

## 2025 King County Nonprofit Wage & Benefits Survey Report

### Jobs Reported

#### Administrative

Director, Administration/Operations	Administrative Assistant, Junior Level
Regional Manager/Center Manager	Receptionist
Office Manager	Business Development Manager
Executive Assistant	Contracts Administrator
Administrative Assistant, Senior Level	Quality Assurance Manager
Administrative Assistant, Intermediate Level	Quality Assurance Specialist

#### Accounting/Finance

Director of Finance & Administration	Staff Accountant
Controller	Payroll Specialist
Accounting Manager	Accounting Clerk
Accounting Supervisor	Cashier
Senior Accountant	

#### Animal Care/Control

Veterinarian	Animal Care Worker
Director of Animal Services	Animal Adoption Counselor
Veterinary Clinic Manager	Animal Adoption Manager
Humane Officer	Animal Intake Manager
Senior Registered Veterinary Technician	Animal Shelter Manager
Registered Veterinary Technician	Animal Behaviorist
Veterinary Technician	Humane Educator
Animal Care Manager	

#### Cultural, Artistic, Performing Arts

Artistic Director	Actor
Curator	Instrumental Musician
Resident Director	Visitor Services Manager
Resident Designer	Visitor Services Specialist
Production Manager/Coordinator	Director of Exhibits
Stage Manager	Exhibit Developer
Costume Shop Manager	Exhibit Designer
Box Office/Sales Manager	Exhibit Graphic Designer
Technical Staff	Exhibit Fabricator
Production Assistant	Archivist
Box Office Assistant	Exhibit Guide/Docent

## Development

Director, Development	Grant Proposal Writer, All Types of Funding
Development Manager, General	Grant Proposal Writer, Government Funding
Development Manager: Annual Giving	Development Officer
Development Manager: Major Gifts	Special Event Coordinator
Development Manager: Capital Campaign	Direct Mail Coordinator
Development Manager: Planned Giving	Development Associate

## Education & Recreation

School Principal	Recreation Program Manager
Director of Early Childhood Programs	Life Guard/Swim Instructor
Director, Education	After School Instructor
Admissions Director	Instructional Aide
Curriculum Specialist	Recreation or Activity Leader, Children or Youth
Educator or Teacher, Adult Education	Recreation or Activity Leader, Adults
Academic Counselor	Fitness Instructor
Site Supervisor	Camp Director
Teacher, K – 12	Assistant Camp Director
Teacher, Pre-School	Transition Teacher
Teaching Assistant, K – 12	Play & Learn Facilitator
Teaching Assistant, Pre-School	Behavioral Specialist/Coordinator
Special Education Teacher	Family Engagement, Resource or Service Specialist/Coordinator
Tutor	Home Visitor/Early Learning Specialist
Child Care Provider	Child Development Specialist/Coordinator
Community Peer/Educator	Cultural Navigator/Broker, Education

## Employment/Work Training

Job Developer	Job Coach
Vocational Counselor	

## Environmental/Conservation

Director of Conservation	Field Crew Member
Land Stewardship Manager	Weatherization/Energy Program Assessor/Inspector
Land Acquisition Manager	Weatherization/Energy Program Crew Leader
Restoration Specialist	Weatherization/Energy Program Crew Member
Tree Technician	Naturalist/Environmental Educator

**Executive**

Executive Director/Chief Executive Office	Chief Development Officer
Co-Executive Director	Chief Human Resources Officer
Associate Director/Chief Operating Officer	Chief Information Officer
Chief Programs Officer	Chief Strategy Officer
Chief Communications Officer	Chief Financial Officer

**Food Service**

Food Service Manager or Supervisor	Nutrition Assistant
Registered Dietician	Cook
Nutritionist	Food Service Assistant/Worker

**Foundation/Philanthropy**

Program Officer	Grants Manager/Administrator
Program Assistant	

**Gift/Thrift Shop, Warehouse & Food Bank**

Director of Retail Operations	Warehouse Manager
Gift/Thrift Shop Manager	Warehouse Worker
Gift/Thrift Shop Retail Sales Clerk	Food Bank Manager
Warehouse Operations Director	Food Bank Assistant/Clerk

**Government Affairs & Research**

Director or Manager, Government Affairs	Research Analyst: Social Sciences
Advocacy Manager	Research Analyst: Technology
Data Manager	Scientific Data Analyst
Lobbyist	Research Assistant
Policy Analyst	Science Analyst
Staff Scientist	Librarian
Senior Scientist	Library Assistant

**Housing/Community Development**

Director of Real Estate Development	Shelter Supervisor
Project Developer	Occupancy Specialist
Construction Manager	Desk Clerk
Director of Resident/Community Services	Program Manager: Housing
Program Manager, Resident/Community Services	Program Manager: Economic Development
Resident Services Coordinator	Asset Manager (Compliance & Monitoring)
Director of Property Management	Asset Manager (Financial Analyst)
Property Supervisor	Shelter Coordinator
Site Administrator	Assistant Site Supervisor
Shelter Manager	Loan Officer

## Human Resources

Director, Human Resources	Benefits Manager
Human Resources Manager	Human Resources Representative or Specialist
Human Resources Generalist	Recruiter
HRIS Manager	Human Resources Assistant

## Information Technology

Director, Information Technology/Services	Network Technician
Information Technology Manager	Personal Computer Technician
Systems Administrator	Tech Support Specialist
Software Engineer	Data Entry Operator
Database Administrator	Web Site Developer

## Legal Services & Community Organizing

Director of Legal Services	Senior Community Organizer
Managing Attorney	Community Organizer
Staff Attorney	Campaign Director
Attorney, Legal Aid/Advocacy	Campaign Manager
Attorney, Corporate	Campaign Coordinator
Paralegal	Campaign Assistant
Legal Secretary/Assistant	

## Media/Journalism

Editor in Chief	Media Producer
Digital Editor	

## Medical & Clinic Services

Director, Medical Services	Registered Dental Assistant
Clinic Director	Dental Assistant
Physician, Family/General Practice	Laboratory Technician/Technologist
Physician, Internal Medicine	Laboratory Assistant
Physician, Obstetrics & Gynecology	Phlebotomist
Physician, Pediatrics	Radiology Technician
Physician, Other Specialty	Community Health Worker
Director of Nursing	Case Manager, Medical
Registered Nurse	Patient Financial Services Manager
Advanced Registered Nurse Practitioner (ARNP)	Patient Accounts Representative
Physician Assistant	Health Information Coordinator
Licensed Practical Nurse	Medical Records Clerk
Certified Nursing Assistant (CNA)	Billing Clerk
Medical Assistant, Certified	Receptionist (Medical)
Medical Assistant, Non-Certified	Physical Therapist
Health Educator	Occupational Therapist

Dental Director	Speech Pathologist
Dentist	Physical Rehabilitation Assistant
Registered Dental Hygienist	Certified Massage Therapist

### **Operations**

Facilities Manager	Driver
Maintenance Supervisor	Security Manager
Maintenance Technician or Specialist	Security Guard or Officer
Gardener	Purchasing Manager
Janitor or Custodian	Purchasing Coordinator or Specialist
Transit Driver	Inventory Coordinator

### **Program Management, Other than Social Services/Mental Health**

Program Director/Administrator, Other	Program Coordinator, Other
Program Manager/Administrator, Other	Program Assistant, Other

### **Social Services & Mental Health**

Program Director/Administrator, Social Services/Mental Health	Licensed Mental Health Counselor (LMHC)
Program Manager/Administrator, Social Services/Mental Health	Substance Abuse Disorder Professional
Program Coordinator, Social Services/Mental Health	Family Advocate
Program Assistant, Social Services/Mental Health	Eligibility Specialist
Psychiatrist	Intake Coordinator
Substance Use Disorder Clinical Supervisor	Resource & Referral Counselor
Clinical Supervisor	Senior or Adult Program Assistant
Licensed Clinical Social Worker/Licensed Independent Clinical Social Worker (LCSW/LICSW)	Children or Youth Program Assistant
Psychiatric Social Worker	Personal Attendant/Home Health Care Worker
Psychologist	Direct Care Counselor
Chaplain/Clergy	Rehabilitation Specialist
Behavior Analyst	Behavioral Health Technician (Mental Health Technician, Therapy Aide)
Licensed Marriage and Family Therapist (LMFT)	Substance Use Disorder Professional Trainee (SUDP/T)
Clinician (Pre-license MFTI/ACSW/LSWAIC)	Cultural Navigator/Broker, Social Services
Master's Level Mental Health Professional (MHP)	Parent Partner
Bachelor's Level Clinician	Peer Specialist

## **Volunteer, Membership & Marketing**

Volunteer Director	Graphic Artist
Volunteer Coordinator	Writer/Editor
Communications Director or Manager	Membership Director or Manager
Public Relations Manager	Membership Assistant
Content Marketing Manager	Customer Service Representative
Marketing Coordinator	Community Outreach Coordinator
Social Media Coordinator	

## **Other Jobs**

A number of jobs were included in the survey, but we did not receive enough data to report on them. For confidentiality reasons, a minimum of five responding organizations are needed to report any data for a job title. For more information or questions, please email [info@501commons.org](mailto:info@501commons.org).