

POSITION LIST Executive/ Top Management

A. Top Executive

1. Chief Executive Officer
2. Chief Operating Officer

B. Profit Center Head

3. Profit Center Head
4. Top Regional Executive
5. Country Manager

C. Information Technology

6. Top Information Technology Executive (CTO)
7. Top Applications/ Software Development Executive
8. Top Technology Infrastructure Executive
9. Top Engineering Services/ Design Executive
10. Practice/ Competency Head

D. Research & Development

11. Top Research & Development Executive
12. Top Technology Product Development Executive

E. Professional Services

13. Technology Consulting Executive
14. IT Outsourcing Executive
15. IT Infrastructure Outsourcing Executive
16. Engineering Services Outsourcing Executive

F. Technical Customer Operations

17. Technical Customer Support Executive

G. Human Resources

18. Top Human Resources Executive
19. Top Comp & Benefits Executive
20. Top Training and Development Executive
21. Top Employment/Recruitment Executive

H. Finance

22. Top Financial Executive
23. Controller
24. Treasurer
25. Top Tax Executive
26. Top Internal Audit Executive

I. Legal

27. Top Legal Executive
28. Corporate Secretary

J. Corporate Affairs

29. Top Corporate Affairs Executive

K. Property Management

30. Top Facilities Management Executive

L. Program Management

31. Program Management Executive
32. Resource Management

M. Quality

33. Top Quality Executive

N. Marketing

34. Top Marketing Executive

O. Networking

35. Top Networking Executive

FUNCTION & JOB FAMILY Technology

A. IT Development

1. Application Development
2. Internet/Web Application Development
3. Systems Software Engineering
4. Business Systems Analysis
5. IT Architecture (Systems Design)
6. Software Quality Testing

B. IT Administration

7. IT Administration - Generic
8. Enterprise Resource Planning (ERP)
9. Server Administration
10. Web Site Administration
11. Database Administration
12. Network Control/Administration
13. IS Security
14. Help Desk Support

C. Technology Product Development

15. Product Development- Generic
16. Product Development – Engineering- Design/ Analysis
17. Product Development – Integrated Circuit(IC)/ Application Specific Integrated Circuit (ASIC)
18. Product Development – Wireless/RF (Radio Frequency)
19. Product Development – Embedded Software/Firmware
20. Product Development – Software Generic/Generalist
21. Product Development – Packaged Software Applications
22. Product Development – Systems Architecture
23. Product Development – Data Security

D. Technology Product Development Support

24. Product Development Support- Generic
25. Product Development Technical Writing
26. Product Development -Library/Knowledge Management
27. IT Training/Documentation
28. Software Localization/Translation
29. Development Systems Testing and Quality

E. Networking

30. Network Engineering

31. Network Design and Planning (Network Architecture)
32. Network Activation/ Deployment/ Construction/ Installation Engineering
33. Switch Engineering

F. Technical Specialty/Skilled Trade

34. CAD/CAE Drafting Technical Specialty
35. Network Operations Technical Specialty

G. Research Science

36. Research Science Generic/Generalist

H. Research Science Support

37. Research Science Support Generic/ Generalist

I. Technology/Systems Consulting

38. Technology/Systems Consulting Generic/Generalist
39. IS Security Consulting
40. Technology/Systems Consulting – Web, IP and Online Solutions
41. Technology/Systems Consulting – Networking
42. Enterprise Application Integration (EAI) Consulting
43. Desktop Architecture Consulting
44. Systems Infrastructure Planning Consulting

J. Outsourcing Project Management

45. IT Outsourcing Project Management
46. IT Admin Outsource Project Management
47. Engineering Services Project Management

K. Technical Customer Support

48. Technical Customer Support – Generic
49. Technical Customer Support – Remote/Help Desk
50. Technical Customer Support – Customer Site

L. Project Management

51. Information Technology Project Management
52. Engineering Services Project Management

- 53. Product Development Project/Program Management
- 54. Resource Management
- 55. Facilities Construction Project Management

M. Quality Assurance Methods

- 56. Quality Assurance Methods (Quality Systems/ Customer Satisfaction/ Business Process Improvement)

** Each job family will have multiple positions within*

FUNCTION & JOB FAMILY* Support

N. Human Resources

1. HR Generalist/Consultant Generic
2. Compensation and Benefits
3. Employee Development/Training
4. Recruitment
5. Human Resources Operations

O. Accounting

6. General Accounting, Payroll, Credit, Collections - Generic
7. General Accounting - Generic
8. Payroll

P. Financial Analysis, Audit and Tax

9. Financial Analysis, Audit and Tax - Generic
10. Financial Analysis
11. Budget Analysis
12. Treasury Operations
13. Tax Reporting and Compliance
14. Risk Management
15. Rates

Q. Legal

16. Legal Generic
17. Intellectual Property/Patent Law

R. Legal Support

18. Legal Support Generic/Generalist
19. Paralegal
20. Contract Administration

S. Administrative Services

21. Administrative Services Generic
22. Purchasing Generic
23. Secretarial/Executive Administrative Assistance
24. Receptionist
25. Security

T. Corporate Affairs/Communications

26. Corporate Affairs/Communications Generic

U. Marketing

27. Marketing Generic/Generalist
28. Marketing Communications
29. Market Research/Intelligence
30. Product Management

V. Web

31. Web Content Management/Production
32. Web Graphic/Visual Design
33. Web multimedia production

W. Real Estate and Facilities

34. Real Estate, Property Management and Facilities

* Each job family will have multiple positions within