



2022

Housing Partnership  
Network  
Compensation and  
Equity Study





**VIII.  
ROLE LEVEL  
BENCHMARKS**

# VIII - Role-Level Benchmarks

## Role Index

- \\ **Asset Management - *starts on page 114***
  - Chief Asset Management Officer / VP Asset Management
  - Director, Asset Management
  - Asset Management Manager
  - Asset Management Administrator
- \\ **Communications and Development - *starts on page 118***
  - Chief Development Officer / VP Development
  - Chief Communications Officer / VP Communications
  - Director of Development
  - Director of Communications
  - Director of Strategic Partnerships
  - Development Manager
  - Communications Manager
  - Development / Communications Coordinator
  - Development / Communications Associate
- \\ **Compliance & Regulatory - *starts on page 127***
  - Compliance Director
  - Compliance Manager
  - Compliance Coordinator
  - Compliance Associate
  - Occupancy Specialist
- \\ **Construction & Project Management - *starts on page 133***
  - Director of Construction Management
  - Construction Manager
  - Project Manager
  - Construction Coordinator / Project Coordinator
  - Building Inspector
- \\ **Executive - *starts on page 138***
  - Top Executive - CEO, President, or Executive Director
  - Chief of Staff



**\ Facilities & Engineering - starts on page 140**

- Facilities Director
- Facilities Engineer
- Facilities Manager
- Facility Maintenance Technician
- Custodian

**\ Finance - starts on page 145**

- Chief Financial Officer / VP Finance
- Controller
- Director of Finance
- Finance Manager
- Accountant
- Finance Associate
- Bookkeeper

**\ HR & Talent - starts on page 152**

- Chief Talent / Human Resources Officer / DEI Officer / VP Equivalent
- Director of Human Resources / Director of Learning & Evaluation
- Human Resources Manager
- Human Resources Coordinator
- Human Resources Generalist

**\ Information Technology - starts on page 157**

- Chief Technology Officer / VP Technology
- Director of Information Technology
- Information Technology Manager
- IT Asset Management Administrator
- System Administrator
- IT Support Desk

**\ Learning and Evaluation - starts on page 163**

- Director of Organizational Impact/Knowledge Management
- Learning & Evaluation Analyst / Knowledge Management Coordinator

**\ Legal - starts on page 165**

- Chief Policy Officer / VP Policy
- General Counsel
- Director of Legal Advocacy
- Director of Contracts & Compliance
- Attorney or Senior Attorney



- Paralegal

**\ Lending - starts on page 171**

- Chief Lending Officer / VP Lending
- Director of Lending
- Mortgage Collection Manager / Commercial Loan Officer
- Mortgage Closer / Loan Officer / Group Underwriter
- Contracts Administrator / Lending Associate
- Asset/Liability Analyst

**\ Operations - starts on page 177**

- Chief Operating Officer / VP Operations AND Chief/VP Compliance, Strategy, or Impact
- Director of Operations
- Operations Manager
- Office Manager
- Administrative Assistant
- Executive Assistant

**\ Program & Community Engagement - starts on page 183**

- Chief Program Officer / VP Program
- Housing Director
- Program Director / Director of Public Policy / Director of Employment Opportunities
- Program Manager
- Housing Program Manager
- Social Worker
- Case Manager / Counselor
- Program Associate
- Community Organizer

**\ Property Management - starts on page 192**

- Chief Property Management Officer / VP Prop Mgmt
- Area Property Manager / Property Acquisitions Manager
- Property Manager - Commercial or Residential
- Assistant Property Manager
- Property Acquisitions Associate/Analyst / Real Estate Representative

**\ Real Estate - starts on page 197**

- Chief Real Estate Officer / VP Real Estate
- Chief Property Acquisitions Officer / VP Property Acquisition



- Director of Real Estate Development
- Appraisal Manager
- Leasing Manager / Real Estate Zoning Specialist
- Lease Administrator / Leasing Consultant
- Resident Services Administrator
- Real Estate Development Associate

\\ **Strategy and Evaluation - starts on page 205**

- Chief Strategy Officer / VP Strategy
- Chief Impact Officer / VP Impact
- Director of Research / Evaluation
- Research / Evaluation Manager
- Business Development Associate

