

Survey Name:	2021 Canada MBD/TRS - Executive/Management/Professional	Refinement:	All Data
Job Family:	Project/Program Management	Scale:	In Whole Numbers
Job Sub-family:	General Business Project/Program Management	Currency:	Canadian Dollar
Job Code:	PPM.01.002.M50	Number of Organizations:	39
Job Title:	General Project Management - Senior Manager II (M5)	Number of Observations:	82
Job Type:	Job	Position Class:	54-62
Job Description:	General Project Management requires general business knowledge to plan, organize, and control resources, procedures, and timing for an administrative or business process including: <ul style="list-style-type: none"> •Organizing project teams, assigning individual responsibilities, developing project schedules, and determining resource requirements •Monitoring and reporting on the status of projects including cost, timing, and staffing •Ensuring adherence to internal and external quality standards (e.g., International Standards Organization) •Identifying/resolving obstacles to completing project on time and to budget •May include work managing multiple, interrelated projects (including business transformation projects) •On some projects, the work may include integrating vendor tasks into the project plan and tracking and reviewing vendor deliverables A Senior Manager II (M5) typically manages multiple teams led by Senior Managers and Managers. May be a Country Sub-function Head. Responsibilities typically include: <ul style="list-style-type: none"> •Ownership of short to mid-term (1-3 years) strategy execution and operational direction in alignment with parent/corporate organization objectives. •Decisions have a serious impact on the overall success or failure on area of accountability. •Interacts with executive leadership and others concerning matters of significance to the organization. 		

* More than 35% of the rates within the sample are supplied by one organization
 ** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	* / **	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	39	82		136,959	147,659	190,388	187,500	222,368	259,400
Salary Min	28	59		112,000	114,200	136,412	125,664	157,700	169,500
Salary Mid	29	63		142,700	155,000	178,969	164,303	197,100	224,640
Salary Max	28	59		174,641	188,496	220,287	212,940	236,500	282,400
Other Guaranteed Allowance	1	1	**	--	--	--	--	--	--
Total Guaranteed Cash Comp	39	82		136,959	147,659	190,843	187,500	222,368	261,400
STI Threshold % Base	5	7	**	--	--	8.5	7.5	--	--
STI Target	27	43		18,372	27,288	46,574	36,851	59,998	81,811
STI Target % of Base	27	43		12.0	16.5	23.6	20.0	30.0	34.2
STI Maximum % Base	15	23		14.4	20.0	36.2	37.5	45.6	66.0
STI Actual	22	51		12,005	16,274	44,095	34,665	67,401	100,632
STI Actual % Base	22	51		6.5	8.4	21.5	18.0	36.2	41.4
Sales Incentive (Target)	1	1	**	--	--	--	--	--	--
Sales Incentive Target % Base	1	1	**	--	--	--	--	--	--
Sales Incentive Actual	1	1	**	--	--	--	--	--	--
Sales Incentive Actual % Base	1	1	**	--	--	--	--	--	--
Profit Sharing Actual	0	0		--	--	--	--	--	--
Profit Sharing Actual % Base	0	0		--	--	--	--	--	--
Total Cash - Target	32	53		141,750	164,488	221,887	209,210	264,100	317,168
Total Cash Target - Receivers	27	43		150,334	174,000	233,221	212,500	284,252	325,773
Total Cash - Actual	39	82		141,270	173,750	218,736	200,031	253,678	318,800
Total Cash Actual - Receivers	22	51		168,282	186,406	244,043	229,501	280,411	365,211
LTI (B-S)	11	29		13,424	31,746	71,420	52,071	97,735	157,929
LTI % of Base (B-S)	11	29		7.9	22.0	34.3	31.7	43.8	62.2
TDC Target (B-S)	32	53		150,334	173,298	247,214	210,623	269,750	406,288
TDC Target (B-S), Rcvrs	7	11		192,526	207,823	379,937	395,032	535,308	599,192
TDC Actual (B-S)	39	82		147,077	181,827	243,995	219,833	264,966	414,939
TDC Actual (B-S) Rcvrs	11	29		183,424	200,964	321,358	273,089	433,550	482,686
Tenure - Organization	33	71		2	4	11	11	16	23