



AVERILE RYDER

**GLOBAL REWARD SPECIALISTS PROPRIETARY LIMITED**

**COMPANY REGISTRATION NO. 2019/029935/07**

**Established 1999**

**ARGRS JULY 2023 – HCP & NPO TOP EXECUTIVES BENCHMARK POSITIONS**

<b>Executive Benchmark Position</b>	<b>Benchmark Positions Titles</b>
	CEO-Chief Executive Officer/Executive/Managing Director
	CEO-Chief Executive Officer/Executive/Managing Director
	CFO-Chief Financial Controller/Director/Executive (may also be responsible for the country/organisation or region's operations/support functions)
	COO-Chief Operations Officer/Director/Executive
	Business Development/Communications/Resource Mobilisation/Partnerships/Strategic Information Director/Executive
	Human Resources Line/Authority/Expert Level Director/Executive
	Health Care Programmes/Projects Line/Authority/Expert Level Director/Executive
	General Programmes/Projects Line/Authority/Expert Level Director/Executive
	Medical/Psychosocial Research Programmes/Projects Line/Authority/Expert Level Director/Executive
	Monitoring & Evaluation Line/Authority/Expert Level Director Executive
	ICT-Information/Communications Technology Line/Authority/Expert Level Director/Executive

**ARGRS JULY 2023 – GENERAL STAFF BENCHMARK POSITIONS**

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Communications/ Events/Marketing/ Resource Mobilisation/ Stakeholder Relationships Functions Job Family</b>	<b>Communications/Events/Marketing/Resource Mobilisation/Stakeholder Relationship Functions Line Management &amp; Specialists</b>
	Senior Communications/Events/Marketing/Resource Mobilisation & Line Manager/High-Level Specialist
	Intermediate Communications/Events/Marketing/Resource Mobilisation & Stakeholders Line Manager/Specialist
	Developing Communications/Editing/Events/Marketing/Resource Mobilisation & Stakeholders Junior Line Manager/Specialist
	Processes Communications/Editing/Events/Marketing/Partnerships & Resource Mobilisation & Stakeholders Specialist/Supervisor
	Routine Call Centre Agent/Communications/Events/Marketing/Resource Mobilisation & Stakeholders Assistant/Specialist/Supervisor
	Basic Call Centre Agent/Communications/Digital/Events/Marketing/Resource Mobilisation & Stakeholders Assistant/Coordinator/Supervisor
	Defined Call Centre Agent/Communications/Digital/Events/Marketing/Resource Mobilisation & Stakeholders Assistant/Coordinator



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Job Family	Benchmark Positions Titles
Community Social Services/Facilities Programmes/Projects Job Family	<b>Community Social Services Facility/Programmes/Projects Line Management &amp; Specialists</b>
	Intermediate Community Social Services Facility Programmes/Projects Line Manager/Specialist
	Developing Community Social Services Facility Programmes/Projects Junior Line Manager/Specialist
	Processes Community Social Services/Facility Programmes/Projects Specialist/Supervisor
	Routine Community Social Services/Facility Programmes/Projects Coordinator/Liaison/Administrator
	Basic Community Social Services/Facility House Mother/Supervisor
	Defined Community Social Services/Facility General Assistant

Job Family	Benchmark Positions Titles
Child/Gender Based Abuse/Exploitation/Violence Programmes/Projects Job Family	<b>Child/Gender Based Abuse/Exploitation/Violence Line Management &amp; Specialists</b>
	Senior Child/Gender Based Abuse/Exploitation/Violence Programmes/Projects Line Manager/High-Level Specialist
	Intermediate Child/Gender Based Abuse/Exploitation/Violence Programmes/Projects Line Manager/Officer/Specialist
	Developing Child/Gender Based Abuse/Exploitation/Violence Programmes/Projects Junior Line Manager/Officer/Specialist
	Processes Child/Gender Based Abuse/Exploitation/Violence Consultant/Coordinator/Social Worker/Supervisor
	Routine Child/Gender Based Abuse/Exploitation/Violence Coordinator/Linkage Officer/Supervisor
	Basic Child/Gender Based Abuse/Exploitation/Violence Coordinator/Counsellor/Facilitator/First Responder/Linkage Officer/Supervisor
	Defined Child/Gender Based Abuse/Exploitation/Violence Ambassador/Counsellor/Facilitator/First Responder
Defined Child/Gender Based Abuse/Exploitation/Violence Assistant	

Job Family	Benchmark Positions Titles
Faith-Based Job Family	<b>Faith-Based Line Management &amp; Specialists</b>
	Senior Faith-Based Line Manager/Specialist
	Developing Faith-Based Coordinator/Facilitator/Programmes/Projects Junior Line Manager/Specialist/Technician
	Pastor/Priest
	Routine Faith-Based Assistant/Coordinator/Technician
	Basic Faith-Based Assistant/Coordinator/Technician
Defined Faith-Based Evangelist/Gardner/Hospitality Assistant	



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Job Family	Benchmark Positions Titles
Social Worker Specialists Job Family	Professional Qualified & Registered Social Worker
	Certified Social Worker Counsellor
	Professional Qualified & Registered Social Auxiliary Worker
	Social Worker/Counsellor (Not professionally qualified)

Job Family	Benchmark Positions Titles
Data Analytics Job Family (Covers All Capacity Building/General/Health Care Programmes/Projects)	<b>Data Analytics Line Management &amp; Specialists</b>
	Intermediate Data Analytics Analyst/Epidemiologist/Line Manager/Specialist/Statistician
	Developing Data Analytics Analyst/Junior Line Manager/Specialist/Statistician
	Processes Data Analytics Analyst/Coordinator/Senior Data Monitor/Systems Specialist/Supervisor
	Processes Data Analytics Quality Monitor/Officer
	Routine Data Analytics Quality Monitor/Officer
	Basic Data Capturer Level II
Defined Data Capturer Level I	

Job Family	Benchmark Positions Titles
Finance/Grants/Payroll Job Family	<b>Finance Discipline/Function Line Management &amp; Specialists</b>
	Senior Finance Country/Organisation/Reg Line Manager/High-level Specialist
	Intermediate Finance Country/Organisation/Region Accountant/Line Manager/Specialist
	Developing Finance Country/Organisation/Programmes/Projects/Region Accountant/Junior Line Manager/Officer
	Processes Finance Country/Organisation/Programmes/Projects/Region Accountant/Officer/Supervisor
	Routine Finance Grants Accounts Administrator/Supervisor
	Basic Finance Grants Accounts/Administration & Compliance Clerk
	<b>Finance Grants Line Management &amp; Specialists</b>
	Senior Finance Grants Line Manager/High-Level Specialist
	Intermediate Finance Grants Accountant/Line Manager/Specialist
	Developing Finance Grants Accountant/Junior Line Manager/Officer/Specialist
	Processes Finance Grants Officer/Specialist



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	Routine Finance Grants Accounts Administrator/Supervisor
	Basic Finance Grants Accounts/Administration & Compliance Clerk
	<b>Payroll Administration/Compliance Controller/Officer/Specialists &amp; Supervisors</b>
	Processes Payroll Administration/Compliance Controller/Officer/Specialist/Supervisor
	Routine Payroll Administration Support
	<b>Finance Administration &amp; Logistical Support</b>
	Basic Finance Administration & Logistical Support Clerk
Defined Finance Administration & Logistical Support	

Job Family	Benchmark Positions Titles
<b>General Office Management/ Administration/ Logistical/Security Support Job Family</b>	<b>General Office Administration/Logistical Supervisory &amp; Support</b>
	Processes General Administration/Office Supervisor/Support
	Routine General Office Administrator/Coordinator/Type Setter
	Basic General Office Receptionist & Administration Support
	Basic General Assistant/Reception Relief
	Basic General Office/Programmes/Projects Driver
	Basic General Office Administration Clerk
	Defined General Office Assistant/Cleaner/Housekeeper/Tea person
Defined General Security Guard	

Job Family	Benchmark Positions Titles
<b>General Compliance/ Governance &amp; Risk Job Family</b>	<b>General Compliance/Governance &amp; Risk Line Management &amp; Specialists</b>
	Intermediate Company Secretary
	Developing General Compliance/Governance & Risk Coordinator/Officer/Specialist

Job Family	Benchmark Positions Titles
<b>General Health Safety/ Safety &amp; Security Job Family</b>	<b>General Health/ Safety &amp; Security Line Management &amp; Specialists</b>
	Intermediate General Health/Safety & Security Line Manager/Specialist
	Defined Security Guard



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<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>General Archives/ Knowledge/Records &amp; Resources Management Job Family</b>	<b>General Archives/Knowledge/Records &amp; Resources Line Management &amp; Specialists</b>
	Developing Archives/Knowledge/Records & Resources Junior Line Manager/Specialist
	Routine Archives/Knowledge/Records & Resources Administrator/Coordinator/Librarian/Specialist
	Basic Archives/Knowledge/Records & Resources Assistant/Clerk

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Executive/Management Administration/ Communications/ Secretarial Support Job Family</b>	<b>Executive/Management Administration/Communication/Secretarial Support Specialists</b>
	Executive Administration/Communications/Secretarial Specialist Support
	Personal Assistant to CEO/Executive Managing/Director & Administration Support
	Routine Divisional/Departmental Secretary to Executives/Managers

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Human Resources Job Family</b>	<b>Human Resources Line Management &amp; Specialists</b>
	Senior Human Resources Business Line Manager/Specialist
	Intermediate Human Resources Line Manager/Specialist
	Developing Human Resources Junior Line Manager/Generalist/Officer/Specialist
	Processes Human Resources Administrator/Coordinator/Generalist/Officer/Specialist
	Routine Human Resources Functional/Administration Support
	Basic Human Resources Administration Clerk
	Defined Human Resources Administration Assistant

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Information/ Communications Technology (ICT) Job Family</b>	<b>Information/Communications Technology (ICT) Line Management &amp; Specialists</b>
	Senior ICT Country/Product/Organisation/Programmes/Projects/Regions Line Manager/High-Level Specialist
	Intermediate ICT Country/Product/Organisation/Programmes/Projects/Regions Line Manager/Specialist
	Developing ICT Administrator/Analyst/Coordinator/Developer/Product Junior Line Manager/Specialist
	Processes ICT Administrator/Coordinator/Developer/Help Desk Support/Supervisor/Technician



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	Routine ICT Administrator/Coordinator/Developer/Help Desk Support/Technician
	Basic ICT Administrator/Coordinator/Developer/Technician

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Internships &amp; Learnerships Job Family</b>	<b>Grade 12s', Undergraduates and Graduates</b>
	Graduate Intern
	Undergraduate Intern
	Grade 12 Learner with Mathematics/Science/Physics as subjects
	Grade 12 Learner with NO Mathematics/Science/Physics as subjects

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Monitoring / Evaluation &amp; Learning &amp; Quality Assurance / Improvements Job Family (Includes all Programmes/Projects Inclusive of Health Care)</b>	Senior Monitoring/Evaluation/Learning & Quality Assurance Advisor/Line Manager/High-Level Specialist
	Intermediate Monitoring/Evaluation/Learning & Quality Assurance Advisor/Line Manager/Specialist
	Developing Monitoring/Evaluation/Learning & Quality Assurance Advisor/Junior Line Manager/Specialist
	Processes Data/Monitoring/Evaluation/Learning & Quality Assurance Officer/Supervisor
	Routine Data/Monitoring/Evaluation/Learning & Quality Assurance Officer/Supervisor
	Basic Data/Monitoring/Evaluation/Learning & Quality Assurance Support
	Defined Data/Monitoring/Evaluation/Learning/Quality Assurance Support

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Operations/Support Services Job Family</b>	<b>Operations/Support Services Line Management &amp; Specialists</b>
	Senior Operations/Support Services Line Manager/High-Level Specialist
	Intermediate Operations/Support Services Line Manager/Specialist
	Developing Operations/Support Services Junior Line Manager/Officer/Specialist
	Processes Operations/Support Services Administrator/Buyer/Officer/Supervisor
	Routine Operations/Support Services Administrator/Buyer/Supervisor
	Basic Operations/Support Services Assistant/Warehouse Supervisor
	Defined Operations/Support Services/Warehouse Assistant



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Job Family	Benchmark Positions Titles
Capacity Building/ General Programmes/ Projects Job Family	<b>Capacity Building/General Programmes/Projects Administration Line Management/Specialists</b>
	Routine Capacity Building/General Programmes/Projects Administrator
	Basic Capacity Building/General Programmes/Projects Administration Clerk & Logistical Support
	Defined Capacity Building/General Programmes/Projects Clerical & Logistical Support
	<b>Capacity Building/General Programmes/Projects Line Management/Specialists</b>
	Senior Capacity Building/General Programmes/Projects Lead/Line Manager/Specialist
	Intermediate Capacity Building/General Programmes/Projects Lead/Line Manager/Officer/Specialist
	Developing Capacity Building/General Coordinator/Junior Line Manager/Officer/Specialist/Teacher/Trainer
	Processes Capacity Building/General Projects Coordinator/Supervisor/Schools Engagement Officer/Facilitator/Teacher/Trainer
	Routine Capacity Building/General Projects Supervisor/Coach/Educator/Facilitator
	Basic Capacity Building/General Projects Ambassador/Assistant/Educator/Facilitator
Defined Capacity Building/General Projects Ambassador/Assistant/Facilitator	

Job Family	Benchmark Positions Titles
Dialogue/Advocacy/ Litigation & Research Job Family (Excludes Medical Research)	<b>Research/Dialogue/Advocacy/Litigation &amp; Research Line Management &amp; Specialists</b>
	Senior Dialogue/Advocacy/Litigation & Research Line Manager/High-Level Specialist
	Intermediate Dialogue/Advocacy/Litigation & Research Line Manager/Specialist
	Developing Research/Dialogue/Advocacy/Litigation & Research Junior Line Manager/Specialist
	Processes Dialogue/Advocacy/Litigation & Research Specialist/Supervisor
	Routine Researcher/Dialogue/Advocacy & Legal Specialist/Support
Basic Research/Dialogue/Advocacy & Legal Support	

Job Family	Benchmark Positions Titles
Social Housing/ Facilities Maintenance & Management Job Family	<b>Social Housing/Facilities Maintenance &amp; Management Line Management &amp; Specialists</b>
	Senior Social Housing/Facilities Maintenance//Projects Line Manager/High-Level Specialist
	Intermediate Social Housing/Facilities Maintenance/Portfolio/Projects Line Manager/Specialist
	Developing Social Housing/Facilities Maintenance/Portfolio/Projects Line Manager/Specialist
	Processes Social Housing/Facilities Maintenance/Portfolio/Projects Tenant Liaison Supervisor/Specialist



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	Routine Social Housing/Facilities Administrator/Finance/Maintenance/Portfolio/Projects/Tenant Liaison Specialist/Supervisor
	Basic Social Housing/Facilities Administration/Finance/Maintenance/Portfolio/Projects/Tenant Liaison Assistant/Clerk/Supervisor
	Defined Social Housing/Facilities Maintenance/Projects Assistant

**ARGRS JULY 2023 – HEALTH CARE PROGRAMMES BENCHMARK POSITIONS**

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Auxiliary/ Psychosocial Job Family</b>	<b>Auxiliary/Psychosocial Line Management &amp; Specialists</b>
	Health Care Programmes/Projects Auxiliary/Psychosocial Advisor/Specialist/Trainer
	Health Care Programmes/Projects Professionally Qualified & Registered Radiographer
	Health Care Programmes Professionally Qualified & Registered Occupational/Physiotherapist

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Clinical Healthcare Programmes/Projects Job Family</b>	<b>Clinical Health Care Programmes/Projects Line Management &amp; Specialists</b>
	Senior Clinical Healthcare Programmes/Projects Advisor/Line Manager/High-Level Specialist
	Intermediate Clinical Healthcare Programmes/Projects Line Manager/Specialist
	Developing Clinical Healthcare Programmes/Projects Advisor/Coordinator/Junior Line Manager/Nurse Mentor
	Nurse Clinician
	Developing Clinical Nurse Trainer
	Processes Clinical Nurse Mentor
Processes Clinical Healthcare Programmes/Projects Coordinator/Specialist	

<b>Job Family</b>	<b>Benchmark Positions Titles</b>
<b>Nursing Job Family</b>	<b>Nursing Specialists</b>
	Nurse Clinician
	NIMART Nurse
	Professional Nurse Coordinator/Mentor
	Medical Research Nurse





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	Professionally Qualified & Registered Nurse
	Professionally Qualified & Registered Nurse Counsellor
	Professionally Qualified & Registered Enrolled Nurse

Job Family	Benchmark Positions Titles
Laboratory Job Family	<b>Laboratory Line Management &amp; Specialists</b>
	Senior Laboratory Advisor/Associate/Line Manager/High-Level Specialist
	Intermediate Laboratory Advisor/Associate/Line Manager/Specialist
	Developing Laboratory Junior Line Manager/Technologist
	Laboratory Supervisor/Technologist
	Routine Laboratory Technician
	Basic Laboratory Assistant

Job Family	Benchmark Positions Titles
Pharmaceutical Job Family	<b>Pharmaceutical Line Management &amp; Specialists</b>
	Senior Pharmaceutical Advisor/Line Manager/High-Level Specialist
	Intermediate Qualified & Registered Pharmacist
	Routine Pharmaceutical Assistant

Job Family	Benchmark Positions Titles
Medical Research Healthcare Programmes/Projects Job Family	<b>Medical Research Healthcare Programmes/Projects Line Management &amp; Specialists</b>
	Senior Medical Research Health Care Programmes/Projects Research Advisor/Line Manager/Medical Officer/Scientist
	Intermediate Medical Research Healthcare Programmes/Projects Advisor/Line Manager/Medical Officer/Scientist
	Developing Health Care Programmes/Projects Coordinator/Junior Line Manager/Specialist
	Processes Medical Research Health Care Programmes/Projects Coordinator/Researcher/Supervisor
	Routine Medical Research Health Care Programmes/Projects Coordinator/Assistant
	Basic Health Care Programmes/Projects Research Assistant



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Job Family	Benchmark Positions Titles
Health Care Programmes/Projects Job Family	<b>Healthcare Programmes/Projects Line Management &amp; Specialists</b>
	Senior Health Care Programmes/Projects Line Manager/High-Level Specialist
	Intermediate Health Care Programmes/Projects Line Manager/Specialist
	Professionally Qualified & Registered Medical Officer
	Developing Health Care Programmes/Projects Coordinator/Junior Line Manager/Specialist
	Processes Health Care Programmes/Projects Coordinator/Specialist/Supervisor
	Routine Health Care Programmes/Projects Coordinator/Supervisor/Specialist
	Basic Health Care Programmes Supervisor/Vaccinator
	Basic Health Care Programmes/Projects HAST Counsellor/Driver
	Basic Health Care Programmes/Projects Client Engagement Officer/Linkage Navigator/Officer
	Defined Health Care Programmes/Projects Community Outreach Facilitator/Mobiliser
	Defined Health Care Programmes/Projects HIV/AIDS/TB/STI & Psychosocial Counsellor
	Defined Health Care Programmes/Projects HIV/AIDS/TB Ambassador
	Defined Health Care Programmes/Projects Carer
Defined Health Care Programmes/Projects General Assistant	

Job Family	Benchmark Positions Titles
Healthcare Programmes/Projects Administration/ Clerical & Logistics Support	<b>Health Care Programmes/Projects Administration/Clerical Support</b>
	Routine Health Care Programmes/Projects Administrator
	Basic Health Care Programmes/Projects Administration Clerk
	Defined Health Care Programmes/Projects Clerical Assistant