

POSITION LEVELS

Position	Description	Example
Frontline Level	Interacts directly with people with disabilities and/or their families to provide, coordinate, or otherwise support services	Direct Support Professional (DSP) Personal Care Attendant (PCA) Job Coach Rehabilitation Specialist Case Manager (interacting directly with people with disabilities) Support Coordinator Residential Coordinator Support Broker Nurse or Clinical Provider Quality Assurance and Performance Improvement (QAPI) or other Quality Assurance Officer Advocacy Coordinator Family Educator/Coordinator Other frontline position or position that directly interacts with people with disabilities
Manager Level	Oversees employees or programs that may include programs that ensure the appropriate delivery of services and supports to people with disabilities; may or may not directly interact with people with disabilities and/or their families.	Residential Coordinator or Manager Day Services or Employment Coordinator or Manager Program Coordinator or Manager Human Resources Manager Finance Manager Service/ Clinical Service Manager Quality Assurance Manager Training Manager Community Relations Manager Frontline Manager or Supervisor Outreach/ Communication Specialist Specialist Advocacy Manager Case Manager (not interacting directly with people with disabilities) Other position that oversees employees but does not interact with people with disabilities directly
Director Level	Directs employees and programs to ensure the direction, effectiveness, and impact of disabilities sector organizations.	Program Director Clinical or Nursing Director Service Director Operations Director Quality Assurance Director Advocacy Director Development Director Training and Development Director

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		Associate Director Assistant Director Director of HR
Executive Level	Leadership that shapes the strategic direction, policies, and priorities of disabilities sector organizations and ensures effective leadership and management.	Chief Executive Officer (CEO) or Executive Director Deputy Director or Assistant Executive Director President Vice-president Chief Operating Officer (COO) Chief Financial Officer (CFO) Chief Program Officer (CPO) Chief Development Officer (CDO) Chief Advocacy Officer Chief of Services State DD Agency Director Founder
Other	Any other position that does not directly interact with people with disabilities or manage or direct other employees.	Fundraising or Events Coordinator/Manager/Director Administrative Position Legal Advisor Board Member Administrator Professor/ Instructor Trainer Consultant Researcher/ Analyst