Benchmarks Listing

Corporate/Regional Positions

Position Code	Position Title
Executive/Management	
1010	Chief Executive Officer
1020	Chief Operating Officer
1021	Chief Administrative Officer
1110	Chief Financial Officer/Top Financial Executive
1111	Chief Accounting Officer
1040	Chief Investment Officer/Top Investment Executive
1250	Chief Legal Officer/Top Legal Executive
1310	Chief Information Officer
1025	CEO/President - Subsidiary
1030	Top Division/Group/Regional Executive
1050	Head of Business Development
1055	**Head of Sustainability**
Finance/Accounting	
1130	Corporate Treasurer
1140	Corporate Controller
1610	Head of Internal Audit
1611	Internal Auditor
1145	Property Controller/Director of Property Accounting
1150	Property Accounting Manager
1160	Senior Property Accountant
1165	Property Accountant
1172	Senior Accounts Payable Clerk
1166	Accounts Payable Clerk
1185	Accounts Receivable Clerk
1189	Manager Financial Analysis
1171	Senior Financial Analyst
1170	Financial Analyst
1174	Cash Management Manager
1175	Cash Management Analyst
1179	Head of Tax
1180	Tax Manager
Human Resources	
1220	Head of Human Resources
1221	Human Resources Manager
1222	Compensation and Benefits Manager

Bolded positions are new/revised for 2019.

Benchmarks Listing (continued)

Corporate/Regional Positions (continued)

Position Code	Position Title
Human Resources (continued)	
1223	Compensation Manager
1224	Benefits Manager
1231	HRIS Manager/Director
1225	HRIS Analyst
1230	Head of Training and Development
1585	Director of Property Management Training and Development
1586	Senior Property Management Trainer
1587	Property Management Trainer
0216	Regional HR Generalist
1590	Payroll Manager
1591	Payroll Clerk
1227	Senior HR Assistant
1226	HR Assistant
Asset Management	
1430	Head of Asset Management
1435	Senior Asset Management Manager
1440	Asset Management Manager
Construction	
1480	Head of Construction
1481	Director of Construction
1485	Senior Construction Manager
1486	Construction Manager
1491	Senior Project Manager
1490	Project Manager
1495	Construction Superintendent
Rehabilitation/Redevelopment	
1496	**Head of Rehabilitation/Renovation/Redevelopment**
1497	**Rehabilitation/Renovation/Redevelopment Projects Regional Director**
1498	**Rehabilitation/Renovation/Redevelopment Projects Manager**
Development	
1459	VP Project Development
1460	Director Project Development (formerly Head of Project Development)
1465	Senior Development Manager
1470	Development Manager
1471	Development Analyst
1472	Contract Administrator

Bolded positions are new/revised for 2019.

Benchmarks Listing (continued)

Corporate/Regional Positions (continued)

Position Code	Position Title
Facilities Management	
0115	Head of Facilities Management/Engineering
Information Technology	
1311	Head of Information Technology
1312	IT Manager
1316	Senior IT Analyst
1313	IT Analyst
1314	IT Support Specialist
Project Management – New Technology	
1320	**Manager/Director of New Technology**
1321	**Business Analyst – New Technology**
Regional Maintenance Management	
1520	Regional Manager - Maintenance (Over 5,000 Units)
1521	Regional Manager - Maintenance (2,400 - 5,000 Units)
1522	Regional Manager - Maintenance (Under 2,400 Units)
Marketing	
1534	Head of Marketing
1535	Regional Manager - Marketing
1537	Marketing Specialist
1538	Social Media Specialist
1541	Customer Service/Relations Supervisor/Manager – Corporate Level
1542	Senior Customer Service/Relations Representative – Corporate Level
1539	Customer Service/Relations Representative – Corporate Level
1545	**Digital Marketing Manager**
1546	**Digital Marketing Specialist**
Revenue Management	
1167	Head of Pricing
1168	Pricing Manager
1169	Pricing Analyst
Purchasing/Procurement	
1605	Head of Purchasing/Procurement
1606	Purchasing Manager
1607	Buyer
Property Management	
1450	Head of Property Management
1510	Vice President - Property Operations
1511	Area/Regional Vice President – Property Operations
1530	Regional Manager - Property Operations (Over 5,000 Units)
1531	Regional Manager - Property Operations (2,400 - 5,000 Units)

Benchmarks Listing (continued)

Corporate/Regional Positions (continued)

Position Code	Position Title

Property Management- (continued)

1532	Regional Manager - Property Operations (Under 2,400 Units)
1543	Affordable Housing Manager
1536	**Senior Affordable Housing Specialist**
1533	Affordable Housing Specialist

Benchmarks Listing

Corporate/Regional Positions (continued)

Position Code	Position Title
Risk Management/Insurance	
1120	Head of Risk Management
1125	Risk/Insurance Manager
1127	Risk Analyst
Transactions	
1420	Head of Transactions
1421	Transactions Manager
1425	Transactions Analyst

Bolded positions are new/revised for 2019.

Benchmarks Listing (continued)

Onsite Positions - Single Site

Position Code	Position Title
0110	Bookkeeper
0092	Leasing Manager
0099	Senior Leasing Consultant
0100	Leasing Consultant
0130	Maintenance Manager (Over 500 Units)
0140	Maintenance Manager (300 - 500 Units)
0150	Maintenance Manager (100 - 299 Units)
0152	Maintenance Manager (Under 100 Units)
0171	Senior Maintenance Technician
0170	Maintenance Technician
0180	Make Ready/Maintenance Assistant
0190	Groundskeeper
0200	Painter
0210	Housekeeper
0050	Property Manager (Over 500 Units)
0060	Property Manager (300 - 500 Units)
0070	Property Manager (100 - 299 Units)
0072	Property Manager (Under 100 Units)
0080	**Assistant Property Manager**
0081	**Assistant Property Manager (leasing focus)**
0220	Concierge
0214	Customer Service/Relations Representative

Onsite Positions - Multi-Site

Position Code	Position Title
0125	Multi-Site Maintenance Manager
0040	Multi-Site Property Manager (formerly Senior Property Manager)
0172	Multi-Site Maintenance Technician
0101	Multi-Site Leasing Consultant

Bolded positions are new for 2019.