

LEVELS	Band Description	Positions and Salary Range - Year ending 2014		PERFORMANCE RATING RANGE (SCALED 5 - 1)	PERFORMANCE INCENTIVE PAYMENT RANGE
Members	Composition of the BTA Board is in accordance with Part 2, Section 4 of the Bermuda Tourism Authority Act 2013.	Board members are entitled to a fee of \$20k per annum. Two members of the Board waived their fees for the year ending 2014.		n/a	n/a
Chief	Executive positions accountable for departments or support functions that strategically directs the group. Positions are autonomous and have significant financial impact. Responsible for setting the strategic direction, budgets and leading towards results. Master's degree plus 10 years' experience or equivalent.	Bermuda and Non Bermuda-based \$225-295k plus incentive eligibility up to 30% of salary Chief Executive Officer Chief Operating Officer Chief Product and Experience Development Officer Chief Investment Officer Chief Sales and Marketing Officer*		3 – 2	\$31 – 88k
Director	Executive positions typically accountable for a significant business division within a company or a major support division across departments. Positions are autonomous and typically have significant financial or strategic impact. Responsible for contributing to and implementing the strategic direction and leading towards results. Master's degree plus 8 years' experience or equivalent.	Bermuda-based	Non Bermuda-based	3 – 2	\$14 – 16k
		\$130 – 150k	\$115 – 130k		
		plus incentive eligibility of 15 – 20%			
		Director of Finance Director of Stakeholder & Public Relations* Director of Research and Business Intelligence	Director of Sales* Director of Marketing Director of Partnerships		
Manager	Management positions with responsibility for the leadership and executing the strategic plan for a single department, a specific sales and development function, as well as team of one or more professionals, and/or significant processes. Bachelor's degree plus 5-7 years' experience or equivalent.	Bermuda-based	Non Bermuda-based	3 – 2	\$8 – 10k
		\$85 – 95k	n/a		
		plus incentive eligibility of 15 – 20%			
		Sports and Development Manager Culture and Leisure Events Manager Creative Services Manager	n/a		
Professional	Positions focused on the management of one or more operational functions, responsible for a sub-function or process requiring specialised knowledge. May analyse and develop strategy under direction, as well as supervise one or more administration level employees. Bachelor's degree plus 3-5 years' experience, professional accreditation may be required dependant on the role.	Bermuda-based	Non Bermuda-based	3 – 2	\$2 – 11k
		\$65 – 90k	\$56 – 87k		
		plus incentive eligibility of 10 – 20%			
		HR Manager Assistant Product Development Manager Hotel Liaison Graphic Designer* General Accountant Research Assistant On-Island Communications Manager	IT/On-Site Support Marketing Coordinator Business Development Manager Digital Manager Tradeshaw and Events Manager		
Administration	Administrators of routine and recurring processes. Typically are either customer or support focused, often assisting those of a more professional or executive level. Focused on performing multiple transactions of a straightforward nature. Bachelor's degree plus experience (preferred).	Bermuda-based	Non Bermuda-based	3 – 2	\$1 – 9k
		\$65 – 72k	\$55 – 86k		
		plus incentive eligibility of 5 – 10%			
		Front Line Ambassador Executive Assistant External Relations Coordinator Special Projects Intern	Front Line Ambassador Executive Assistant Customer Service Representative Accounting Assistant		

Notes

Jobs are allocated to bands by analysing the job description against the description for that band. Salaries are based on market data for the jobs in that band in the jurisdiction in which they reside. Incentive eligibility is part of an organisation performance management programme and the calculation is dependent upon band and performance rating.

Positions at the chief level are paid similarly regardless of jurisdiction. Total CEO compensation was \$458k comprising: \$295k salary, \$75k housing allowance, \$88k incentive payment. Position had use of a car. Total incentives for 2014 were \$412K representing 14% of payroll and 69% of budgeted incentive.

* Positions not available for incentive in 2014