patient Safety	QALQPSM1
			M2	Manager 2, Clinical Quality and Patient Safety	Manager, Clinical Quality and Patient Safety	QALQPSM2
			M3	Manager 3, Clinical Quality and Patient Safety	Associate Director, Clinical Quality and Patient Safety	QALQPSM3
			M4	Manager 4, Clinical Quality and Patient Safety	Director, Clinical Quality and Patient Safety	QALQPSM4
			M5	Manager 5, Clinical Quality and Patient Safety	Senior Director, Clinical Quality and Patient Safety	QALQPSM5
	Data Management	Individual Contributor - Specialized	S1	Data Management Analyst 1	Data Management Specialist	QALDATS1
			S2	Data Management Analyst 2	Data Management Analyst	QALDATS2
			S3	Data Management Analyst 3	Data Management Senior Analyst	QALDATS3
			S4	Data Management Analyst 4	Data Management Consultant	QALDATS4
		Individual Contributor - Technical	T2	Data Management Coordinator 2	Data Management Coordinator	QALDATT2
			T3	Data Management Coordinator 3	Data Management Senior Coordinator	QALDATT3
		People Leader - Managerial	M2	Manager 2, Data Management	Manager, Data Management	QALDATM2
			M3	Manager 3, Data Management	Associate Director, Data Management	QALDATM3
			M4	Manager 4, Data Management	Director, Data Management	QALDATM4
	Infection Prevention and Control	Individual Contributor - Clinical	C2	Infection Preventionist 2	Infection Preventionist	QALIPCC2
			C3	Infection Preventionist 3	Senior Infection Preventionist	QALIPCC3
			C4	Infection Preventionist 4	Lead Infection Preventionist	QALIPCC4
		People Leader - Managerial	M1	Manager 1, Infection Prevention and Control	Supervisor, Infection Prevention and Control	QALIPCM1
			M2	Manager 2, Infection Prevention and Control	Manager, Infection Prevention and Control	QALIPCM2
			M3	Manager 3, Infection Prevention and Control	Associate Director, Infection Prevention and Control	QALIPCM3
			M4	Manager 4, Infection Prevention and Control	Director, Infection Prevention and Control	QALIPCM4
		Internal Resource Pool	C2	Infection Preventionist - IRP 2	Infection Preventionist - IRP	QALIPC22
	Process Improvement and Management Engineering	Individual Contributor - Specialized	S1	Process Improvement and Management Engineering Analyst 1	Process Improvement Specialist	QALPRCS1
			S2	Process Improvement and Management Engineering Analyst 2	Process Improvement Analyst	QALPRCS2
			S3	Process Improvement and Management Engineering Analyst 3	Process Improvement Senior Analyst	QALPRCS3
			S4	Process Improvement and Management Engineering Analyst 4	Process Improvement Consultant	QALPRCS4
			S5	Process Improvement and Management Engineering Analyst 5	Process Improvement Senior Consultant	QALPRCS5
		People Leader - Managerial	M2	Manager 2, Process Improvement and Management Engineering	Manager, Process Improvement Engineering	QALPRCM2
			M3	Manager 3, Process Improvement and Management Engineering	Associate Director, Process Improvement Engineering	QALPRCM3
			M4	Manager 4, Process Improvement and Management Engineering	Director, Process Improvement Engineering	QALPRCM4
	Quality Control and Assurance	Individual Contributor - Specialized	S1	Quality Control and Assurance Analyst 1	Quality Control and Assurance Specialist	QALQCAS1
			S2	Quality Control and Assurance Analyst 2	Quality Control and Assurance Analyst	QALQCAS2
			S3	Quality Control and Assurance Analyst 3	Quality Control and Assurance Senior Analyst	QALQCAS3
			S4	Quality Control and Assurance Analyst 4	Quality Control and Assurance Consultant	QALQCAS4
		People Leader - Managerial	M2	Manager 2, Quality Control and Assurance	Manager, Quality Control and Assurance	QALQCAM2
			M3	Manager 3, Quality Control and Assurance	Associate Director, Quality Control and Assurance	QALQCAM3
			M4	Manager 4, Quality Control and Assurance	Director, Quality Control and Assurance	QALQCAM4
		Internal Resource Pool	C1	Clinical Quality Auditor - IRP 1	Clinical Quality Auditor - IRP 1	QALQCA21
			C2	Clinical Quality Auditor - IRP 2	Clinical Quality Auditor - IRP 2	QALQCA22
	Quality Program Coordination	Individual Contributor - Specialized	S1	Quality Program Coordination Specialist 1	Quality Program Coordination Specialist	QALQPCS1
			S2	Quality Program Coordination Specialist 2	Quality Program Coordination Analyst	QALQPCS2
			S3	Quality Program Coordination Specialist 3	Quality Program Coordination Senior Analyst	QALQPCS3
			S4	Quality Program Coordination Specialist 4	Quality Program Coordination Consultant	QALQPCS4
		People Leader - Managerial	M3	Manager 3, Quality Program Coordination	Associate Director, Quality Program Coordination	QALQPCM3
			M4	Manager 4, Quality Program Coordination	Director, Quality Program Coordination	QALQPCM4
			M5	Manager 5, Quality Program Coordination	Senior Director, Quality Program Coordination	QALQPCM5
	Clinical Performance Improvement and Quality Management	Individual Contributor - Clinical	C1	Clinical Performance Improvement and Quality Management 1	Clinical Performance Improvement and Quality Management Assistant	QALCPIC1
			C2	Clinical Performance Improvement and Quality Management 2	Clinical Performance Improvement and Quality Management Coordinator	QALCPIC2
			C3	Clinical Performance Improvement and Quality Management 3	Clinical Performance Improvement and Quality Management Senior Coordinator	QALCPIC3
			C4	Clinical Performance Improvement and Quality Management 4	Clinical Performance Improvement and Quality Management Lead Coordinator	QALCPIC4
Rehabilitation	Acupuncture	Individual Contributor - Clinical	C2	Acupuncturist 2	Acupuncturist	REHACPC2
	Athletic Training	Individual Contributor - Clinical	C1	Athletic Trainer 1	Athletic Training Resident	REHATCC1
			C2	Athletic Trainer 2	Athletic Trainer	REHATCC2
			C3	Athletic Trainer 3	Senior Athletic Trainer	REHATCC3
			C4	Athletic Trainer 4	Lead Athletic Trainer	REHATCC4
		People Leader - Managerial	M1	Manager 1, Athletic Training	Supervisor, Athletic Training	REHATCM1
			M2	Manager 2, Athletic Training	Manager, Athletic Training	REHATCM2
			M3	Manager 3, Athletic Training	Associate Director, Athletic Training	REHATCM3
			M4	Manager 4, Athletic Training	Director, Athletic Training	REHATCM4
		Internal Resource Pool	C2	Athletic Trainer - IRP 2	Athletic Trainer - IRP	REHATC22
	Audiology	Individual Contributor - Clinical	C2	Audiologist 2	Audiologist	REHAUDC2
			C3	Audiologist 3	Senior Audiologist	REHAUDC3
			C4	Audiologist 4	Lead Audiologist	REHAUDC4
		People Leader - Managerial	M1	Manager 1, Audiology	Supervisor, Audiology	REHAUDM1
			M2	Manager 2, Audiology	Manager, Audiology	REHAUDM2
		Internal Resource Pool	C2	Audiologist - IRP 2	Audiologist - IRP	REHAUD22
	Chiropractor	Individual Contributor - Clinical	C2	Chiropractor 2	Chiropractor	REHCROC2
		Internal Resource Pool	C2	Chiropractor - IRP 2	Chiropractor - IRP	REHCRO22

Job Code Table

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Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
	Exercise Physiology	Individual Contributor - Clinical	C2	Exercise Physiologist 2	Exercise Physiologist	REHEPSC2
			C3	Exercise Physiologist 3	Senior Exercise Physiologist	REHEPSC3
			C4	Exercise Physiologist 4	Lead Exercise Physiologist	REHEPSC4
		Internal Resource Pool	C2	Exercise Physiologist - IRP 2	Exercise Physiologist - IRP	REHEPS22
	Massage Therapy	Individual Contributor - Technical	T2	Massage Therapist 2	Massage Therapist	REHMSTT2
			T3	Massage Therapist 3	Senior Massage Therapist	REHMSTT3
			T4	Massage Therapist 4	Lead Massage Therapist	REHMSTT4
		People Leader - Managerial	M1	Manager 1, Massage Therapy	Supervisor, Massage Therapy	REHMSTM1
		Internal Resource Pool	T2	Massage Therapist - IRP 2	Massage Therapist - IRP	REHMST12
	Occupational Therapy	Individual Contributor - Clinical	C1	Occupational Therapist 1	Occupational Therapy Fellow	REHOTSC1
			C2	Occupational Therapist 2	Occupational Therapist	REHOTSC2
			C3	Occupational Therapist 3	Senior Occupational Therapist	REHOTSC3
			C4	Occupational Therapist 4	Lead Occupational Therapist	REHOTSC4
		Individual Contributor - Technical	T2	Certified Occupational Therapy Assistant 2	Certified Occupational Therapy Assistant	REHOTST2
			T3	Certified Occupational Therapy Assistant 3	Senior Certified Occupational Therapy Assistant	REHOTST3
			T4	Certified Occupational Therapy Assistant 4	Lead Certified Occupational Therapy Assistant	REHOTST4
		Internal Resource Pool	C2	Occupational Therapist - IRP 2	Occupational Therapist - IRP	REHOTS22
			T3	Certified Occupational Therapy Assistant - IRP 3	Certified Occupational Therapy Assistant - IRP	REHOTS13
	Physical Therapy	Individual Contributor - Clinical	C1	Physical Therapist 1	Physical Therapy Resident	REHPTSC1
			C2	Physical Therapist 2	Physical Therapist	REHPTSC2
			C3	Physical Therapist 3	Senior Physical Therapist	REHPTSC3
			C4	Physical Therapist 4	Lead Physical Therapist	REHPTSC4
		Individual Contributor - Technical	T2	Licensed Physical Therapy Assistant 2	Licensed Physical Therapy Assistant	REHPTST2
			T3	Licensed Physical Therapy Assistant 3	Senior Licensed Physical Therapy Assistant	REHPTST3
			T4	Licensed Physical Therapy Assistant 4	Lead Licensed Physical Therapy Assistant	REHPTST4
		Internal Resource Pool	C2	Physical Therapist - IRP 2	Physical Therapist - IRP	REHPTS22
			T3	Licensed Physical Therapy Assistant - IRP 3	Licensed Physical Therapy Assistant - IRP	REHPTS13
	Recreation Therapy	Individual Contributor - Technical	T2	Therapeutic Recreation Specialist 2	Therapeutic Recreation Specialist	REHRECT2
		Internal Resource Pool	T2	Therapeutic Recreation Specialist - IRP 2	Therapeutic Recreation Specialist - IRP	REHREC12
	Rehabilitation Services	Individual Contributor - Clinical	C2	Rehabilitation Services Specialist 2	Rehabilitation Services Admissions Coordinator	REHRHSC2
			C3	Rehabilitation Services Specialist 3	Rehabilitation Services Outcomes Specialist	REHRHSC3
			C4	Rehabilitation Services Specialist 4	Rehab Services Lead	REHRHSC4
		Individual Contributor - Specialized	S2	Rehabilitation Services Analyst 2	Rehabilitation Services Analyst 2	REHRHSS2
			S3	Rehabilitation Services Analyst 3	Rehabilitation Services Analyst 3	REHRHSS3
			S4	Rehabilitation Services Analyst 4	Rehabilitation Services Analyst 4	REHRHSS4
			S5	Rehabilitation Services Analyst 5	Rehabilitation Services Analyst 5	REHRHSS5
		Individual Contributor - Technical	T1	Orthopedic Technician 1	Rehabilitation Services Aide	REHRHST1
			T2	Orthopedic Technician 2	Orthopedic Technician	REHRHST2
			T3	Orthopedic Technician 3	Orthopedic Technologist	REHRHST3
		People Leader - Managerial	M1	Manager 1, Rehabilitation Services	Supervisor, Rehabilitation Services	REHRHSM1
			M2	Manager 2, Rehabilitation Services	Manager, Rehabilitation Services	REHRHSM2
			M3	Manager 3, Rehabilitation Services	Associate Director, Rehabilitation Services	REHRHSM3
			M4	Manager 4, Rehabilitation Services	Director, Rehabilitation Services	REHRHSM4
			M5	Manager 5, Rehabilitation Services	Senior Director, Rehabilitation Services	REHRHSM5
	Speech - Language Pathology	Individual Contributor - Clinical	C1	Speech - Language Pathologist 1	Speech - Language Pathologist Fellow	REHSLPC1
			C2	Speech - Language Pathologist 2	Speech - Language Pathologist	REHSLPC2
			C3	Speech - Language Pathologist 3	Senior Speech - Language Pathologist	REHSLPC3
			C4	Speech - Language Pathologist 4	Lead Speech - Language Pathologist	REHSLPC4
		Internal Resource Pool	C2	Speech - Language Pathologist - IRP 2	Speech - Language Pathologist - IRP	REHSLP22
	Health and Fitness	Individual Contributor - Specialized	S1	Health and Fitness Specialist 1	Health and Fitness Intern	REHHAFS1
			S2	Health and Fitness Specialist 2	Health and Fitness Specialist	REHHAFS2
			S3	Health and Fitness Specialist 3	Health and Fitness Senior Specialist	REHHAFS3
			S4	Health and Fitness Specialist 4	Health and Fitness Lead Specialist	REHHAFS4
			S5	Health and Fitness Specialist 5	Health and Fitness Expert	REHHAFS5
		People Leader - Managerial	M1	Manager 1, Health and Fitness	Supervisor, Health and Fitness	REHHAFM1
		Internal Resource Pool	S2	Health and Fitness Specialist - IRP 2	Health and Fitness Specialist - IRP	REHHAF32
			T1	Health and Fitness Coordinator - IRP 1	Health and Fitness Coordinator - IRP	REHHAF11
	Hand Therapy	Individual Contributor - Clinical	C2	Hand Therapist 2	Hand Therapist	REHHANC2
Research Administration	Grants and Contracts Management	Individual Contributor - Specialized	S1	Grants and Contracts Management Analyst 1	Grants and Contracts Management Specialist	REAGCMS1
			S2	Grants and Contracts Management Analyst 2	Grants and Contracts Management Analyst	REAGCMS2
			S3	Grants and Contracts Management Analyst 3	Grants and Contracts Management Senior Analyst	REAGCMS3
			S4	Grants and Contracts Management Analyst 4	Grants and Contracts Management Consultant	REAGCMS4
			S5	Grants and Contracts Management Analyst 5	Grants and Contracts Senior Consultant	REAGCMS5
		Individual Contributor - Technical	T1	Grants and Contracts Management Coordinator 1	Grants and Contracts Management Assistant	REAGCMT1
			T2	Grants and Contracts Management Coordinator 2	Grants and Contracts Management Coordinator	REAGCMT2
			T3	Grants and Contracts Management Coordinator 3	Grants and Contracts Management Senior Coordinator	REAGCMT3
		People Leader - Managerial	M1	Manager 1, Grants and Contracts Management	Associate Manager, Grants and Contracts Management	REAGCMM1
			M2	Manager 2, Grants and Contracts Management	Manager, Grants and Contracts Management	REAGCMM2
			M3	Manager 3, Grants and Contracts Management	Associate Director, Grants and Contracts Management	REAGCMM3
			M4	Manager 4, Grants and Contracts Management	Director, Grants and Contracts Management	REAGCMM4
			M5	Manager 5, Grants and Contracts Management	Senior Director, Grants and Contracts Management	REAGCMM5
	Laboratory Research Operations	Individual Contributor - Specialized	S1	Laboratory Research Operations Analyst 1	Laboratory Research Operations Specialist	REALROS1
			S2	Laboratory Research Operations Analyst 2	Laboratory Research Operations Analyst	REALROS2
			S3	Laboratory Research Operations Analyst 3	Laboratory Research Operations Senior Analyst	REALROS3
			S4	Laboratory Research Operations Analyst 4	Laboratory Research Operations Consultant	REALROS4
		Individual Contributor - Technical	T1	Laboratory Research Operations Coordinator 1	Laboratory Research Operations Aide	REALROT1
			T2	Laboratory Research Operations Coordinator 2	Laboratory Research Operations Technician	REALROT2
			T3	Laboratory Research Operations Coordinator 3	Laboratory Research Operations Senior Technician	REALROT3
		People Leader - Managerial	M1	Manager 1, Laboratory Research Operations	Supervisor, Laboratory Research Operations	REALROM1
			M2	Manager 2, Laboratory Research Operations	Manager, Laboratory Research Operations	REALROM2
	Research Administration Management	Individual Contributor - Specialized	S1	Research Administration Management Analyst 1	Research Administration Management Associate	REARAAS1
			S2	Research Administration Management Analyst 2	Research Administration Management Analyst	REARAAS2
			S3	Research Administration Management Analyst 3	Research Administration Management Senior Analyst	REARAAS3
			S4	Research Administration Management Analyst 4	Research Administration Management Consultant	REARAAS4
			S5	Research Administration Management Analyst 5	Research Administration Management Senior Consultant	REARAAS5
		People Leader - Managerial	M1	Manager 1, Research Center	Associate Manager, Research Center	REARAAM1
			M2	Manager 2, Research Center	Manager, Research Center	REARAAM2
			M3	Manager 3, Research Center	Associate Director, Research Center	REARAAM3
			M4	Manager 4, Research Center	Director, Research Center	REARAAM4
			M5	Manager 5, Research Center	Senior Director, Research Center	REARAAM5
	Research Development Partnerships	Individual Contributor - Specialized	S1	Research Development Partnerships Analyst 1	Research Development Partnerships Specialist	REARDPS1
			S2	Research Development Partnerships Analyst 2	Research Development Partnerships Analyst	REARDPS2
			S3	Research Development Partnerships Analyst 3	Research Development Partnerships Senior Analyst	REARDPS3
			S4	Research Development Partnerships Analyst 4	Research Development Partnerships Consultant	REARDPS4
			S5	Research Development Partnerships Analyst 5	Research Development Partnerships Senior Consultant	REARDPS5
		Individual Contributor - Technical	T1	Research Development Partnerships Coordinator 1	Research Development Partnerships Assistant	REARDPT1
			T2	Research Development Partnerships Coordinator 2	Research Development Partnerships Coordinator	REARDPT2
			T3	Research Development Partnerships Coordinator 3	Research Development Partnerships Senior Coordinator	REARDPT3
		People Leader - Managerial	M1	Manager 1, Research Development Partnerships	Associate Manager, Research Development Partnerships	REARDPM1
			M2	Manager 2, Research Development Partnerships	Manager, Research Development Partnerships	REARDPM2
			M3	Manager 3, Research Development Partnerships	Associate Director, Research Development Partnerships	REARDPM3
			M4	Manager 4, Research Development Partnerships	Director, Research Development Partnerships	REARDPM4
	Research Protocol	Individual Contributor - Specialized	S1	Research Protocol Analyst 1	Research Protocol Specialist	REAREPS1
			S2	Research Protocol Analyst 2	Research Protocol Analyst	REAREPS2
			S3	Research Protocol Analyst 3	Research Protocol Senior Analyst	REAREPS3
		People Leader - Managerial	M1	Manager 1, Research Protocol	Associate Manager, Research Protocol Operations	REAREPM1
			M2	Manager 2, Research Protocol	Manager, Research Protocol Operations	REAREPM2
			M3	Manager 3, Research Protocol	Associate Director, Research Protocol Operations	REAREPM3
			M4	Manager 4, Research Protocol	Director, Research Protocol Operations	REAREPM4
	Sponsored Programs	Individual Contributor - Specialized	S2	Sponsored Programs Officer 2	Sponsored Programs Officer	REASPOS2
			S3	Sponsored Programs Officer 3	Sponsored Programs Senior Officer	REASPOS3
			S4	Sponsored Programs Officer 4	Sponsored Programs Officer Lead	REASPOS4
		Individual Contributor - Technical	T2	Sponsored Programs Coordinator 2	Sponsored Programs Coordinator	REASPOT2
			T3	Sponsored Programs Coordinator 3	Sponsored Programs Senior Coordinator	REASPOT3
		People Leader - Managerial	M1	Manager 1, Sponsored Programs	Associate Manager, Sponsored Programs	REASPOM1
			M2	Manager 2, Sponsored Programs	Manager, Sponsored Programs	REASPOM2
			M3	Manager 3, Sponsored Programs	Associate Director, Sponsored Programs	REASPOM3
			M4	Manager 4, Sponsored Programs	Director, Sponsored Programs	REASPOM4
	Technology Commercialization	Individual Contributor - Specialized	S1	Licensing Officer 1	Licensing Specialist	REATECS1
			S2	Licensing Officer 2	Licensing Officer	REATECS2
			S3	Licensing Officer 3	Licensing Senior Officer	REATECS3
			S4	Licensing Officer 4	Licensing Consultant	REATECS4
			S5	Licensing Officer 5	Licensing Senior Consultant	REATECS5
		People Leader - Managerial	M1	Manager 1, Technology Commercialization	Associate Manager, Technology Commercialization	REATECM1

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Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
			M2	Manager 2, Technology Commercialization	Manager, Technology Commercialization	REATECM2
			M3	Manager 3, Technology Commercialization	Associate Director, Technology Commercialization	REATECM3
			M4	Manager 4, Technology Commercialization	Director, Technology Commercialization	REATECM4
			M5	Manager 5, Technology Commercialization	Senior Director, Technology Commercialization	REATECM5
	Research Compliance	Individual Contributor - Specialized	S1	Research Compliance Analyst 1	Research Compliance Specialist	REARCOS1
			S2	Research Compliance Analyst 2	Research Compliance Analyst	REARCOS2
			S3	Research Compliance Analyst 3	Research Compliance Senior Analyst	REARCOS3
			S4	Research Compliance Analyst 4	Research Compliance Consultant	REARCOS4
			S5	Research Compliance Analyst 5	Research Compliance Senior Consultant	REARCOS5
		Individual Contributor - Technical	T1	Research Compliance Coordinator 1	Research Compliance Assistant	REARCOT1
			T2	Research Compliance Coordinator 2	Research Compliance Coordinator	REARCOT2
			T3	Research Compliance Coordinator 3	Research Compliance Senior Coordinator	REARCOT3
			T4	Research Compliance Coordinator 4	Research Compliance Lead Coordinator	REARCOT4
		People Leader - Managerial	M1	Manager 1, Research Compliance	Associate Manager, Research Compliance	REARCOM1
			M2	Manager 2, Research Compliance	Manager, Research Compliance	REARCOM2
			M3	Manager 3, Research Compliance	Associate Director, Research Compliance	REARCOM3
			M4	Manager 4, Research Compliance	Director, Research Compliance	REARCOM4
			M5	Manager 5, Research Compliance	Senior Director, Research Compliance	REARCOM5
Research and Scholarship	Applied Research Engineering	Individual Contributor - Specialized	S1	Applied Research Engineer 1	Applied Research Associate Engineer	RESARES1
			S2	Applied Research Engineer 2	Applied Research Engineer	RESARES2
			S3	Applied Research Engineer 3	Applied Research Senior Engineer	RESARES3
			S4	Applied Research Engineer 4	Applied Research Consultant Engineer	RESARES4
			S5	Applied Research Engineer 5	Applied Research Senior Consultant Engineer	RESARES5
			S6	Applied Research Engineer 6	Applied Research Principal Engineer	RESARES6
		People Leader - Managerial	M1	Manager 1, Applied Research Engineering	Associate Manager, Applied Research Engineering	RESAREM1
			M2	Manager 2, Applied Research Engineering	Manager, Applied Research Engineering	RESAREM2
			M3	Manager 3, Applied Research Engineering	Associate Director, Applied Research Engineering	RESAREM3
			M4	Manager 4, Applied Research Engineering	Director, Applied Research Engineering	RESAREM4
			M5	Manager 5, Applied Research Engineering	Senior Director, Applied Research Engineering	RESAREM5
	Clinical Research	Individual Contributor - Clinical	C2	Clinical Research Nurse 2	Clinical Research Nurse	RESCLRC2
			C3	Clinical Research Nurse 3	Clinical Senior Research Nurse	RESCLRC3
		Individual Contributor - Specialized	S1	Clinical Research Specialist 1	Clinical Research Associate Coordinator	RESCLRS1
			S2	Clinical Research Specialist 2	Clinical Research Coordinator	RESCLRS2
			S3	Clinical Research Specialist 3	Clinical Research Senior Coordinator	RESCLRS3
			S4	Clinical Research Specialist 4	Clinical Research Consultant	RESCLRS4
		Individual Contributor - Technical	T1	Clinical Research Assistant 1	Clinical Research Aide	RESCLRT1
			T2	Clinical Research Assistant 2	Clinical Research Assistant	RESCLRT2
			T3	Clinical Research Assistant 3	Clinical Research Senior Assistant	RESCLRT3
		People Leader - Managerial	M1	Manager 1, Clinical Research	Associate Manager, Clinical Research	RESCLRM1
			M2	Manager 2, Clinical Research	Manager, Clinical Research	RESCLRM2
			M3	Manager 3, Clinical Research	Associate Director, Clinical Research	RESCLRM3
			M4	Manager 4, Clinical Research	Director, Clinical Research	RESCLRM4
			M5	Manager 5, Clinical Research	Senior Director, Clinical Research	RESCLRM5
	Postdoctoral Research	Individual Contributor - Specialized	S2	Post Doctoral Scholar 2	Post Doctoral Scholar	RESPODS2
		Individual Contributor - Specialized	S1	Researcher 1	Research Associate	RESRSCS1
			S2	Researcher 2	Research Senior Associate	RESRSCS2
			S3	Researcher 3	Researcher	RESRSCS3
			S4	Researcher 4	Senior Researcher	RESRSCS4
		Individual Contributor - Technical	T1	Research Technician 1	Research Aide and Interviewer	RESRSCT1
			T2	Research Technician 2	Research Technician	RESRSCT2
			T3	Research Technician 3	Research Senior Technician	RESRSCT3
			T4	Research Technician 4	Research Lead Technician	RESRSCT4
		People Leader - Managerial	M1	Manager 1, Research	Associate Manager, Research	RESRSCM1
			M2	Manager 2, Research	Manager, Research	RESRSCM2
			M3	Manager 3, Research	Associate Director, Research	RESRSCM3
			M4	Manager 4, Research	Director, Research	RESRSCM4
			M5	Manager 5, Research	Senior Director, Research	RESRSCM5
	Statistics and Biostatistics	Individual Contributor - Specialized	S1	Statistics and Biostatistics Analyst 1	Biostatistics Specialist	RESSTBS1
			S2	Statistics and Biostatistics Analyst 2	Biostatistics Analyst	RESSTBS2
			S3	Statistics and Biostatistics Analyst 3	Biostatistics Senior Analyst	RESSTBS3
			S4	Statistics and Biostatistics Analyst 4	Biostatistics Consultant	RESSTBS4
			S5	Statistics and Biostatistics Analyst 5	Biostatistician Senior Consultant	RESSTBS5
			S6	Statistics and Biostatistics Analyst 6	Statistics and Biostatistics Principal Consultant	RESSTBS6
		People Leader - Managerial	M1	Manager 1, Statistics and Biostatistics	Associate Manager, Statistics and Biostatistics	RESSTBM1
			M2	Manager 2, Statistics and Biostatistics	Manager, Statistics and Biostatistics	RESSTBM2
			M3	Manager 3, Statistics and Biostatistics	Associate Director, Statistics and Biostatistics	RESSTBM3
			M4	Manager 4, Statistics and Biostatistics	Director, Statistics and Biostatistics	RESSTBM4
			M5	Manager 5, Statistics and Biostatistics	Senior Director, Statistics and Biostatistics	RESSTBM5
Sales and Customer Service	Post Doctoral Scholar - NRSA	Individual Contributor - Specialized	S2	Post Doctoral Scholar 2	Post Doctoral Scholar	RESPDNS2
	Corporate Business Development	Individual Contributor - Specialized	S1	Corporate Business Development Specialist 1	Corporate Business Development Specialist	SALCBDS1
			S2	Corporate Business Development Specialist 2	Corporate Business Development Liaison	SALCBDS2
			S3	Corporate Business Development Specialist 3	Corporate Business Development Senior Liaison	SALCBDS3
			S4	Corporate Business Development Specialist 4	Corporate Business Development Consultant	SALCBDS4
			S5	Corporate Business Development Specialist 5	Corporate Business Development Senior Consultant	SALCBDS5
			S6	Corporate Business Development Specialist 6	Corporate Business Development Principal Consultant	SALCBDS6
		People Leader - Managerial	M1	Manager 1, Corporate Business Development	Associate Manager, Corporate Business Development	SALCBDM1
			M2	Manager 2, Corporate Business Development	Manager, Corporate Business Development	SALCBDM2
			M3	Manager 3, Corporate Business Development	Associate Director, Corporate Business Development	SALCBDM3
			M4	Manager 4, Corporate Business Development	Director, Corporate Business Development	SALCBDM4
			M5	Manager 5, Corporate Business Development	Senior Director, Corporate Business Development	SALCBDM5
	Customer Service	Individual Contributor - Technical	T1	Customer Service Associate 1	Customer Service Assistant	SALCSTT1
			T2	Customer Service Associate 2	Customer Service Associate	SALCSTT2
			T3	Customer Service Associate 3	Customer Service Senior Associate	SALCSTT3
			T4	Customer Service Associate 4	Customer Service Lead Associate	SALCSTT4
		People Leader - Managerial	M1	Manager 1, Customer Service	Supervisor, Customer Service	SALCSTM1
			M2	Manager 2, Customer Service	Manager, Customer Service	SALCSTM2
	Event Services	Individual Contributor - Specialized	S1	Event Services Specialist 1	Event Services Specialist 1	SALEVTS1
			S2	Event Services Specialist 2	Event Services Specialist 2	SALEVTS2
			S3	Event Services Specialist 3	Event Services Specialist 3	SALEVTS3
		Individual Contributor - Technical	T1	Event Services Associate 1	Event Services Associate 1	SALEVTT1
			T2	Event Services Associate 2	Event Services Associate 2	SALEVTT2
			T3	Event Services Associate 3	Event Services Associate 3	SALEVTT3
			T4	Event Services Associate 4	Event Services Associate 4	SALEVTT4
		People Leader - Managerial	M1	Manager 1, Event Services	Supervisor, Event Services	SALEVTM1
			M2	Manager 2, Event Services	Manager, Event Services	SALEVTM2
			M3	Manager 3, Event Services	Associate Director, Event Services	SALEVTM3
			M4	Manager 4, Event Services	Director, Event Services	SALEVTM4
	General Services	Individual Contributor - Technical	T1	General Services Associate 1	General Services Assistant	SALGENT1
	Reception Services	Individual Contributor - Technical	T1	Reception Services Associate 1	Reception Assistant	SALRECT1
			T2	Reception Services Associate 2	Reception Associate	SALRECT2
			T3	Reception Services Associate 3	Reception Senior Associate	SALRECT3
	Retail Sales	Individual Contributor - Technical	T1	Retail Sales Associate 1	Retail Sales Assistant	SALRETT1
			T2	Retail Sales Associate 2	Retail Sales Associate	SALRETT2
			T3	Retail Sales Associate 3	Retail Sales Senior Associate	SALRETT3
			T4	Retail Sales Associate 4	Retail Sales Lead Associate	SALRETT4
		People Leader - Managerial	M1	Manager 1, Retail Sales	Supervisor, Retail Sales	SALRETM1
			M2	Manager 2, Retail Sales	Manager, Retail Sales	SALRETM2
		Internal Resource Pool	T1	Retail Sales Associate - IRP 1	Retail Sales Associate - IRP 1	SALRET11
			T2	Retail Sales Associate - IRP 2	Retail Sales Associate - IRP 2	SALRET12
	Sales	Individual Contributor - Technical	T1	Sales Associate 1	Sales Assistant	SALSALT1
			T2	Sales Associate 2	Sales Associate	SALSALT2
			T3	Sales Associate 3	Sales Senior Associate	SALSALT3
			T4	Sales Associate 4	Sales Lead Associate	SALSALT4
		People Leader - Managerial	M1	Manager 1, Sales	Supervisor, Sales	SALSALM1
			M2	Manager 2, Sales	Manager, Sales	SALSALM2
			M3	Manager 3, Sales	Associate Director, Sales	SALSALM3
			M4	Manager 4, Sales	Director, Sales	SALSALM4
	Switchboard	Individual Contributor - Technical	T1	Switchboard Associate 1	Switchboard Operator	SALSWBT1
			T3	Switchboard Associate 3	Switchboard Operator Senior	SALSWBT3
			T4	Switchboard Associate 4	Switchboard Operator Lead	SALSWBT4
	Ticketing Operations	Individual Contributor - Specialized	S1	Ticketing Operations Specialist 1	Ticketing Operations Specialist 1	SALTOPS1
			S2	Ticketing Operations Specialist 2	Ticketing Operations Specialist 2	SALTOPS2
			S3	Ticketing Operations Specialist 3	Ticketing Operations Specialist 3	SALTOPS3
			S4	Ticketing Operations Specialist 4	Ticketing Operations Specialist 4	SALTOPS4

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
		Individual Contributor - Technical	T1	Ticketing Operations Associate 1	Ticketing Operations Assistant	SALTOPT1
			T2	Ticketing Operations Associate 2	Ticketing Operations Associate	SALTOPT2
		People Leader - Managerial	M1	Manager 1, Ticketing Operations	Supervisor, Ticketing Operations	SALTOPM1
			M2	Manager 2, Ticketing Operations	Manager, Ticketing Operations	SALTOPM2
			M3	Manager 3, Ticketing Operations	Associate Director, Ticketing Operations	SALTOPM3
			M4	Manager 4, Ticketing Operations	Director, Ticketing Operations	SALTOPM4
			M5	Manager 5, Ticketing Operations	Senior Director, Ticketing Operations	SALTOPM5
	Ticketing Sales	Individual Contributor - Specialized	S2	Ticketing Sales Specialist 2	Ticketing Sales Representative	SALTSLS2
			S3	Ticketing Sales Specialist 3	Ticketing Sales Senior Representative	SALTSLS3
			S4	Ticketing Sales Specialist 4	Ticketing Sales Lead Representative	SALTSLS4
		People Leader - Managerial	M1	Manager 1, Ticketing Sales	Supervisor, Ticketing Sales	SALTSLM1
			M2	Manager 2, Ticketing Sales	Manager, Ticketing Sales	SALTSLM2
			M3	Manager 3, Ticketing Sales	Associate Director, Ticketing Sales	SALTSLM3
			M4	Manager 4, Ticketing Sales	Director, Ticketing Sales	SALTSLM4
			M5	Manager 5, Ticketing Sales	Senior Director, Ticketing Sales	SALTSLM5
Security	Access Control	Individual Contributor - Technical	T1	Access Control Associate 1	Access Control Assistant	SECACIT1
			T2	Access Control Associate 2	Access Control Coordinator	SECACIT2
			T3	Access Control Associate 3	Access Control Senior Coordinator	SECACIT3
			T4	Access Control Associate 4	Access Control Lead Coordinator	SECACIT4
		People Leader - Managerial	M1	Manager 1, Access Control	Supervisor, Access Control	SECACIM1
			M2	Manager 2, Access Control	Manager, Access Control	SECACIM2
	Dispatch Communications	Individual Contributor - Technical	T1	Dispatch Communications Associate 1	Radio Dispatcher	SECDIST1
			T2	Dispatch Communications Associate 2	Dispatcher	SECDIST2
			T3	Dispatch Communications Associate 3	Senior Dispatcher	SECDIST3
			T4	Dispatch Communications Associate 4	Lead Dispatcher	SECDIST4
		People Leader - Managerial	M1	Manager 1, Dispatch Communications	Supervisor, Dispatch Communications	SECDISM1
			M2	Manager 2, Dispatch Communications	Manager, Dispatch Communications	SECDISM2
			M3	Manager 3, Dispatch Communications	Associate Director, Dispatch Communications	SECDISM3
			M4	Manager 4, Dispatch Communications	Director, Dispatch Communications	SECDISM4
	Emergency Management and Preparedness	Individual Contributor - Specialized	S1	Emergency Management and Preparedness Specialist 1	Emergency Management and Preparedness Specialist	SECEMPS1
			S2	Emergency Management and Preparedness Specialist 2	Emergency Management and Preparedness Analyst	SECEMPS2
			S3	Emergency Management and Preparedness Specialist 3	Emergency Management and Preparedness Senior Analyst	SECEMPS3
			S4	Emergency Management and Preparedness Specialist 4	Emergency Management and Preparedness Consultant	SECEMPS4
		Individual Contributor - Technical	T1	Emergency Management and Preparedness Coordinator 1	Emergency Management and Preparedness Assistant	SECEMPT1
			T2	Emergency Management and Preparedness Coordinator 2	Emergency Management and Preparedness Coordinator	SECEMPT2
			T3	Emergency Management and Preparedness Coordinator 3	Emergency Management and Preparedness Senior Coordinator	SECEMPT3
		People Leader - Managerial	M1	Manager 1, Emergency Management and Preparedness	Supervisor, Emergency Management and Preparedness	SECEMPM1
			M2	Manager 2, Emergency Management and Preparedness	Manager, Emergency Management and Preparedness	SECEMPM2
			M3	Manager 3, Emergency Management and Preparedness	Associate Director, Emergency Management and Preparedness	SECEMPM3
			M4	Manager 4, Emergency Management and Preparedness	Director, Emergency Management and Preparedness	SECEMPM4
	Law Enforcement	Individual Contributor - Technical	T1	Law Enforcement Associate 1	Law Enforcement Officer Trainee	SECLAWT1
			T2	Law Enforcement Associate 2	Law Enforcement Officer	SECLAWT2
			T3	Law Enforcement Associate 3	Senior Law Enforcement Officer	SECLAWT3
			T4	Law Enforcement Associate 4	Lead Law Enforcement	SECLAWT4
		People Leader - Managerial	M1	Manager 1, Law Enforcement	Supervisor, Law Enforcement	SECLAWM1
			M2	Manager 2, Law Enforcement	Manager, Law Enforcement	SECLAWM2
			M3	Manager 3, Law Enforcement	Associate Director, Law Enforcement	SECLAWM3
			M4	Manager 4, Law Enforcement	Director, Law Enforcement	SECLAWM4
	Security Administration	Individual Contributor - Specialized	S1	Security Administration Specialist 1	Security Administration Specialist	SECSEAS1
			S2	Security Administration Specialist 2	Security Administration Analyst	SECSEAS2
			S3	Security Administration Specialist 3	Security Administration Senior Analyst	SECSEAS3
			S4	Security Administration Specialist 4	Security Administration Consultant	SECSEAS4
		People Leader - Managerial	M3	Manager 3, Security Administration	Associate Director, Security Administration	SECSEAM3
			M4	Manager 4, Security Administration	Director, Security Administration	SECSEAM4
			M5	Manager 5, Security Administration	Senior Director, Security Administration	SECSEAM5
	Security Enforcement	Individual Contributor - Specialized	S1	Security Enforcement Specialist 1	Security Educator	SECSECS1
		Individual Contributor - Technical	T1	Security Enforcement Associate 1	Junior Security Officer	SECSECT1
			T2	Security Enforcement Associate 2	Security Officer	SECSECT2
			T3	Security Enforcement Associate 3	Senior Security Officer	SECSECT3
			T4	Security Enforcement Associate 4	Lead Security Officer	SECSECT4
		People Leader - Managerial	M1	Manager 1, Security Enforcement	Supervisor, Security Enforcement	SECSECM1
			M2	Manager 2, Security Enforcement	Manager, Security Enforcement	SECSECM2
			M3	Manager 3, Security Enforcement	Associate Director, Security Enforcement	SECSECM3
			M4	Manager 4, Security Enforcement	Director, Security Enforcement	SECSECM4
		Internal Resource Pool	T2	Security Enforcement Associate - IRP 2	Security Enforcement Associate - IRP	SECSEC12
Social and Behavioral Health	Art Therapy	Individual Contributor - Clinical	C2	Art Therapist 2	Art Therapist	SBHARTC2
		Internal Resource Pool	C2	Art Therapist - IRP 2	Art Therapist - IRP	SBHART22
	Behavioral Health	Individual Contributor - Clinical	C1	Behavioral Health Clinician 1	Behavioral Health Clinician	SBHBEHC1
			C2	Behavioral Health Clinician 2	Behavioral Health Licensed Clinician	SBHBEHC2
			C3	Behavioral Health Clinician 3	Psychotherapist	SBHBEHC3
			C4	Behavioral Health Clinician 4	Lead Psychotherapist	SBHBEHC4
		People Leader - Managerial	M1	Manager 1, Behavioral Health	Supervisor, Behavioral Health	SBHBEHM1
			M2	Manager 2, Behavioral Health	Manager, Behavioral Health	SBHBEHM2
			M3	Manager 3, Behavioral Health	Associate Director, Behavioral Health	SBHBEHM3
			M4	Manager 4, Behavioral Health	Director, Behavioral Health	SBHBEHM4
			M5	Manager 5, Behavioral Health	Senior Director, Behavioral Health	SBHBEHM5
		Internal Resource Pool	C1	Behavioral Health Clinician - IRP 1	Behavioral Health Clinician - IRP 1	SBHBEH21
			C2	Behavioral Health Clinician - IRP 2	Behavioral Health Clinician - IRP 2	SBHBEH22
			C3	Behavioral Health Clinician - IRP 3	Behavioral Health Clinician - IRP 3	SBHBEH23
	Behavioral Support	Individual Contributor - Clinical	C1	Behavioral Support Specialist 1	Behavioral Support Associate	SBHBSSC1
			C2	Behavioral Support Specialist 2	Behavioral Support Specialist	SBHBSSC2
			C3	Behavioral Support Specialist 3	Behavioral Support Senior Specialist	SBHBSSC3
			C4	Behavioral Support Specialist 4	Behavioral Support Lead Specialist	SBHBSSC4
		Individual Contributor - Technical	T2	Behavioral Support Technician 2	Behavioral Support Technician	SBHBSST2
	Clinical Pastoral Education	Individual Contributor - Clinical	C1	Chaplain Resident	Chaplain Resident	SBHCPEC1
		Individual Contributor - Specialized	S2	Clinical Pastoral Educator 2	Clinical Pastoral Educator 2	SBHCPES2
			S3	Clinical Pastoral Educator 3	Clinical Pastoral Educator 3	SBHCPES3
			S4	Clinical Pastoral Educator 4	Clinical Pastoral Educator 4	SBHCPES4
		Individual Contributor - Technical	T1	Clinical Pastoral Education Assistant 1	Clinical Pastoral Education Assistant	SBHCPET1
		People Leader - Managerial	M1	Manager 1, Clinical Pastoral Education	Supervisor, Clinical Pastoral Education	SBHCPEM1
			M2	Manager 2, Clinical Pastoral Education	Manager, Clinical Pastoral Education	SBHCPEM2
			M3	Manager 3, Clinical Pastoral Education	Associate Director, Clinical Pastoral Education	SBHCPEM3
			M4	Manager 4, Clinical Pastoral Education	Director, Clinical Pastoral Education	SBHCPEM4
	Community Health	Individual Contributor - Technical	T2	Community Health Worker 2	Community Health Worker 2	SBHCMHT2
			T3	Community Health Worker 3	Community Health Worker 3	SBHCMHT3
			T4	Community Health Worker 4	Community Health Worker 4	SBHCMHT4
	Counseling	Individual Contributor - Clinical	C2	Clinical Therapist 2	Clinical Therapist	SBHCSLC2
			C3	Clinical Therapist 3	Senior Clinical Therapist	SBHCSLC3
		People Leader - Managerial	M1	Manager 1, Counseling	Supervisor, Counseling	SBHCSLM1
			M2	Manager 2, Counseling	Manager, Counseling	SBHCSLM2
			M3	Manager 3, Counseling	Associate Director, Counseling	SBHCSLM3
			M4	Manager 4, Counseling	Director, Counseling	SBHCSLM4
		Internal Resource Pool	C2	Clinical Therapist - IRP 2	Clinical Therapist - IRP	SBHCSL22
	Genetic Counseling	Individual Contributor - Clinical	C3	Genetic Counselor 3	Genetic Counselor	SBHGENC3
			C4	Genetic Counselor 4	Lead Genetic Counselor	SBHGENC4
		Internal Resource Pool	C3	Genetic Counselor - IRP 3	Genetic Counselor - IRP	SBHGEN23
	Health Coaching	Individual Contributor - Specialized	S2	Health Coach 2	Health Coach	SBHHCOS2
			S3	Health Coach 3	Health Coach Senior	SBHHCOS3
		People Leader - Managerial	M1	Manager 1, Health Coaching	Supervisor, Health Coaching	SBHHCOM1
			M2	Manager 2, Health Coaching	Manager, Health Coaching	SBHHCOM2
		Internal Resource Pool	S2	Health Coach - IRP 2	Health Coach - IRP	SBHHCO32
	Music Therapy	Individual Contributor - Clinical	C2	Music Therapist 2	Music Therapist	SBHMUSC2
		Internal Resource Pool	C2	Music Therapist - IRP 2	Music Therapist - IRP	SBHMUS22
	Pastoral Care	Individual Contributor - Clinical	C2	Chaplain 2	Chaplain	SBHPASC2
			C3	Chaplain 3	Senior Chaplain	SBHPASC3
			C4	Chaplain 4	Lead Chaplain	SBHPASC4
		People Leader - Managerial	M1	Manager 1, Pastoral Care	Supervisor, Pastoral Care	SBHPASM1
			M2	Manager 2, Pastoral Care	Manager, Pastoral Care	SBHPASM2
			M3	Manager 3, Pastoral Care	Associate Director, Pastoral Care	SBHPASM3
			M4	Manager 4, Pastoral Care	Director, Pastoral Care	SBHPASM4
		Internal Resource Pool	C2	Chaplain - IRP 2	Chaplain - IRP	SBHPAS22
	Psychiatric Emergency Services	Individual Contributor - Clinical	C2	Psychiatric Emergency Clinician 2	Psychiatric Emergency Clinician	SBHPESC2
			C4	Psychiatric Emergency Clinician 4	Psychiatric Emergency Lead Clinician	SBHPESC4

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		Internal Resource Pool	C2	Psychiatric Emergency Clinician - IRP 2	Psychiatric Emergency Clinician - IRP	SBHPES22
	Psychiatry	Individual Contributor - Clinical	C2	Psychiatrist 2	Psychiatrist	SBHPSTC2
	Psychology	Individual Contributor - Clinical	C1	Psychologist 1	Psychology Clinical Fellow	SBHPSYC1
			C2	Psychologist 2	Psychologist	SBHPSYC2
		Internal Resource Pool	C2	Psychologist - IRP 2	Psychologist - IRP	SBHPSY22
	Psychometry	Individual Contributor - Technical	T1	Psychometrist 1	Psychometrist	SBHPMTT1
			T4	Psychometrist 4	Lead Psychometrist	SBHPMTT4
		Internal Resource Pool	T1	Psychometrist - IRP 1	Psychometrist - IRP	SBHPMT11
	Social Work	Individual Contributor - Clinical	C1	Social Worker 1	Social Worker - BSW	SBHSOCC1
			C2	Social Worker 2	Social Worker - LSW	SBHSOCC2
			C3	Social Worker 3	Social Worker - LISW/LPCC	SBHSOCC3
			C4	Social Worker 4	Social Worker - Lead	SBHSOCC4
		People Leader - Managerial	M1	Manager 1, Social Work	Associate Manager, Social Work	SBHSOCM1
			M2	Manager 2, Social Work	Manager, Social Work	SBHSOCM2
			M3	Manager 3, Social Work	Associate Director, Social Work	SBHSOCM3
			M4	Manager 4, Social Work	Director, Social Work	SBHSOCM4
		Internal Resource Pool	C2	Social Worker - IRP 2	Social Worker - IRP	SBHSOC22
	Wellness	Individual Contributor - Specialized	S1	Wellness Specialist 1	Wellness Specialist	SBHWELS1
			S2	Wellness Specialist 2	Wellness Coordinator	SBHWELS2
			S3	Wellness Specialist 3	Wellness Senior Coordinator	SBHWELS3
			S4	Wellness Specialist 4	Wellness Consultant	SBHWELS4
		People Leader - Managerial	M1	Manager 1, Wellness	Supervisor, Wellness	SBHWELM1
			M2	Manager 2, Wellness	Manager, Wellness	SBHWELM2
			M3	Manager 3, Wellness	Associate Director, Wellness	SBHWELM3
			M4	Manager 4, Wellness	Director, Wellness	SBHWELM4
	Bereavement Counseling	Individual Contributor - Clinical	C2	Bereavement Counselor 2	Bereavement Counselor	SBHBRVC2
Student Life	Accessibility	Individual Contributor - Specialized	S1	Accessibility Specialist 1	Accessibility Specialist 1	STLACCS1
			S2	Accessibility Specialist 2	Accessibility Specialist 2	STLACCS2
			S3	Accessibility Specialist 3	Accessibility Specialist 3	STLACCS3
			S4	Accessibility Specialist 4	Accessibility Specialist 4	STLACCS4
		Individual Contributor - Technical	T1	Accessibility Associate 1	Transcriber	STLACCT1
			T2	Accessibility Associate 2	Interpreter	STLACCT2
			T3	Accessibility Associate 3	Sign Language Interpreter	STLACCT3
			T4	Accessibility Associate 4	Lead Interpreter	STLACCT4
		People Leader - Managerial	M1	Manager 1, Accessibility	Supervisor, Accessibility	STLACCM1
			M2	Manager 2, Accessibility	Manager, Accessibility	STLACCM2
			M3	Manager 3, Accessibility	Associate Director, Accessibility	STLACCM3
			M4	Manager 4, Accessibility	Director, Accessibility	STLACCM4
	Recreational Sports	Individual Contributor - Specialized	S1	Recreational Sports Specialist 1	Recreational Sports Specialist 1	STLRECS1
			S2	Recreational Sports Specialist 2	Recreational Sports Specialist 2	STLRECS2
			S3	Recreational Sports Specialist 3	Recreational Sports Specialist 3	STLRECS3
			S4	Recreational Sports Specialist 4	Recreational Sports Specialist 4	STLRECS4
		Individual Contributor - Technical	T1	Recreational Sports Coordinator 1	Recreational Sports Coordinator 1	STLRECT1
			T2	Recreational Sports Coordinator 2	Recreational Sports Coordinator 2	STLRECT2
			T3	Recreational Sports Coordinator 3	Recreational Sports Coordinator 3	STLRECT3
			T4	Recreational Sports Coordinator 4	Recreational Sports Coordinator 4	STLRECT4
		People Leader - Managerial	M1	Manager 1, Recreational Sports	Supervisor, Recreational Sports	STLRECM1
			M2	Manager 2, Recreational Sports	Manager, Recreational Sports	STLRECM2
			M3	Manager 3, Recreational Sports	Associate Director, Recreational Sports	STLRECM3
			M4	Manager 4, Recreational Sports	Director, Recreational Sports	STLRECM4
	Student Advocacy	Individual Contributor - Specialized	S1	Student Advocacy Specialist 1	Student Advocacy Specialist 1	STLSTAS1
			S2	Student Advocacy Specialist 2	Student Advocacy Specialist 2	STLSTAS2
			S3	Student Advocacy Specialist 3	Student Advocacy Officer	STLSTAS3
			S4	Student Advocacy Specialist 4	Student Advocacy Senior Officer	STLSTAS4
		People Leader - Managerial	M1	Manager 1, Student Advocacy	Supervisor, Student Advocacy	STLSTAM1
			M2	Manager 2, Student Advocacy	Manager, Student Advocacy	STLSTAM2
			M3	Manager 3, Student Advocacy	Associate Director, Student Advocacy	STLSTAM3
			M4	Manager 4, Student Advocacy	Director, Student Advocacy	STLSTAM4
	Student Conduct	Individual Contributor - Specialized	S1	Student Conduct Officer 1	Student Conduct Hearing Associate	STLSCCS1
			S2	Student Conduct Officer 2	Student Conduct Hearing Officer	STLSCCS2
			S3	Student Conduct Officer 3	Senior Student Conduct Hearing Officer	STLSCCS3
			S4	Student Conduct Officer 4	Student Conduct Consultant	STLSCCS4
			S5	Student Conduct Officer 5	Student Conduct Senior Consultant	STLSCCS5
		People Leader - Managerial	M2	Manager 2, Student Conduct	Manager, Student Conduct	STLSCCM2
			M3	Manager 3, Student Conduct	Associate Director, Student Conduct	STLSCCM3
			M4	Manager 4, Student Conduct	Director, Student Conduct	STLSCCM4
	Student Facilities	Individual Contributor - Specialized	S1	Student Facilities Specialist 1	Student Facilities Specialist 1	STLSLFS1
			S2	Student Facilities Specialist 2	Student Facilities Specialist 2	STLSLFS2
			S3	Student Facilities Specialist 3	Student Facilities Officer	STLSLFS3
			S4	Student Facilities Specialist 4	Student Facilities Senior Officer	STLSLFS4
		People Leader - Managerial	M1	Manager 1, Student Facilities	Associate Manager, Student Facilities	STLSLFM1
			M2	Manager 2, Student Facilities	Manager, Student Facilities	STLSLFM2
			M3	Manager 3, Student Facilities	Associate Director, Student Facilities	STLSLFM3
			M4	Manager 4, Student Facilities	Director, Student Facilities	STLSLFM4
	Student Health Administration	Individual Contributor - Specialized	S1	Student Health Administration Specialist 1	Student Health Administration Specialist 1	STLSHAS1
			S2	Student Health Administration Specialist 2	Student Health Administration Specialist 2	STLSHAS2
			S3	Student Health Administration Specialist 3	Student Health Administration Specialist 3	STLSHAS3
			S4	Student Health Administration Specialist 4	Student Health Administration Specialist 4	STLSHAS4
		People Leader - Managerial	M1	Manager 1, Student Health Administration	Supervisor, Student Health Administration	STLSHAM1
			M2	Manager 2, Student Health Administration	Manager, Student Health Administration	STLSHAM2
	Student Leadership, Engagement and Activities	Individual Contributor - Specialized	S1	Student Leadership, Engagement and Activities Specialist 1	Student Leadership, Engagement and Activities Specialist 1	STLSSES1
			S2	Student Leadership, Engagement and Activities Specialist 2	Student Leadership, Engagement and Activities Specialist 2	STLSSES2
			S3	Student Leadership, Engagement and Activities Specialist 3	Student Leadership, Engagement and Activities Officer	STLSSES3
			S4	Student Leadership, Engagement and Activities Specialist 4	Student Leadership, Engagement and Activities Senior Officer	STLSSES4
		People Leader - Managerial	M1	Manager 1, Student Leadership, Engagement and Activities	Supervisor, Student Leadership, Engagement and Activities	STLSSEM1
			M2	Manager 2, Student Leadership, Engagement and Activities	Manager, Student Leadership, Engagement and Activities	STLSSEM2
			M3	Manager 3, Student Leadership, Engagement and Activities	Associate Director, Student Leadership, Engagement and Activities	STLSSEM3
			M4	Manager 4, Student Leadership, Engagement and Activities	Director, Student Leadership, Engagement and Activities	STLSSEM4
			M5	Manager 5, Student Leadership, Engagement and Activities	Senior Director, Student Leadership, Engagement and Activities	STLSSEM5
	Student Multicultural and Diversity	Individual Contributor - Specialized	S1	Student Multicultural and Diversity Specialist 1	Student Multicultural and Diversity Specialist 1	STLSMDS1
			S2	Student Multicultural and Diversity Specialist 2	Student Multicultural and Diversity Specialist 2	STLSMDS2
			S3	Student Multicultural and Diversity Specialist 3	Student Multicultural and Diversity Officer	STLSMDS3
			S4	Student Multicultural and Diversity Specialist 4	Student Multicultural and Diversity Senior Officer	STLSMDS4
		People Leader - Managerial	M1	Manager 1, Student Multicultural and Diversity	Supervisor, Student Multicultural and Diversity	STLSMDM1
			M2	Manager 2, Student Multicultural and Diversity	Manager, Student Multicultural and Diversity	STLSMDM2
	Sorority and Fraternity Life	Individual Contributor - Specialized	S1	Sorority and Fraternity Life Specialist 1	Sorority and Fraternity Life Specialist 1	STLFSLS1
			S2	Sorority and Fraternity Life Specialist 2	Sorority and Fraternity Life Specialist 2	STLFSLS2
			S3	Sorority and Fraternity Life Specialist 3	Greek Life Officer	STLFSLS3
			S4	Sorority and Fraternity Life Specialist 4	Greek Life Senior Officer	STLFSLS4
		People Leader - Managerial	M1	Manager 1, Sorority and Fraternity Life	Supervisor, Sorority and Fraternity Life	STLFSLM1
			M2	Manager 2, Sorority and Fraternity Life	Manager, Sorority and Fraternity Life	STLFSLM2
			M3	Manager 3, Sorority and Fraternity Life	Associate Director, Sorority and Fraternity Life	STLFSLM3
			M4	Manager 4, Sorority and Fraternity Life	Director, Sorority and Fraternity Life	STLFSLM4
	Student Life Administration	Individual Contributor - Specialized	S1	Student Life Administration Specialist 1	Student Life Administration Specialist 1	STLSLAS1
			S2	Student Life Administration Specialist 2	Student Life Administration Specialist 2	STLSLAS2
			S3	Student Life Administration Specialist 3	Student Life Administration Specialist 3	STLSLAS3
			S4	Student Life Administration Specialist 4	Student Life Administration Specialist 4	STLSLAS4
		People Leader - Managerial	M1	Manager 1, Student Life Administration	Supervisor, Student Life Administration	STLSLAM1
			M2	Manager 2, Student Life Administration	Manager, Student Life Administration	STLSLAM2
			M3	Manager 3, Student Life Administration	Associate Director, Student Life Administration	STLSLAM3
			M4	Manager 4, Student Life Administration	Director, Student Life Administration	STLSLAM4
	Housing Administration	Individual Contributor - Specialized	S1	Housing Administration Specialist 1	Housing Administration Specialist 1	STLHADS1
			S2	Housing Administration Specialist 2	Housing Administration Specialist 2	STLHADS2
			S3	Housing Administration Specialist 3	Housing Administration Specialist 3	STLHADS3
			S4	Housing Administration Specialist 4	Housing Administration Specialist 4	STLHADS4
		People Leader - Managerial	M1	Manager 1, Housing Administration	Supervisor, Housing Administration	STLHADM1
			M2	Manager 2, Housing Administration	Manager, Housing Administration	STLHADM2
			M3	Manager 3, Housing Administration	Associate Director, Housing Administration	STLHADM3
			M4	Manager 4, Housing Administration	Director, Housing Administration	STLHADM4
	Residence Life	Individual Contributor - Specialized	S1	Residence Life Specialist 1	Residence Hall Manager	STLRLHS1
			S2	Residence Life Specialist 2	Residence Hall Director	STLRLHS2
		People Leader - Managerial	M1	Manager 1, Residence Life	Supervisor, Residential Living	STLRLHM1
			M2	Manager 2, Residence Life	Manager, Residential Living	STLRLHM2

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			M3	Manager 3, Residence Life	Associate Director, Residential Living	STLRLHM3
			M4	Manager 4, Residence Life	Director, Residential Living	STLRLHM4
Supply Chain	Automated Transport Systems	Individual Contributor - Technical	T1	Automated Transport Systems Coordinator 1	Automated Transport Assistant	SUPAMST1
			T2	Automated Transport Systems Coordinator 2	Automated Transport Coordinator	SUPAMST2
			T3	Automated Transport Systems Coordinator 3	Automated Transport Senior Coordinator	SUPAMST3
		People Leader - Managerial	M1	Manager 1, Automated Transport Systems	Supervisor, Automated Transport Systems	SUPAMSM1
			M2	Manager 2, Automated Transport Systems	Manager, Automated Transport Systems	SUPAMSM2
	Clinical Value Analysis	Individual Contributor - Specialized	S1	Clinical Value Analysis Specialist 1	Clinical Value Analysis Specialist	SUPCVAS1
			S2	Clinical Value Analysis Specialist 2	Clinical Value Analysis Analyst	SUPCVAS2
			S3	Clinical Value Analysis Specialist 3	Senior Clinical Value Analysis Analyst	SUPCVAS3
			S4	Clinical Value Analysis Specialist 4	Clinical Value Analysis Consultant	SUPCVAS4
		People Leader - Managerial	M1	Manager 1, Clinical Value Analysis	Supervisor, Clinical Value Analysis	SUPCVAM1
			M2	Manager 2, Clinical Value Analysis	Manager, Clinical Value Analysis	SUPCVAM2
			M3	Manager 3, Clinical Value Analysis	Associate Director, Clinical Value Analysis	SUPCVAM3
			M4	Manager 4, Clinical Value Analysis	Director, Clinical Value Analysis	SUPCVAM4
	Inventory Control and Analysis	Individual Contributor - Specialized	S1	Inventory Control and Analysis Specialist 1	Inventory Control and Analysis Specialist	SUPINVS1
			S2	Inventory Control and Analysis Specialist 2	Inventory Control and Analysis Analyst	SUPINVS2
			S3	Inventory Control and Analysis Specialist 3	Inventory Control and Analysis Senior Analyst	SUPINVS3
			S4	Inventory Control and Analysis Specialist 4	Inventory Control and Analysis Consultant	SUPINVS4
		Individual Contributor - Technical	T1	Inventory Control and Analysis Coordinator 1	Inventory Assistant	SUPINVT1
			T2	Inventory Control and Analysis Coordinator 2	Inventory Coordinator	SUPINVT2
			T3	Inventory Control and Analysis Coordinator 3	Inventory Senior Coordinator	SUPINVT3
			T4	Inventory Control and Analysis Coordinator 4	Inventory Lead Coordinator	SUPINVT4
		People Leader - Managerial	M1	Manager 1, Inventory Control and Analysis	Supervisor, Inventory Control and Analysis	SUPINVM1
			M2	Manager 2, Inventory Control and Analysis	Manager, Inventory Control and Analysis	SUPINVM2
			M3	Manager 3, Inventory Control and Analysis	Associate Director, Inventory Control and Analysis	SUPINVM3
			M4	Manager 4, Inventory Control and Analysis	Director, Inventory Control and Analysis	SUPINVM4
			M5	Manager 5, Inventory Control and Analysis	Senior Director, Inventory Control and Analysis	SUPINVM5
	Purchasing Operations	Individual Contributor - Specialized	S1	Purchasing Operations Buyer 1	Associate Buyer	SUPPURS1
			S2	Purchasing Operations Buyer 2	Buyer	SUPPURS2
			S3	Purchasing Operations Buyer 3	Senior Buyer	SUPPURS3
		Individual Contributor - Technical	T1	Purchasing Operations Coordinator 1	Purchasing Operations Assistant	SUPPURT1
			T2	Purchasing Operations Coordinator 2	Purchasing Operations Coordinator	SUPPURT2
			T3	Purchasing Operations Coordinator 3	Purchasing Operations Senior Coordinator	SUPPURT3
			T4	Purchasing Operations Coordinator 4	Purchasing Operations Lead Coordinator	SUPPURT4
		People Leader - Managerial	M1	Manager 1, Purchasing Operations	Supervisor, Purchasing Operations	SUPPURM1
			M2	Manager 2, Purchasing Operations	Manager, Purchasing Operations	SUPPURM2
			M3	Manager 3, Purchasing Operations	Associate Director, Purchasing Operations	SUPPURM3
			M4	Manager 4, Purchasing Operations	Director, Purchasing Operations	SUPPURM4
			M5	Manager 5, Purchasing Operations	Senior Director, Purchasing Operations	SUPPURM5
	Receiving and Distribution	Individual Contributor - Technical	T1	Receiving and Distribution Coordinator 1	Receiving and Distribution Assistant	SUPRDST1
			T2	Receiving and Distribution Coordinator 2	Receiving and Distribution Coordinator	SUPRDST2
			T3	Receiving and Distribution Coordinator 3	Receiving and Distribution Senior Coordinator	SUPRDST3
			T4	Receiving and Distribution Coordinator 4	Receiving and Distribution Lead Coordinator	SUPRDST4
		People Leader - Managerial	M1	Manager 1, Receiving and Distribution	Supervisor, Receiving and Distribution	SUPRDSM1
			M2	Manager 2, Receiving and Distribution	Manager, Receiving and Distribution	SUPRDSM2
			M3	Manager 3, Receiving and Distribution	Associate Director, Receiving and Distribution	SUPRDSM3
			M4	Manager 4, Receiving and Distribution	Director, Receiving and Distribution	SUPRDSM4
			M5	Manager 5, Receiving and Distribution	Senior Director, Receiving and Distribution	SUPRDSM5
	Sourcing	Individual Contributor - Specialized	S2	Sourcing Analyst 2	Sourcing Analyst	SUPSRCS2
			S3	Sourcing Analyst 3	Senior Sourcing Analyst	SUPSRCS3
			S4	Sourcing Analyst 4	Sourcing Consultant	SUPSRCS4
			S5	Sourcing Analyst 5	Senior Sourcing Consultant	SUPSRCS5
		People Leader - Managerial	M1	Manager 1, Sourcing	Supervisor, Sourcing	SUPSRCM1
			M2	Manager 2, Sourcing	Manager, Sourcing	SUPSRCM2
			M3	Manager 3, Sourcing	Associate Director, Sourcing	SUPSRCM3
			M4	Manager 4, Sourcing	Director, Sourcing	SUPSRCM4
			M5	Manager 5, Sourcing	Senior Director, Sourcing	SUPSRCM5
	Supply Chain Services	Individual Contributor - Specialized	S1	Supply Chain Services Specialist 1	Supply Chain Services Specialist	SUPSCSS1
			S2	Supply Chain Services Specialist 2	Supply Chain Services Analyst	SUPSCSS2
			S3	Supply Chain Services Specialist 3	Supply Chain Services Senior Analyst	SUPSCSS3
			S4	Supply Chain Services Specialist 4	Supply Chain Services Consultant	SUPSCSS4
		People Leader - Managerial	M1	Manager 1, Supply Chain Services	Supervisor, Supply Chain Services	SUPSCSM1
			M2	Manager 2, Supply Chain Services	Manager, Supply Chain Services	SUPSCSM2
			M3	Manager 3, Supply Chain Services	Associate Director, Supply Chain Services	SUPSCSM3
			M4	Manager 4, Supply Chain Services	Director, Supply Chain Services	SUPSCSM4
			M5	Manager 5, Supply Chain Services	Senior Director, Supply Chain Services	SUPSCSM5
	Value Analysis	Individual Contributor - Specialized	S1	Value Analysis Specialist 1	Value Analysis Specialist	SUPVALS1
			S2	Value Analysis Specialist 2	Value Analysis Analyst	SUPVALS2
			S3	Value Analysis Specialist 3	Senior Value Analysis Analyst	SUPVALS3
			S4	Value Analysis Specialist 4	Value Analysis Consultant	SUPVALS4
		People Leader - Managerial	M1	Manager 1, Value Analysis	Supervisor, Value Analysis	SUPVALM1
			M2	Manager 2, Value Analysis	Manager, Value Analysis	SUPVALM2
			M3	Manager 3, Value Analysis	Associate Director, Value Analysis	SUPVALM3
			M4	Manager 4, Value Analysis	Director, Value Analysis	SUPVALM4
Transportation	Aircraft Line Services	People Leader - Managerial	M1	Manager 1, Aircraft Line Services	Supervisor, Airport Line Services	TRAALSM1
			M2	Manager 2, Aircraft Line Services	Manager, Airport Line Services	TRAALSM2
			M3	Manager 3, Aircraft Line Services	Associate Director, Airport Line Services	TRAALSM3
	Aircraft Maintenance	People Leader - Managerial	M1	Manager 1, Aircraft Maintenance	Supervisor, Aircraft Maintenance	TRAACMM1
			M2	Manager 2, Aircraft Maintenance	Manager, Aircraft Maintenance	TRAACMM2
			M3	Manager 3, Aircraft Maintenance	Associate Director, Aircraft Maintenance	TRAACMM3
	Airport Administration	People Leader - Managerial	M1	Manager 1, Airport Administration	Supervisor, Airport Administration	TRAAPAM1
			M2	Manager 2, Airport Administration	Manager, Airport Administration	TRAAPAM2
			M3	Manager 3, Airport Administration	Associate Director, Airport Administration	TRAAPAM3
			M4	Manager 4, Airport Administration	Director, Airport Administration	TRAAPAM4
			M5	Manager 5, Airport Administration	Senior Director, Airport Administration	TRAAPAM5
	Airport Operations	Individual Contributor - Specialized	S2	Airport Operations Analyst 2	Airport Operations Analyst	TRAAOPS2
			S3	Airport Operations Analyst 3	Airport Operations Senior Analyst	TRAAOPS3
			S4	Airport Operations Analyst 4	Airport Operations Consultant	TRAAOPS4
		Individual Contributor - Technical	T1	Airport Operations Coordinator 1	Airport Operations Assistant	TRAAOPT1
			T2	Airport Operations Coordinator 2	Airport Operations Coordinator	TRAAOPT2
		People Leader - Managerial	M1	Manager 1, Airport Operations	Supervisor, Airport Operations	TRAAOPM1
			M2	Manager 2, Airport Operations	Manager, Airport Operations	TRAAOPM2
			M3	Manager 3, Airport Operations	Associate Director, Airport Operations	TRAAOPM3
	Airport Services	Individual Contributor - Technical	T1	Airport Services Coordinator 1	Airport Service Assistant	TRAAIST1
			T2	Airport Services Coordinator 2	Airport Service Coordinator	TRAAIST2
		People Leader - Managerial	M1	Manager 1, Airport Services	Supervisor, Airport Services	TRAAISM1
			M2	Manager 2, Airport Services	Manager, Airport Services	TRAAISM2
			M3	Manager 3, Airport Services	Associate Director, Airport Services	TRAAISM3
	Avionics	Individual Contributor - Technical	T2	Avionics Technician 2	Avionics Technician	TRAAVIT2
			T3	Avionics Technician 3	Senior Avionics Technician	TRAAVIT3
		People Leader - Managerial	M1	Manager 1, Avionics	Supervisor, Avionics	TRAAVIM1
			M2	Manager 2, Avionics	Manager, Avionics	TRAAVIM2
			M3	Manager 3, Avionics	Associate Director, Avionics	TRAAVIM3
	Bus Transit Operations	People Leader - Managerial	M1	Manager 1, Bus Transit Operations	Supervisor, Bus Transit Operations	TRABTOM1
			M2	Manager 2, Bus Transit Operations	Manager, Bus Transit Operations	TRABTOM2
			M3	Manager 3, Bus Transit Operations	Associate Director, Bus Transit Operations	TRABTOM3
	Flight Education	Individual Contributor - Specialized	S2	Flight Education Instructor 2	Certified Flight Instructor	TRAFLES2
			S3	Flight Education Instructor 3	Senior Flight Instructor	TRAFLES3
			S4	Flight Education Instructor 4	Advanced Flight Instructor	TRAFLES4
		Individual Contributor - Technical	T1	Flight Education Associate 1	Flight Dispatcher	TRAFLET1
		People Leader - Managerial	M1	Manager 1, Flight Education	Supervisor, Flight Education	TRAFLEM1
			M2	Manager 2, Flight Education	Manager, Flight Education	TRAFLEM2
			M3	Manager 3, Flight Education	Associate Director, Flight Education	TRAFLEM3
	Transportation and Traffic Management	Individual Contributor - Technical	T1	Transportation and Traffic Management Coordinator 1	Traffic and Transportation Assistant	TRATTMT1
			T2	Transportation and Traffic Management Coordinator 2	Traffic and Transportation Coordinator	TRATTMT2
			T3	Transportation and Traffic Management Coordinator 3	Traffic and Transportation Senior Coordinator	TRATTMT3
		People Leader - Managerial	M1	Manager 1, Transportation and Traffic Management	Supervisor, Transportation and Traffic Management	TRATTMM1
			M2	Manager 2, Transportation and Traffic Management	Manager, Transportation and Traffic Management	TRATTMM2
			M3	Manager 3, Transportation and Traffic Management	Associate Director, Transportation and Traffic Management	TRATTMM3
			M4	Manager 4, Transportation and Traffic Management	Director, Transportation and Traffic Management	TRATTMM4
			M5	Manager 5, Transportation and Traffic Management	Senior Director, Transportation and Traffic Management	TRATTMM5
	Vehicle and Equipment Maintenance	Individual Contributor - Technical	T3	Vehicle and Equipment Maintenance Technician 3	Vehicle and Equipment Maintenance Senior Technician	TRAVEMT3
			T4	Vehicle and Equipment Maintenance Technician 4	Vehicle and Equipment Maintenance Lead Technician	TRAVEMT4

Function	Subfunction	Band	B/L	Job Profile Name	Job Title (Working Title)	CR Code
		People Leader - Managerial	M1	Manager 1, Vehicle and Equipment Maintenance	Supervisor, Vehicle and Equipment Maintenance	TRAVEMM1
			M2	Manager 2, Vehicle and Equipment Maintenance	Manager, Vehicle and Equipment Maintenance	TRAVEMM2
			M3	Manager 3, Vehicle and Equipment Maintenance	Associate Director, Vehicle and Equipment Maintenance	TRAVEMM3
	Boat Transit Operations	Individual Contributor - Technical	T1	Boat Transit Operations Coordinator 1	Boat Transit Operations Assistant	TRABTOT1
			T2	Boat Transit Operations Coordinator 2	Boat Transit Operations Coordinator	TRABTOT2
			T3	Boat Transit Operations Coordinator 3	Boat Transit Operations Senior Coordinator	TRABTOT3