

Funktionsraster - Grille des Fonctions - Griglia di funzione			Aktualisiert am/Actualisé le/Aggiornato il: 01.11.2021
Anhang 1	Weisung zum Lohnsystem		Gültig ab/Valable dès/Valido dal: 01.08.2022
Annexe 1	Directive sur le système salarial		
Allegato 1	Direttiva sul sistema salariale		

Funktionsfamilie Famille de fonctions Famiglia di funzione	Funktionsgruppe Groupe de fonction Gruppo di funzione	Kategorien/Catégories/Categorie					Funktionscode Code de fonction Codice di funzione
		Employee	Coordinator/Specialist	Manager	Director	VP/SVP	
1 Sales	Sales Area Management				Director Business Unit GBM		1199
					Director Commercial Development		1197
						VP Business Unit SPT	1198
	Administrative Sales Support	Sales Assistant / Receptionist					1111
		Back Office Specialist Transit & Conditions					3310
		Back Office Assistant					3311
		Back Office Teamleader					3318
	Sales Customer Care	Sales Agent Customer Care					1114
			Sales Supervisor Customer Care				1118
			Sales Teamleader Customer Care				1116
			Sales Manager Customer Care SPT				1129
				Business Line Manger Customer Care SPT			1154
				Business Line Manger Customer Care GBM			1155
	Sales Showroom	Sales Agent Showroom					1112
		Sales Supervisor Showroom					1115
			Sales Teamleader Showroom				1117
			Sales Manager Showroom				1125
				Business Line Manager Showroom			1153
	Sales Shop & Warehousing	Sales Agent Shop					1113
			Sales Teamleader Shop				1119
			Branch Manager				1127
			Sales Manager POS				1124
				Business Line Manager POS GBM			1151
				Business Line Manager POS SPT			1152
		Logistician					2212

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		Employee	Coordinator/Specialist	Manager	Director	VP/SVP	
		Logistics Supervisor					2218
		Logistics Teamleader					2213
	External Sales	External Sales Coordinator					1130
			Sales Representative				1131
			Senior Account Manager				1135
			Sales Teamleader Representatives				1137
				Product Line Manager			1143
				Sales Manager Representatives			1126
				Business Line Manager External Sales			1156
	Key Account Management		Key Account Manager				1132
				National Key Account Manager			1133
				Relationship Manager			1134
	Product Transformation & Installation	Maintenance Specialist					2232
		Product Worker					2251
		Technician After Sales Kitchen					1141
		Coordinator Kitchen Installation					1142

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2 Supply Chain Management	Transport	Driver					2211
		Transport Coordinator					2214
			Transport Teamleader				2217
				Transport Manager			2215
	Supply Chain Management	Inventory Planning Specialist					2227
		Order Flow Specialist					2228
			Warehouse/DC Teamleader				2219
			Inventory Planning Teamleader				2222
			Inventory Planning Supervisor				2223
			Business Analyst				3313
			Stock Manager				2262
				Warehouse Manager			2261
				Inventory Manager			2263
3 General Management, Support & Project Management	Management Support	Management & Project Assistant					3312
			Executive Management & Project Assistant				3319
	Legal		Legal Counsel				3314
				Legal & Compliance Manager			3315
	Health&Safety		Health & Safety Manager				3316
	Real Estate & Facilities	Facilities Assistant					2231
			Real Estate Manager				4435
				Manager Real Estate Management			4437
	Project Management		Project Manager				3323
				Strategic Project Manager			3327
				Strategic Program Manager			3328
					Director Strategic Program		3397
	Operations Management					Chief Operating Officer	3399
	General Manager					Managing Director	1099

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4 Finance, Accounting & Controlling	Accounting	Accountant General Ledger					4411
		Credit Management Specialist					4412
			Credit Management Teamleader				4414
		Accountant Accounts Payable					4413
			Accounting Manager General Ledger				4422
			Accounting Manager Credit Management				4424
			Accounting Manager Accounts Payable				4425
	Business Controlling			Business Controller Regional			4432
				Business Controller National			4434
	Financial Controlling		Financial Controller				4433
				Financial Controlling Manager			4436
	Accounting Management			Finance Shared Service National Manager			4441
				Manager Finance Shared Service Regional Manager			4421
					VP Finance & IT		4499
5 Information Technology	IT Core Applications		Business Analyst Core Applications				5511
			Functional Application Manager				5534
				IT Manager Application Management			5521
	IT Business Intelligence		Data Engineer				5515
				Data Analytics Manager			5524
	IT Infrastructure	Consultant First Level Support					5512
			Technical IT Engineer				5514
				IT Operations Manager			5525
	IT Development		IT Developer				5536
				IT Development Manager			5535
	IT Management				Chief Digital and Information Officer		5523
6 Procurement	Purchasing & Product Management	Product Data Specialist					6623
			Product Manager				6612
				Master Data Manager			6613
	NPR Procurement			Procurement Manager NPR	Director Procurement		6699
	Category Management			Category Manager			6615

Funktionsfamilie Famille de fonctions Famiglia di fonzione	Funktionsgruppe Groupe de fonction Gruppo di funzione	Kategorien/Catégories/Categorie					Funktionscode Code de fonction Codice di funzione
		Employee	Coordinator/Specialist	Manager	Director	VP/SVP	
7 Strategic Marketing & Sales Support	Marketing & E-Commerce	Marketing Communication Specialist					7712
			Brand & Campaign Manager				7711
			E-Business Project Manager				7732
				Marketing & E-Commerce Manager			7740
	Expo & POS Support	Format Specialist					7734
			Format Manager				7735
	External Sales Support		Sales Operations Coordinator				7723
			Pricing Manager				7714
				Commercial Excellence Manager			7715
9 Human Resources	HR Support	HR Administration Specialist					9912
				HRIS & IT Project Manager			9952
	HR Management & Recruitment		HR Regional Manager				9921
				HR Business Partner			9923
					Director Human Resources		9999
	Comp&Ben		HR Payroll Manager				9913
				Manager Compensation & Benefits			9914
	Training & Development		Training & Development Specialist Apprenticeship				9940
				Learning & Development Manager			9942
	10 Apprentice & Trainees		Kategorie/Cagégorie/Categoria Apprentice				
9931 Apprentice KV/commerce			9933 Apprentice Logistics	9934 Apprentice Retail	9935 Apprentice Driver	9941 Trainee	