



CAREER STREAM

Welcome to Momentum's Career Stream eBook — a simple, easy-to-follow guide that outlines all the jobs across our company. Inside, you'll find every job family, title, and level, giving you a clear view of how roles are structured and how they connect. Whether you're exploring your next step or just want to better understand how things are set up, this eBook helps you see what's possible within our organization.



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Momentum Career Stream is our version of Job Architecture — a clear, consistent framework that helps us grow and support our people. It serves as the blueprint for how jobs are structured, titled, and leveled across the company. It helps us keep job titles and levels consistent, support career growth and talent development, align total rewards with job responsibilities, connect employees to clear career and reward paths, and provide a simple, objective way to manage and scale teams. It also supports workforce planning as we design for growth — aligning organizational goals with employee development and making it easier to attract, retain, and grow great talent.

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momentum Career Stream

JOB LEVEL	INDIVIDUAL CONTRIBUTORS	PEOPLE MANAGERS
14		CEO
12		Chief Officer
11		Senior Vice President - SVP of
10		Vice President - VP of
9		Managing Director of or Head of
8	Senior Director or Senior Principal	Senior Director or Head of
7	Director or Principal	Director of
6	Senior Lead	Senior Manager of
5	Lead	Manager of
4	Senior Specialist or Senior Analyst*	Team Lead of or Supervisor of
3	Specialist II/III or Analyst II/III or Analyst*	
2	Specialist I or Analyst I or Associate	
1	Intern	

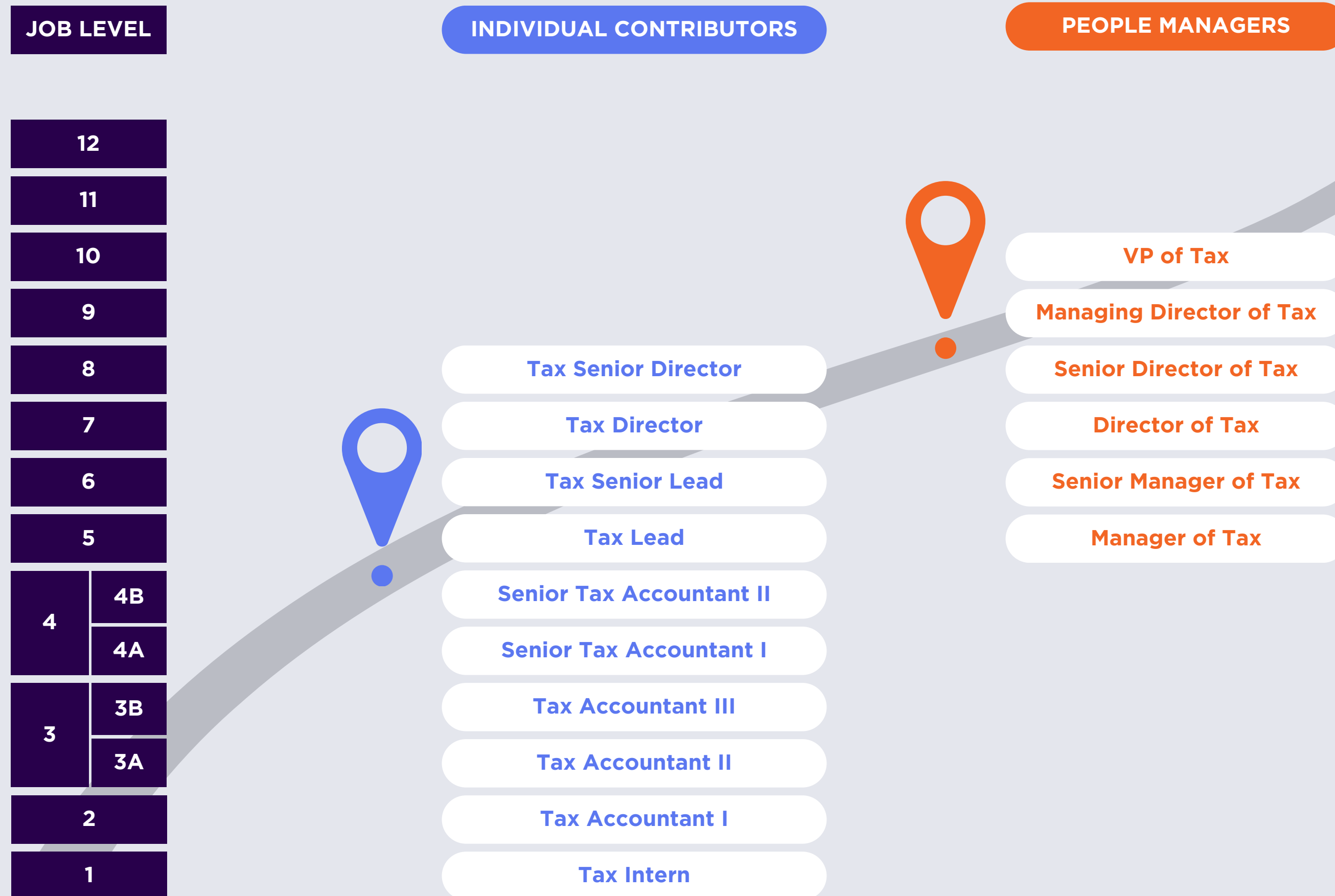
Note: This career stream highlights the most common job titles across Momentum.

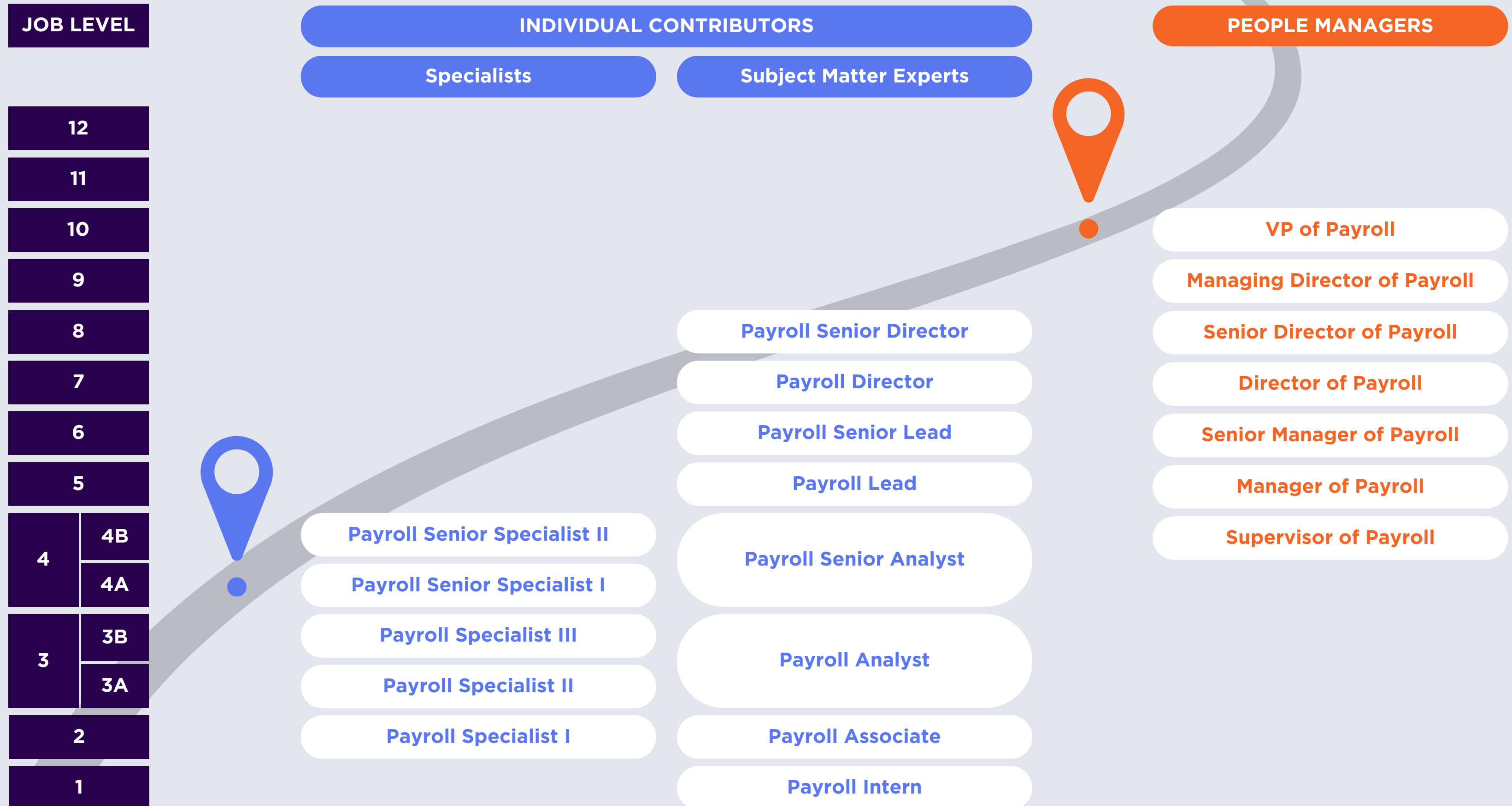
**These levels can be broken into two depending on the job function to acknowledge existing career progression within levels.*



01. Accounting







JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

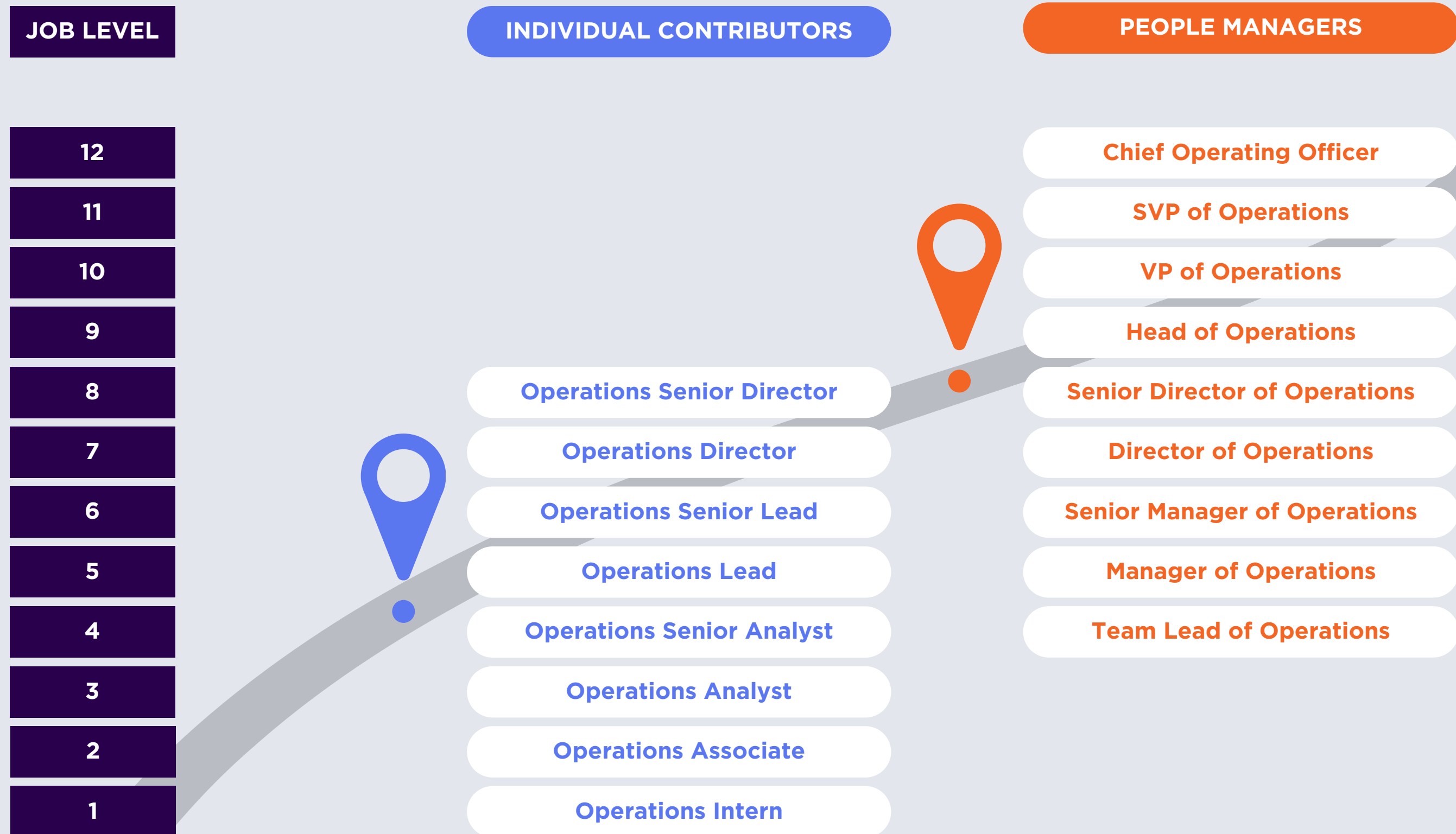
- 12
- 11
- 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1

- Treasury Senior Director
- Treasury Director
- Treasury Senior Lead
- Treasury Lead
- Treasury Senior Analyst
- Treasury Analyst
- Treasury Associate
- Treasury Intern

- VP of Treasury
- Managing Director of Treasury
- Senior Director of Treasury
- Director of Treasury
- Senior Manager of Treasury
- Manager of Treasury

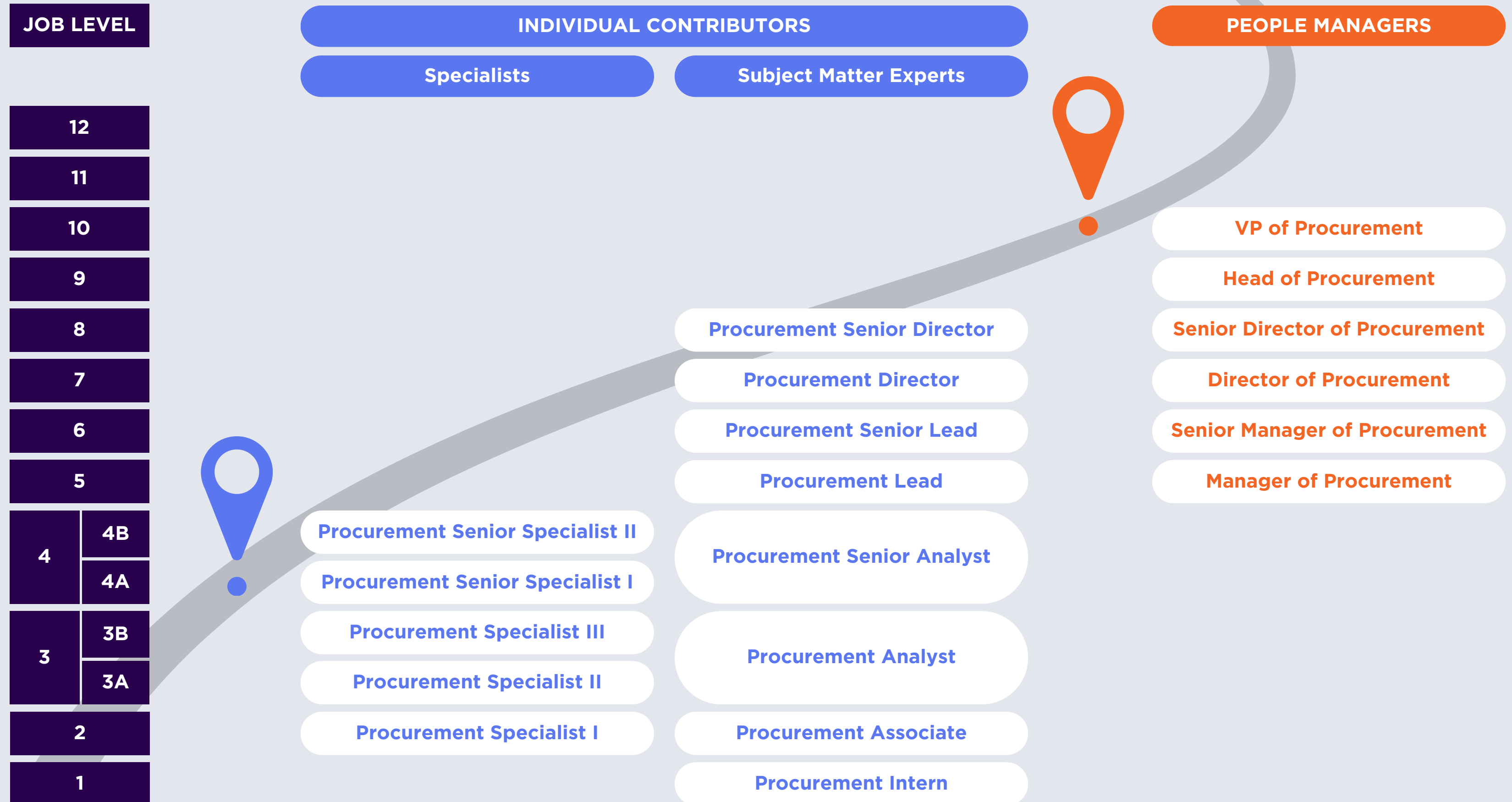


02. Strategy & Operations



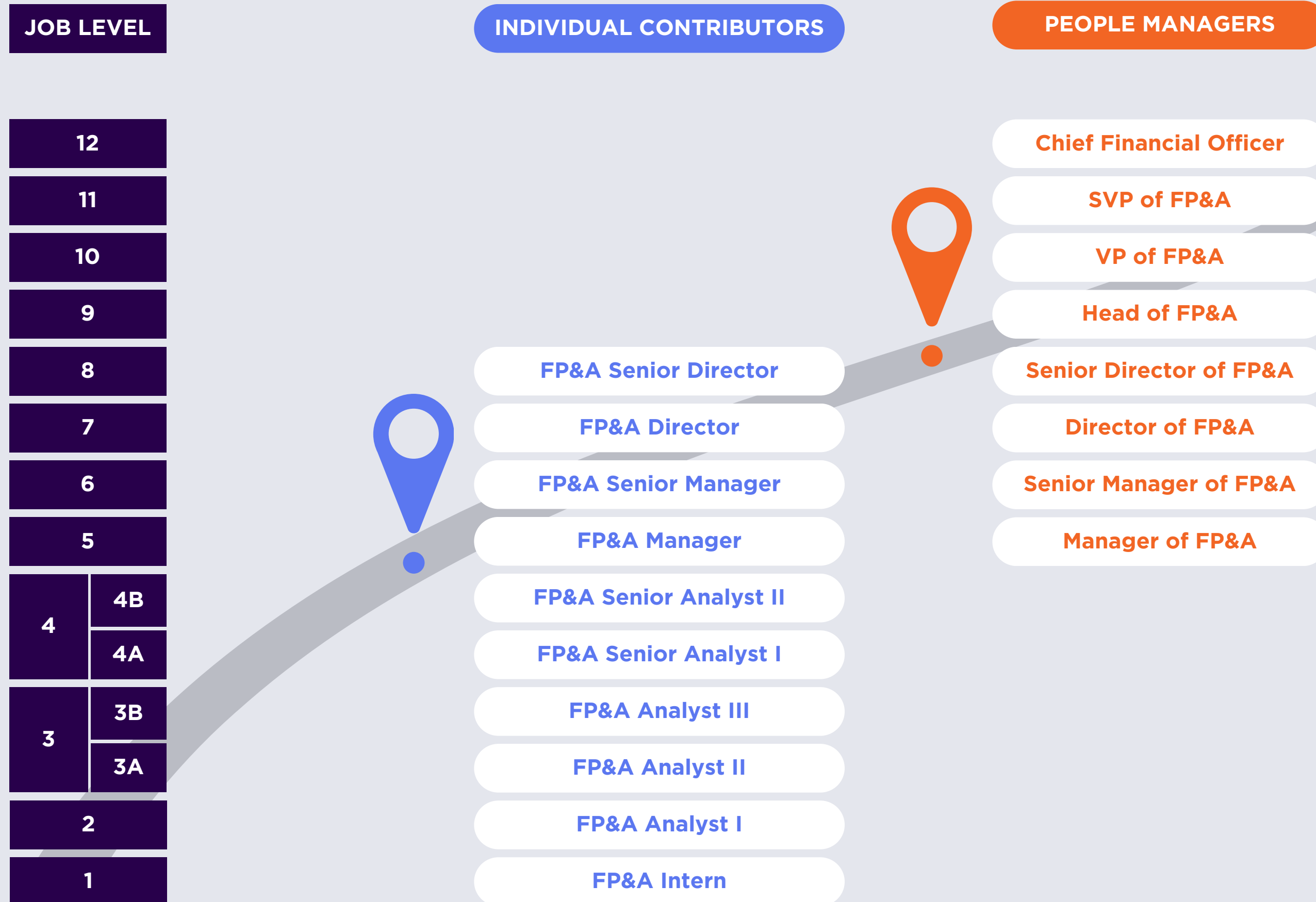








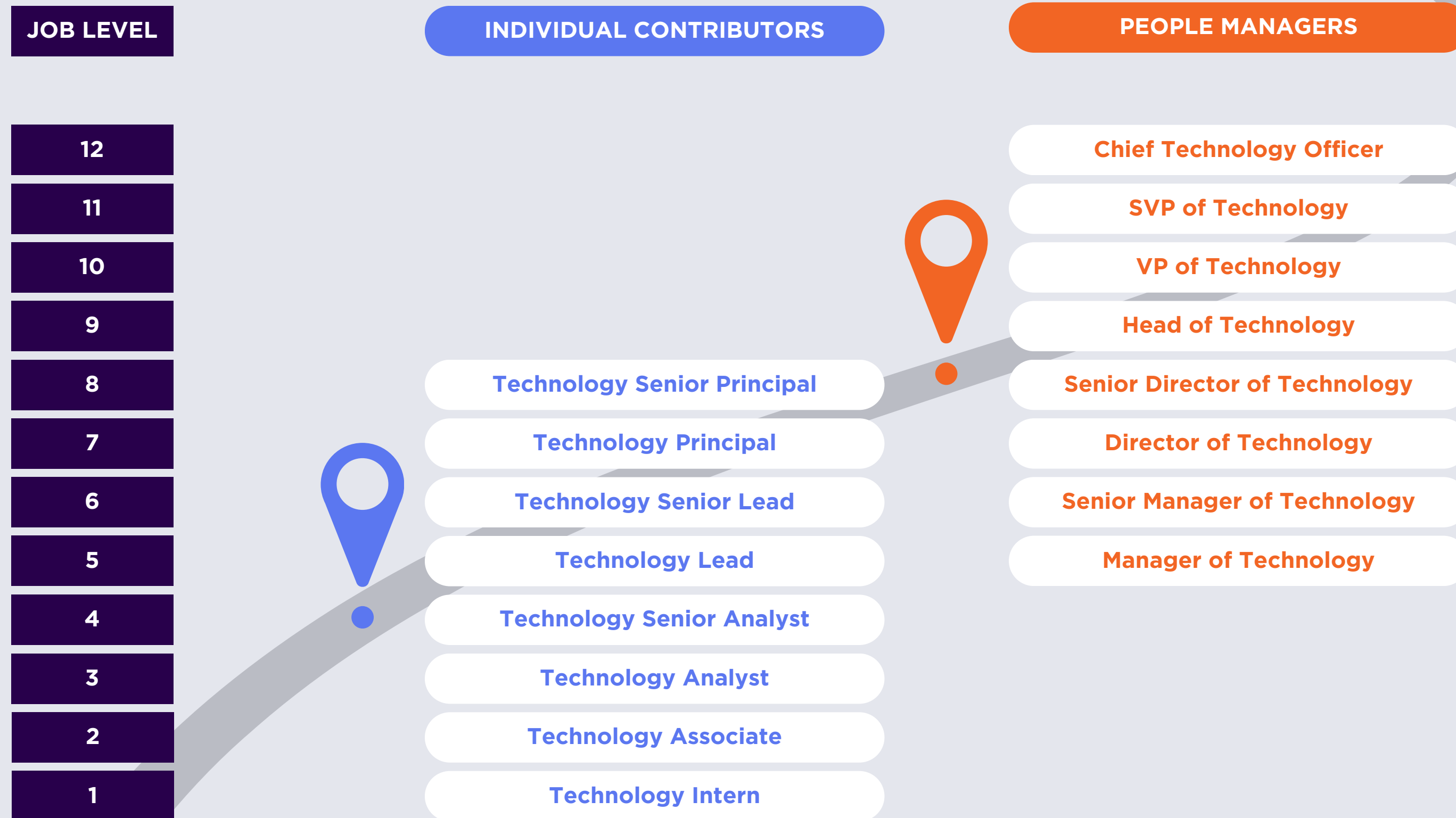
03. Finance

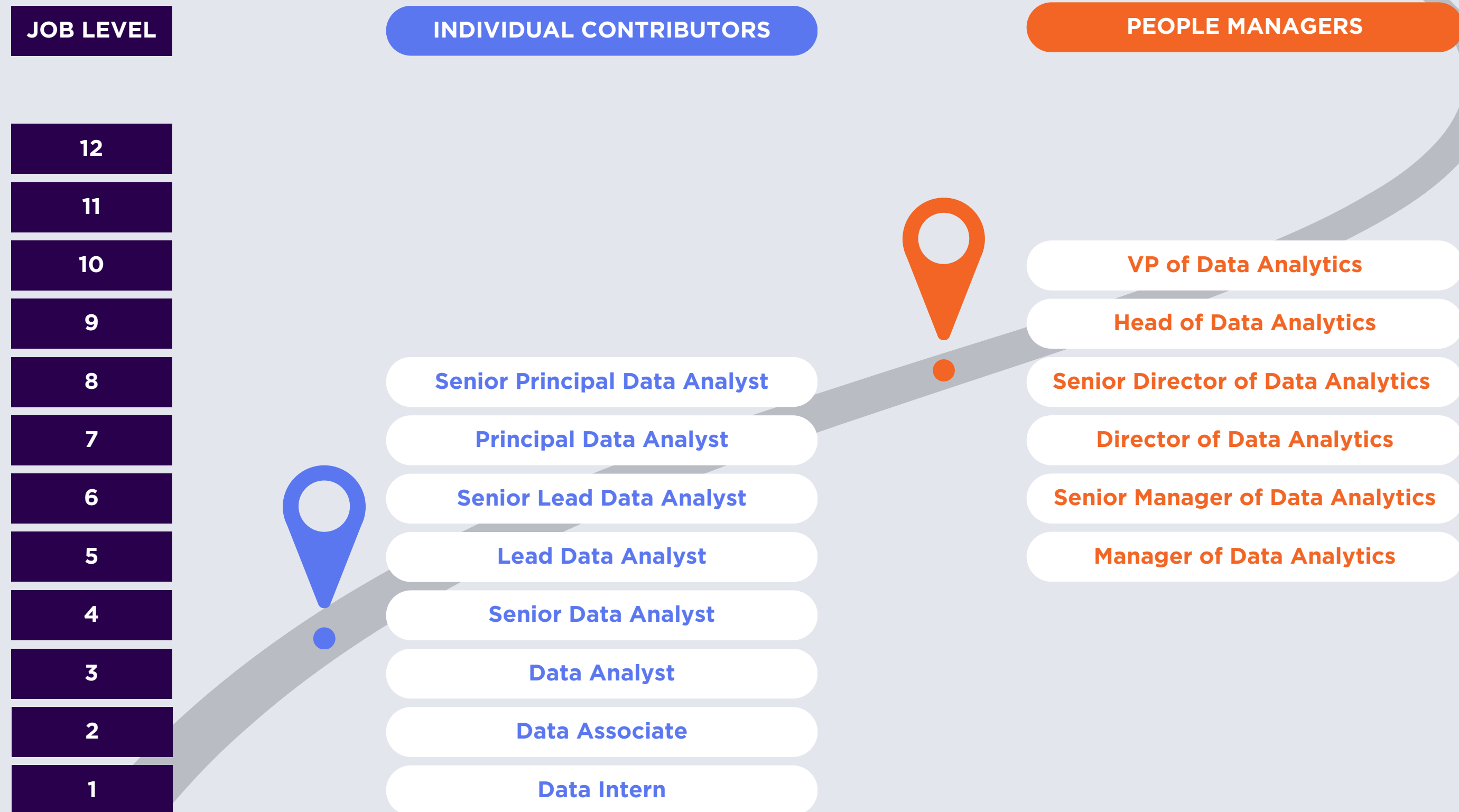


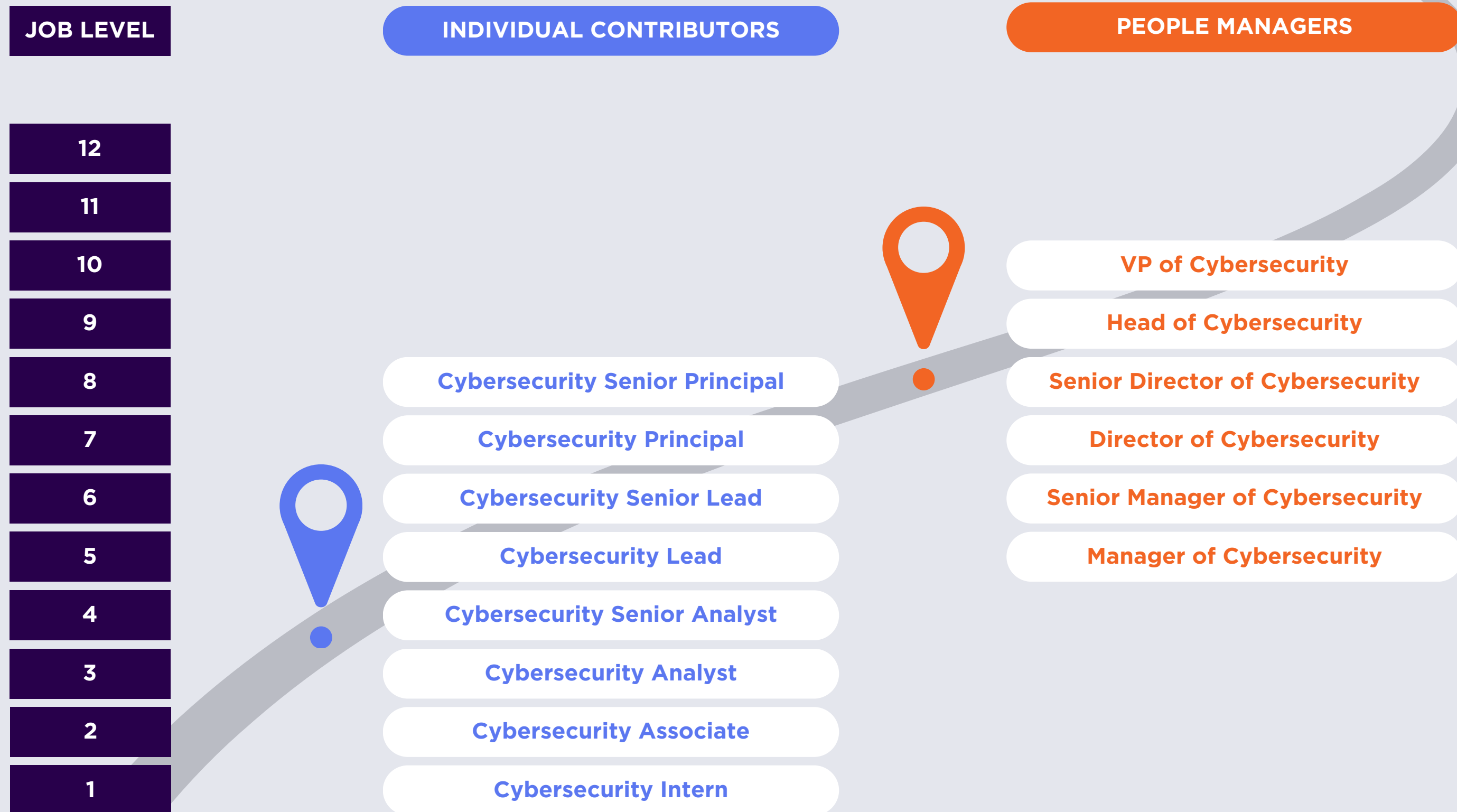


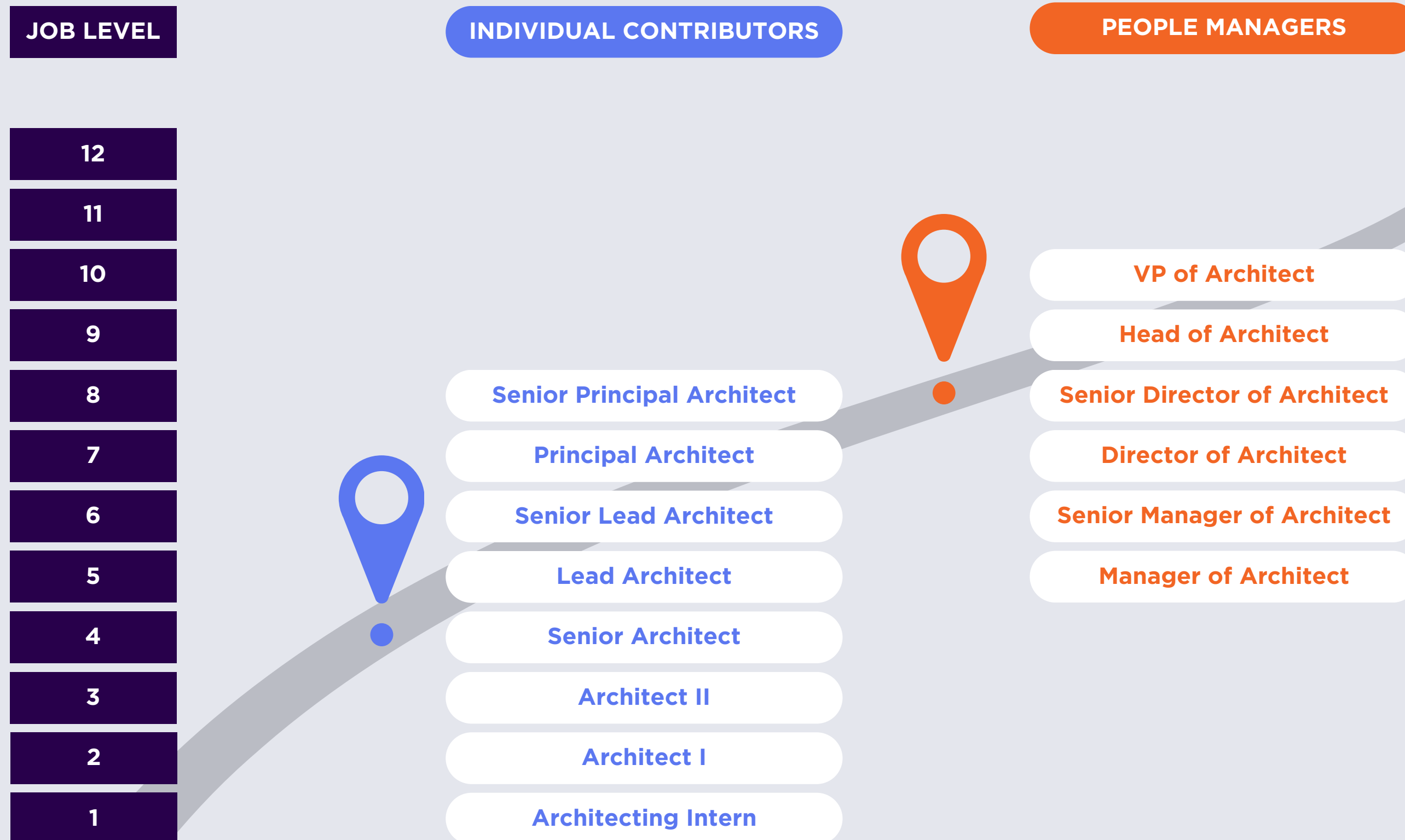


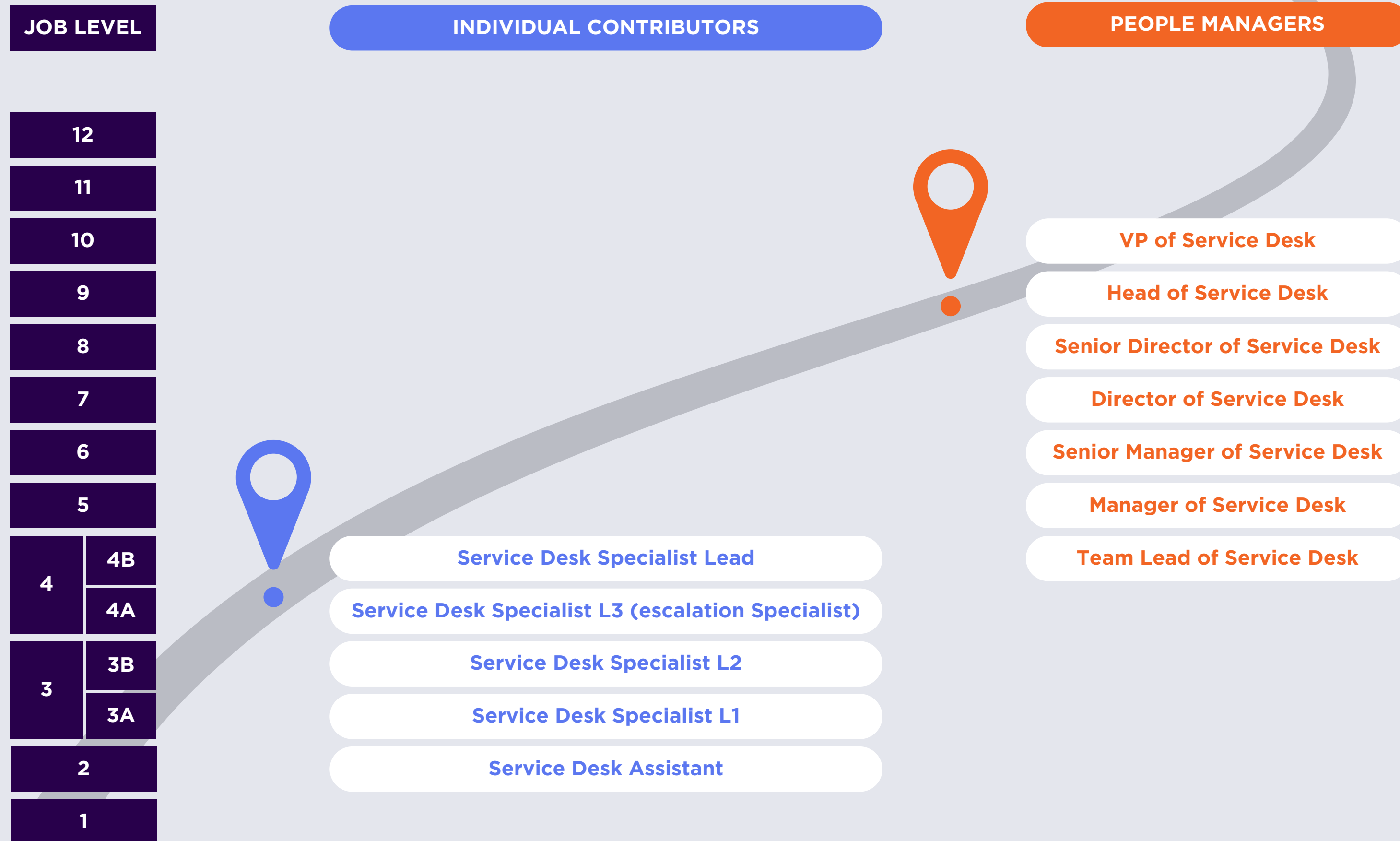
04. IT & Cybersecurity









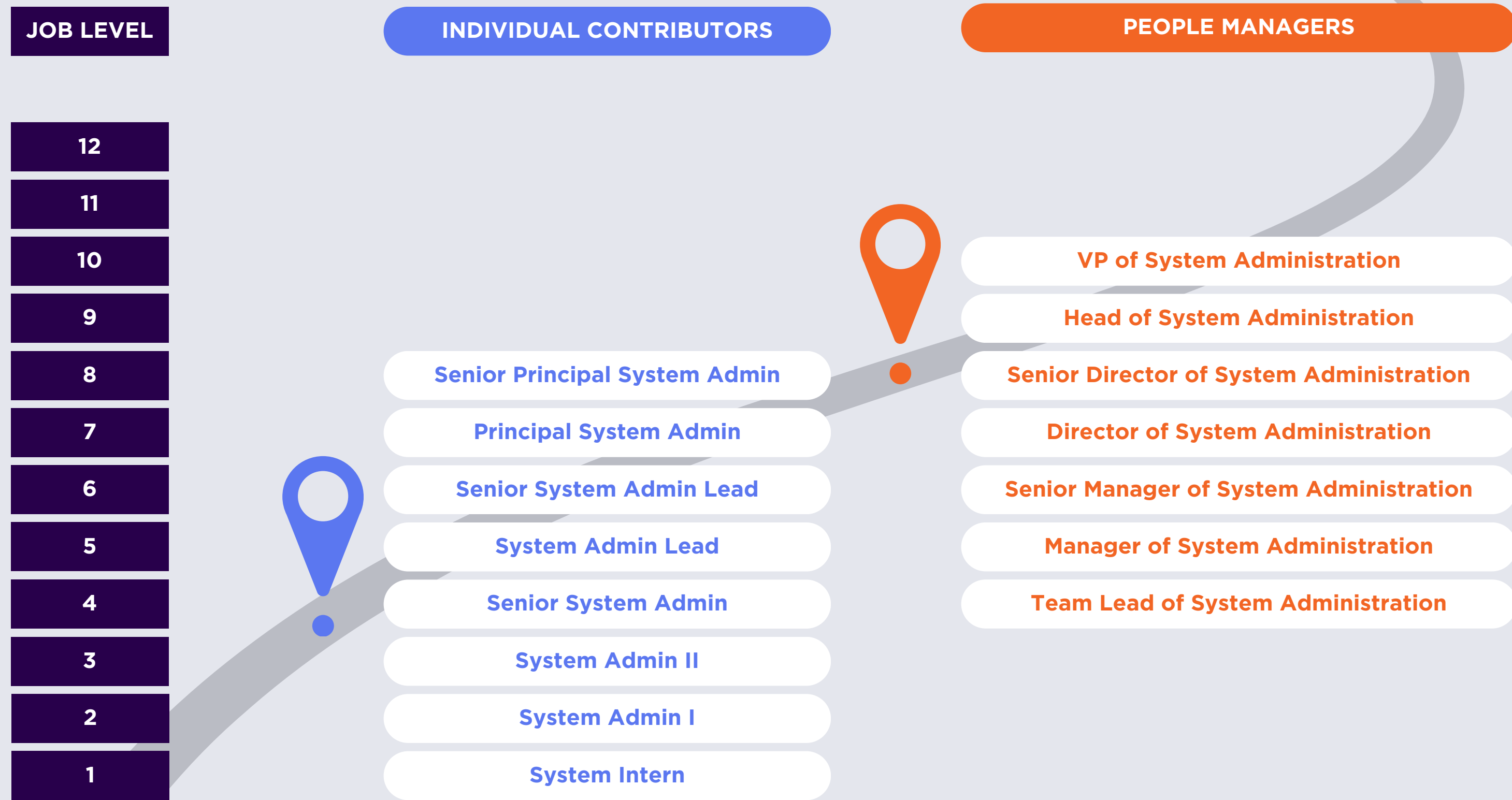


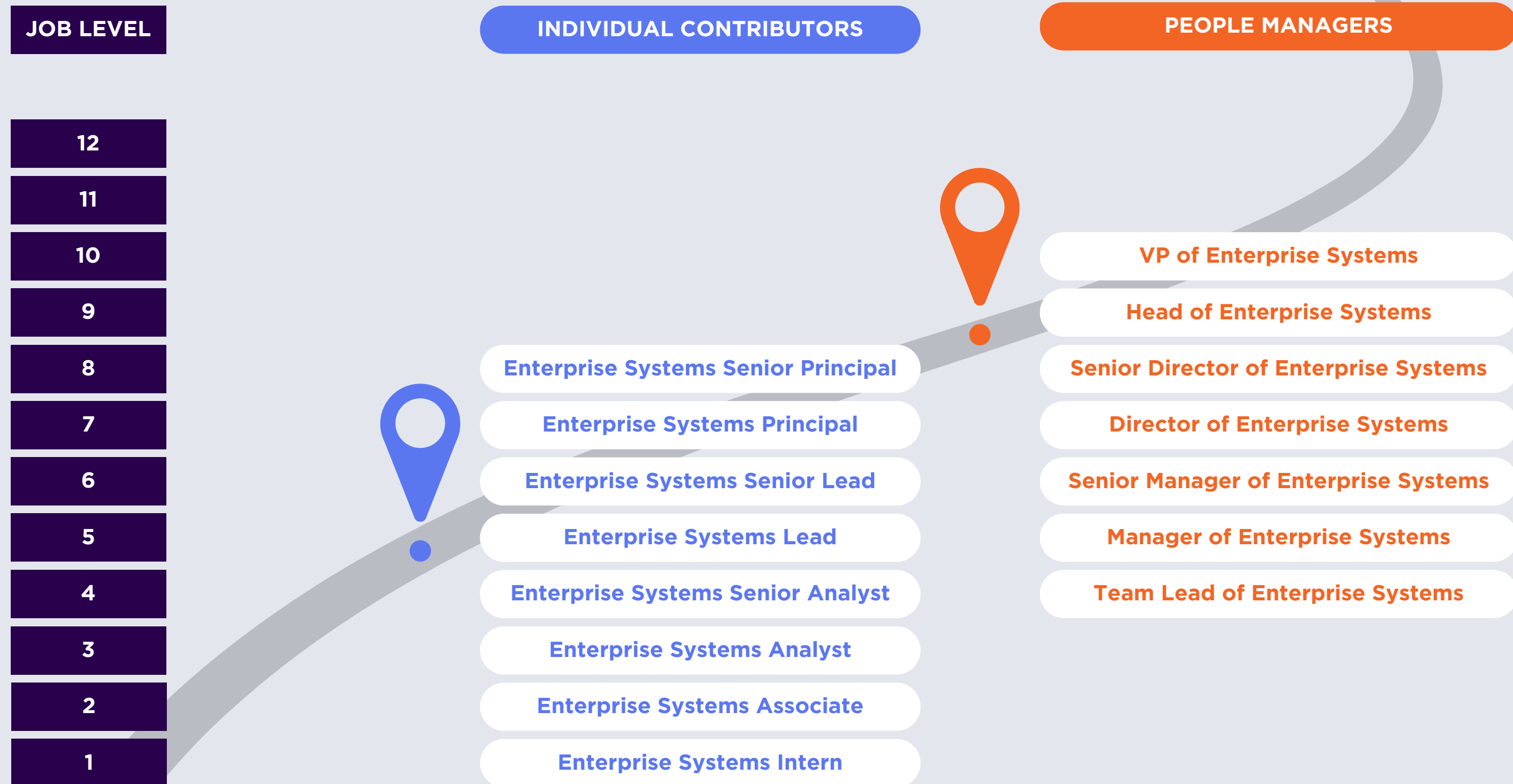
**JOB LEVEL**

- 12
- 11
- 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1

PEOPLE MANAGERS

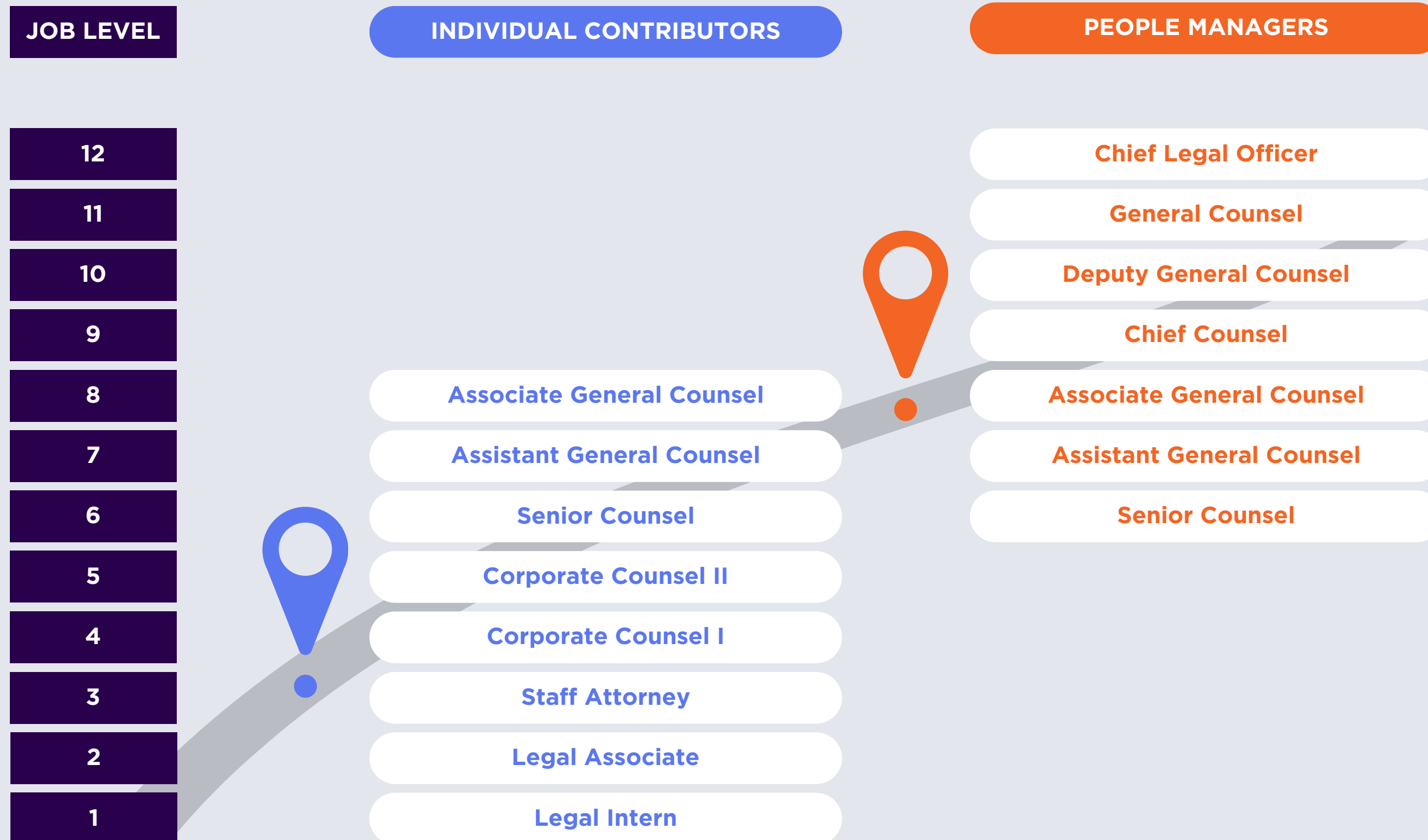
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- VP of IT Operations
 - Head of IT Operations
 - Senior Director of IT Operations
 - Director of IT Operations
 - Senior Manager of IT Operations
 - Manager of IT Operations
 - Team Lead of IT Operations







05. Legal & Compliance



JOB LEVEL

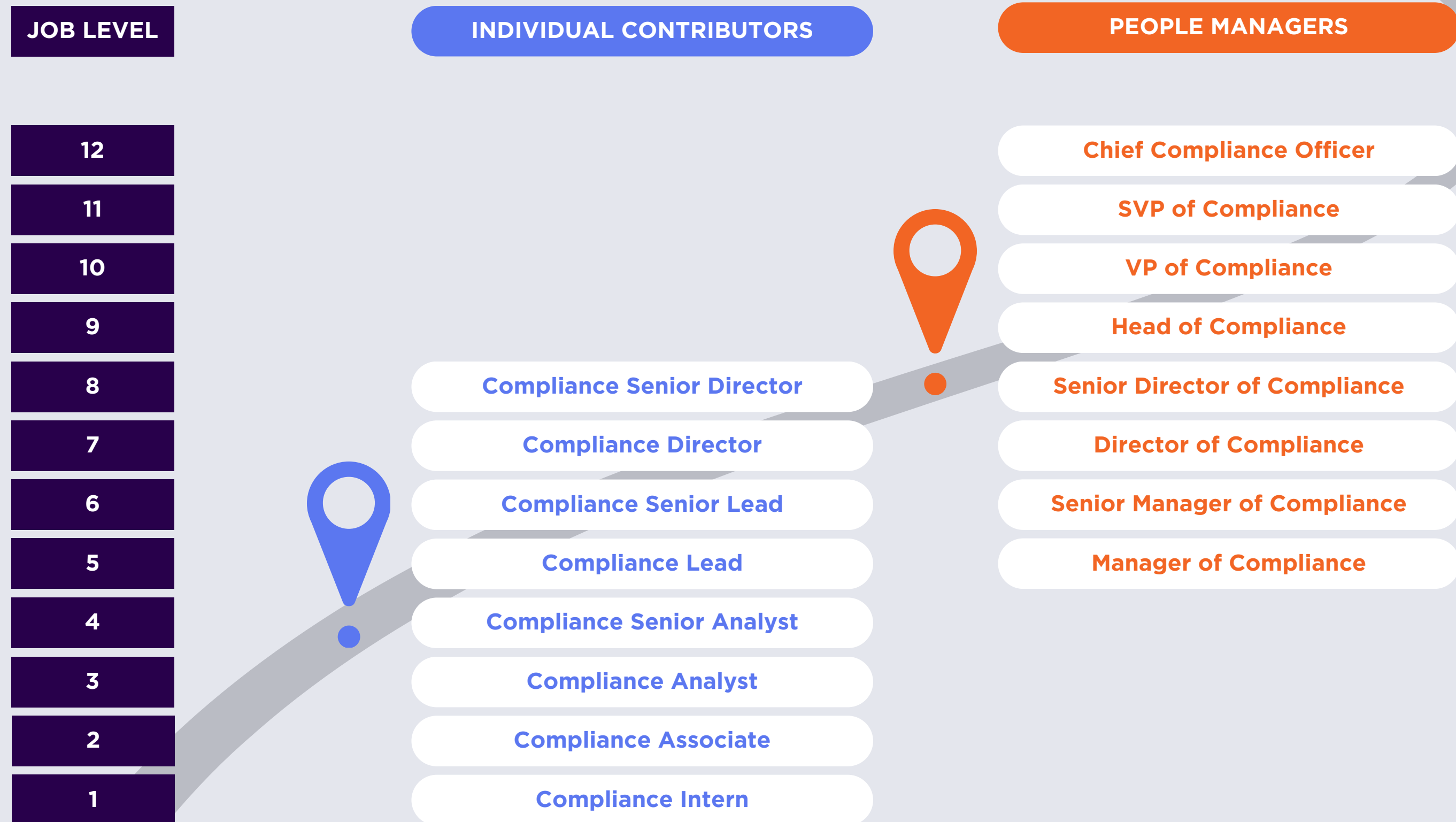
INDIVIDUAL CONTRIBUTORS

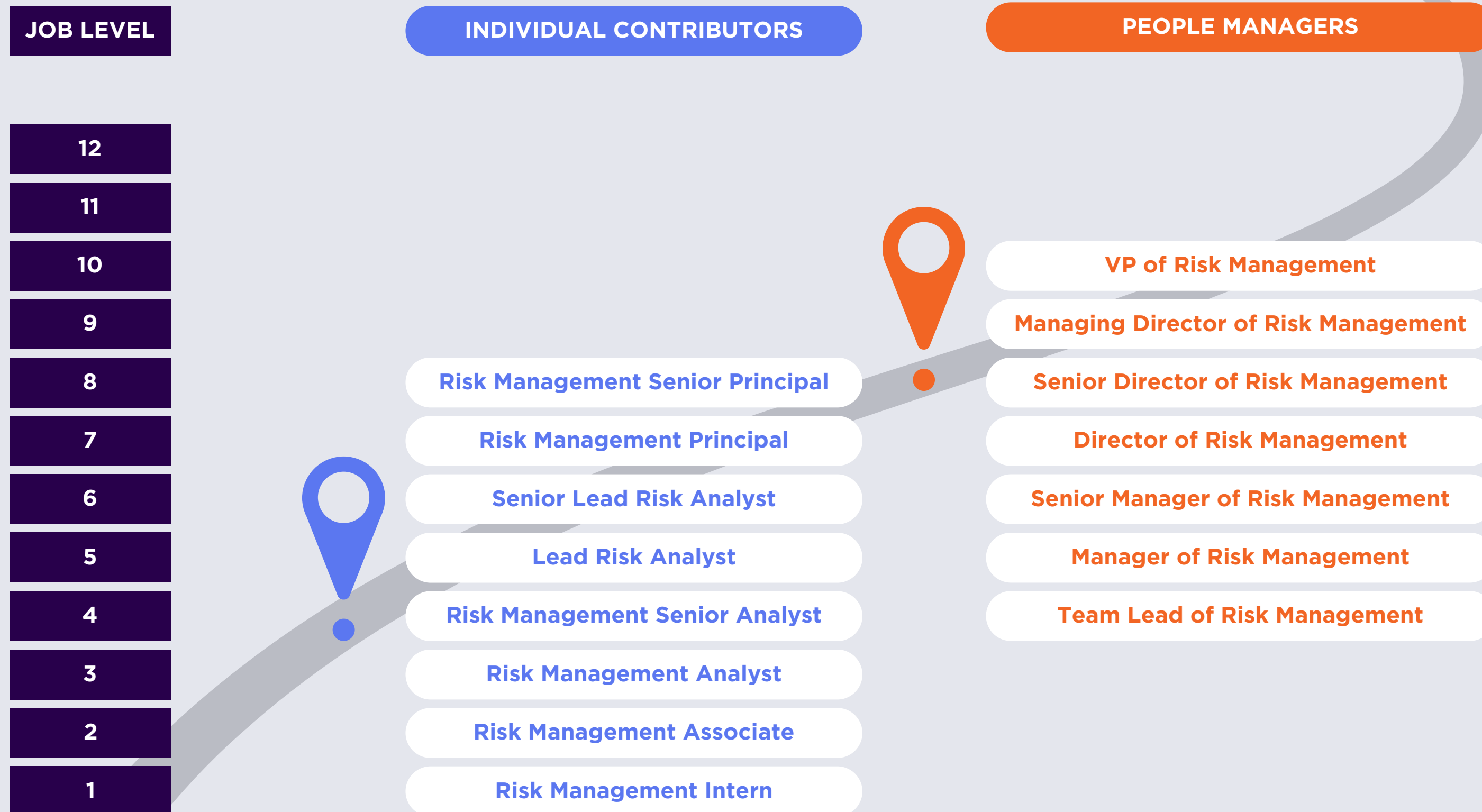
- 12
- 11
- 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1



- Senior Paralegal II
- Senior Paralegal I
- Paralegal III
- Paralegal II
- Paralegal I
- Paralegal Intern

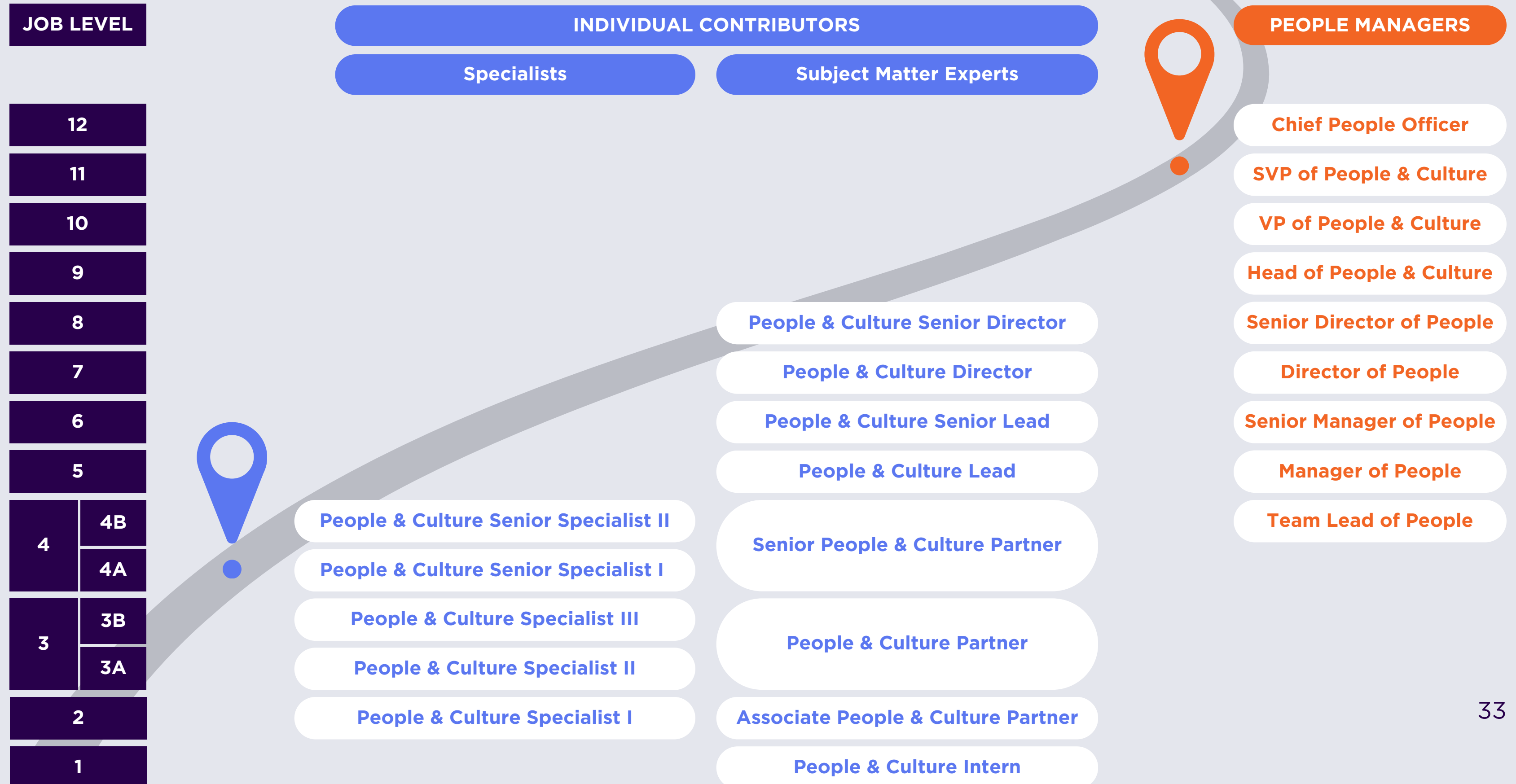


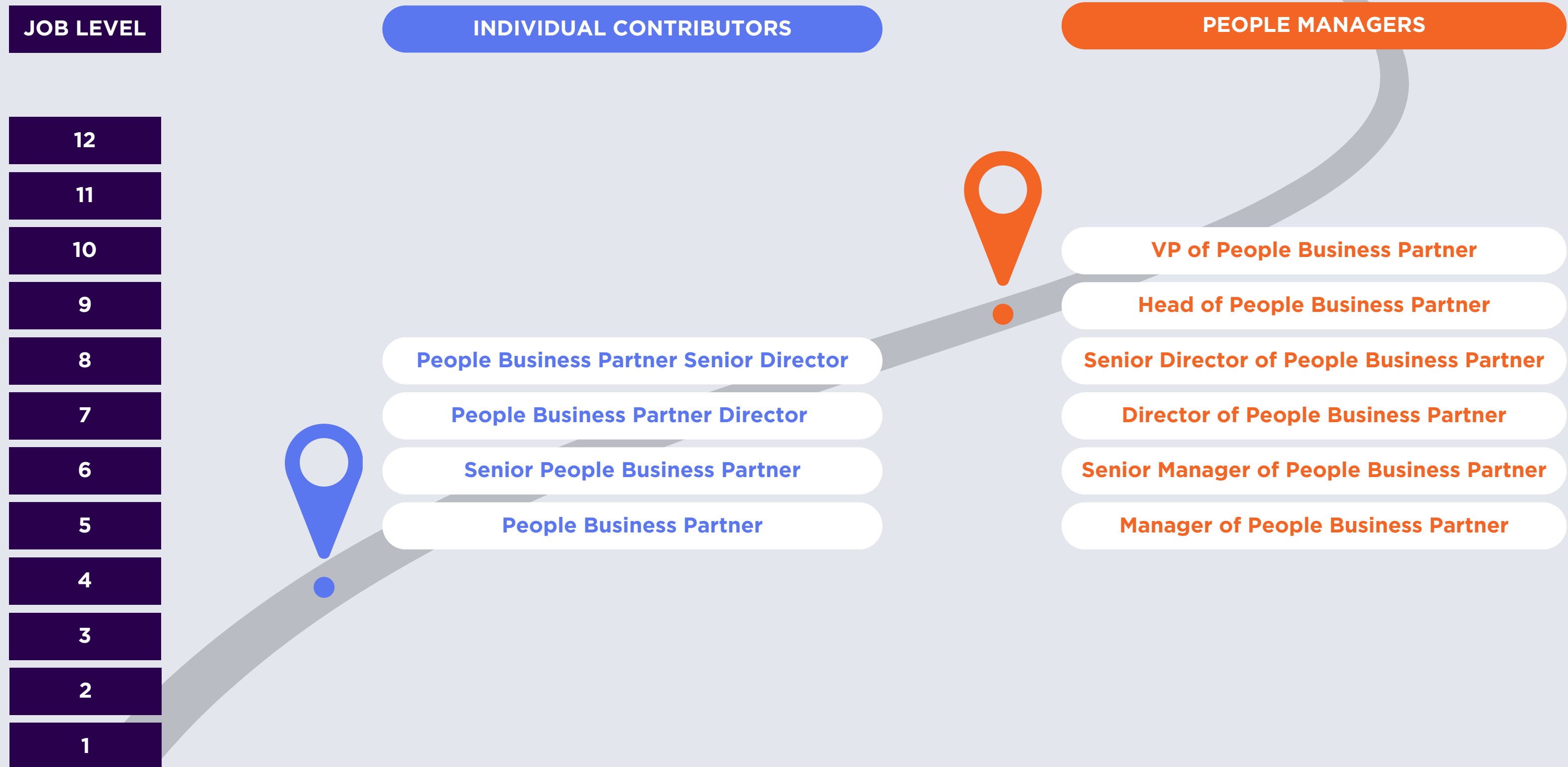


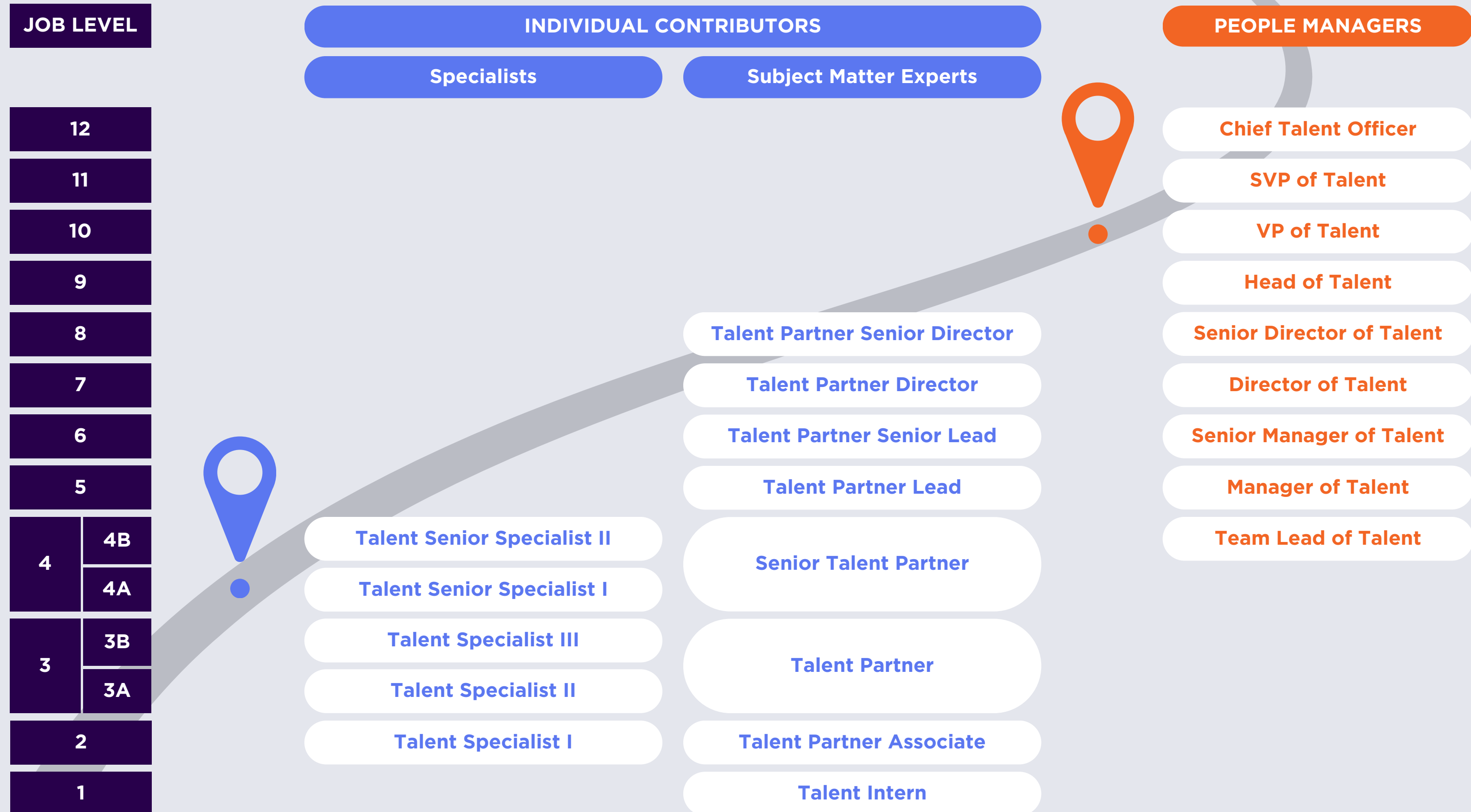




06. People & Culture











07. Workplace Experience



momentum Workplace Experience



JOB LEVEL

12
11
10
9
8
7
6
5
4
4B
4A
3
3B
3A
2
1

INDIVIDUAL CONTRIBUTORS

Specialists

Subject Matter Experts

PEOPLE MANAGERS

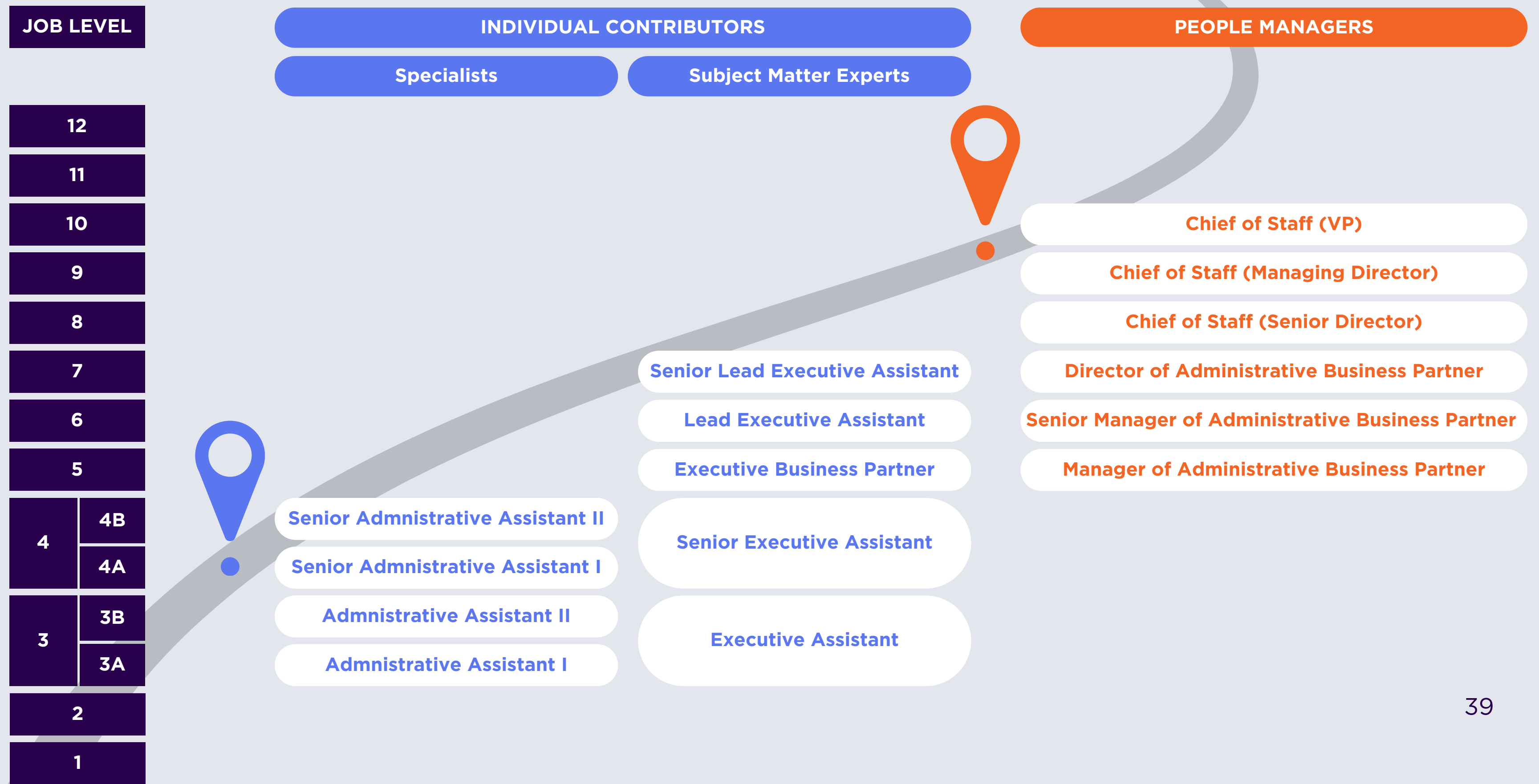


- Workplace Experience Senior Coordinator II
- Workplace Experience Senior Coordinator I
- Workplace Experience Coordinator III
- Workplace Experience Coordinator II
- Workplace Experience Coordinator I

- Workplace Experience Senior Director
- Workplace Experience Director
- Workplace Experience Senior Lead
- Workplace Experience Lead



- VP of Workplace Experience
- Head of Workplace Experience (Managing Director)
- Head of Workplace Experience (Senior Director)
- Director of Workplace Experience
- Senior Manager of Workplace Experience
- Manager of Workplace Experience
- Team Lead of Workplace Experience





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