



Mercer Executive Remuneration Guides

MERCER



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Survey Roles

MERG

Role Number	Function/Category	MERG Survey Role Title
1	Top Management	Chief Executive Officer (Group)
2	Top Management/Finance	Chief Financial Officer (Group)
3	Top Management/Operations	Chief Operating Officer (Group)
4	Top Management/Information Systems	Chief Technology Officer (Group)
5	Top Management	Company Secretary
6	Top Management	Head of Legal and Company Secretary
7	Top Management	Managing Director (Division/Region/Country)
8	Top Management	Deputy Managing Director (Division/Region/Country) *New
9	Finance	Head of Finance (Division/Region/Country)
10	Finance	Financial Controller
11	Finance	Head of Audit
12	Finance	Head of Investor Relations
13	Finance	Head of Risk Management
14	Finance	Head of Taxation
15	Finance	Head of Treasury
16	Communications	Head of Communications
17	Communications	Head of External Affairs
18	Human Resources	Head of Human Resources
19	Human Resources	Head of Compensation & Benefits
20	Human Resources	Head of Industrial Relations
21	Human Resources	Head of Management Development
22	Information Systems	Head of Information Systems/Technology
23	Information Systems	Head of e-Business
24	Legal and Compliance	Head of Compliance
25	Legal and Compliance	Head of Legal
26	Legal and Compliance	Head of Regulatory Affairs
27	Operations	Head of Operations (Division/Region/Country)
28	Operations	Head of Administration
29	Operations	Head of Engineering
30	Operations	Head of Logistics/Supply Chain
31	Operations	Head of Manufacturing
32	Operations	Head of Purchasing
33	Operations	Head of Quality
34	Operations	Head of Research & Development
35	Sales and Marketing	Head of Sales and Marketing
36	Sales and Marketing	Head of Customer Service
37	Sales and Marketing	Head of Marketing
38	Sales and Marketing	Head of Sales
39	Strategy	Head of Business Development *New
40	Strategy	Head of Mergers and Acquisitions
41	Strategy	Head of Strategy Development
42	Strategy	Head of Sustainable Development

Note: You may have the same job title for various different levels within the organisation.