

Guide: manager and non-manager job titles in standardised occupational categories for large accounting organisations

The roles and responsibilities of managers and non-managers in your organisation must be matched to the standardised occupational categories of managers and non-managers provided ([Reference Guide](#)). The table below is provided as an example only.

Example job titles used for manager categories by organisation size

Organisation Size (number of employees)	CEO	KMP	Other executives/general managers	Senior Managers	Other managers
<ul style="list-style-type: none"> → 500-999 → 1000+ → 5000+ 	<ul style="list-style-type: none"> → CEO → Managing Partner → Regional Managing partner 	<ul style="list-style-type: none"> → Chief Financial Officer → Chief Information Officer → Chief Operating Officer → Divisional Director → Executive Board Members → Executive Director → Head of People & Culture → International Director → Leadership Team Members → Marketing & Client Relations Manager → Office Managing Partner → Partner 	<ul style="list-style-type: none"> → Deputy General Counsel, Corporate → Directors → Director, Risk Management - Advisory → Heads of Business (eg Head of Talent, Diversity and Engagement, Head of Markets) → National Practice Leader → Principals → Senior Legal Counsel → Senior Manager → Special Counsel → Tax Partner 	<ul style="list-style-type: none"> → APC Project Manager → Associate Directors → Assistant Director → Associate Pursuit Leader → Board Secretary → Chief Information Security Officer → Director → Executive Director → Finance Executive → Global Director → Head of ... → HR Executive → Marketing Executive → National Design Manager → National Manager → Principal Consultant 	<ul style="list-style-type: none"> → Assistant Director → Associate Director → Change Manager → Client Manager → Data Migration Lead → Digital Editor → Enterprise Architect → Enterprise Finance Manager → Finance Manager → HR Manager → Manager → Manager Ethics and Independence → Manager Finance Management → Manager R&D → Manager Specialist

Organisation Size (number of employees)	CEO	KMP	Other executives/general managers	Senior Managers	Other managers
				<ul style="list-style-type: none"> → Principal Technologist → Product Manager → Programme Change Lead → Pursuit Leader → Research & Information Services Lead → Senior Editorial Manager → Senior Legal Counsel → Senior Managers → Senior Technical Architect → Service Delivery Manager → Short Term Assignee → Specialist Adviser → State Head of Markets 	<ul style="list-style-type: none"> → Marketing Manager → Operations Manager → People Manager → SAP Systems Manager → Senior Developer → Senior Manager → State Marketing Manager → Support Manager

Example job titles used for Professional category

→ Accountant	→ Digital Marketing Specialist	→ Senior Analyst
→ Accountant I	→ Finance Manager/Specialist	→ Senior Analyst II
→ Accountant II	→ Graduates	→ Senior Associate
→ Accountants	→ HR Business Partner/Specialist	→ Senior Consultant
→ Analyst I	→ Indirect Tax Counsel	→ Senior Consultant I
→ Analyst II	→ Investment Funds Administrator	→ Senior Consultant II
→ Analyst III	→ Legal Counsel	→ Senior Systems Engineer
→ Assistant Manager	→ Network Engineer	→ Senior Team Member
→ Assistant, Front of House	→ Paralegal	→ Site Engineer
→ Associate	→ Para-Professional	→ Supervising Associate
→ Audio Visual Assistant	→ People Consultant	→ Supervisor
→ Consultant	→ Probity Advisor	→ Survey Analyst
→ Consultant I	→ Process Analyst	→ Systems Engineer
→ Consultant II	→ Recruiting Leader	→ Team Leader
→ Consultant III	→ Risk Manager	→ Team Manager
→ Credit Controller - Tax	→ Salary Packaging Officer	→ Technical Architect
→ Communications Manager	→ SAP CRM Functional Consultant	→ Undergraduate Accountant
→ Deskside Senior Technician	→ Senior Accountant I	→ Undergraduate Consultant Paralegal
→ Designer	→ Senior Accountant II	

Example job titles used for Technicians and Trade Workers

- Head Chef
- Pastry and Catering Assistant
- Sandwich Hand
- Sous Chef

Example job titles used for Clerical and Administration

- Administrator
- Administrative Advanced
- Administrative Assistant
- Administrative Intermediate
- Co-ordinator, Property & Operations
- Credit Controller
- Database Administrator
- Divisional Administrator
- Executive Assistant
- Facilities & Admin Manager
- Global Mobility Co-ordinator
- Lodgements Co-ordinator
- Management Assistant
- Personal Assistant
- Receptionist
- Senior Personal Assistant
- Senior Co-ordinator, Mail Services
- Senior Event Marketing Co-ordinator
- Staff/Assistant
- Superannuation Administrator
- Team Member (eg, Finance and Support Team Member, Accounts Payable Team Member)
- Travel and Administration Assistant