

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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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	





O1. Accounting



momentum Accounting



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

Specialists

Subject Matter Experts

PEOPLE MANAGERS

Chief Accounting Officer

SVP of Controller

VP of Controller

Controller

Assistant Controller

Director of Accounting

Senior Manager of Accounting

Manager of Accounting

Supervisor of Accounting

12

11

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8

7

6

5

4B 4A

3 3B 3A

2

1

Accounting Senior Specialist II

Accounting Senior Specialist I

Accounting Specialist III

Accounting Specialist II

Accounting Specialist I

Accounting Senior Director

Accounting Director

Senior Accountant Manager

Accountant Manager

Senior Accountant II

Senior Accountant I

Staff Accountant III

Staff Accountant II

Staff Accountant I

Accounting Intern





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JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

12

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4B 4A

3B 3A

2

1

Tax Senior Director

Tax Director

Tax Senior Lead

Tax Lead

Senior Tax Accountant II

Senior Tax Accountant I

Tax Accountant III

Tax Accountant II

Tax Accountant I

Tax Intern



VP of Tax

Managing Director of Tax

Senior Director of Tax

Director of Tax

Senior Manager of Tax

Manager of Tax



momentum Payroll



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

Specialists

Payroll Senior Specialist II

Payroll Senior Specialist I

Payroll Specialist III

Payroll Specialist II

Payroll Specialist I

Subject Matter Experts

PEOPLE MANAGERS

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4B 4 **4A**

3B 3 **3A**

2

Payroll Senior Director

Payroll Director

Payroll Senior Lead

Payroll Lead

Payroll Senior Analyst

Payroll Analyst

Payroll Associate

Payroll Intern

VP of Payroll

Managing Director of Payroll

Senior Director of Payroll

Director of Payroll

Senior Manager of Payroll

Manager of Payroll

Supervisor of Payroll



momentum Treasury



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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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





O2. Strategy & Operations



momentum Operations



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Operations Director

Operations Senior Lead

Operations Lead

Operations Senior Analyst

Operations Analyst

Operations Associate

Operations Intern

Chief Operating Officer

SVP of Operations

VP of Operations

Head of Operations

Senior Director of Operations

Director of Operations

Senior Manager of Operations

Manager of Operations

Team Lead of Operations



momentum Strategy & Operations



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Strategy & Operations Senior Director

Strategy & Operations Director

Strategy & Operations Senior Lead

Strategy & Operations Lead

Strategy & Operations Senior Analyst

Strategy & Operations Analyst

Strategy & Operations Associate

Strategy & Operations Intern

VP of Strategy & Operations

Head of Strategy & Operations

Senior Director of Strategy & Operations

Director of Strategy & Operations

Senior Manager of Strategy & Operations

Manager of Strategy & Operations



momentum Program Management



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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1

Senior Program Manager Director

Program Manager Director

Senior Program Manager

Program Manager

Program Manager Senior Analyst

Program Manager Analyst

Associate Program Manager

Program Management Intern

9

VP of Program Management

Head of Program Management

Senior Director of Program Management

Director of Program Management

Senior Manager of Program Management

Manager of Program Management



momentum Procurement



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

Specialists

Procurement Senior Specialist II

Procurement Senior Specialist I

Procurement Specialist III

Procurement Specialist II

Subject Matter Experts

PEOPLE MANAGERS

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4B 4A

3B 3A

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Procurement Specialist I

Procurement Senior Director

Procurement Director

Procurement Senior Lead

Procurement Lead

Procurement Senior Analyst

Procurement Analyst

Procurement Associate

Procurement Intern

VP of Procurement

Head of Procurement

Senior Director of Procurement

Director of Procurement

Senior Manager of Procurement

Manager of Procurement





O3. Finance



momentum FP&A



JOB LEVEL

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4B 4A

3B 3A

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FP&A Senior Director

INDIVIDUAL CONTRIBUTORS

FP&A Director

FP&A Senior Manager

FP&A Manager

FP&A Senior Analyst II

FP&A Senior Analyst I

FP&A Analyst III

FP&A Analyst II

FP&A Analyst I

FP&A Intern

PEOPLE MANAGERS

Chief Financial Officer

SVP of FP&A

VP of FP&A

Head of FP&A

Senior Director of FP&A

Director of FP&A

Senior Manager of FP&A

Manager of FP&A



momentum Corporate Development



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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4B 4A

3B 3A

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Corporate Development Senior Director

Corporate Development Director

Corporate Development Senior Lead

Corporate Development Lead

Corporate Development Senior Analyst II

Corporate Development Senior Analyst I

Corporate Development Analyst III

Corporate Development Analyst II

Corporate Development Analyst I

Corporate Development Intern

VP of Corporate Development

Head of Corporate Development (Managing Director)

Head of Corporate Development (Senior Director)

Director of Corporate Development

Senior Manager of Corporate Development

Manager of Corporate Development





O4.
IT &
Cybersecurity



momentum Technology



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Technology Principal

Technology Senior Lead

Technology Lead

Technology Senior Analyst

Technology Analyst

Technology Associate

Technology Intern

Chief Technology Officer

SVP of Technology

VP of Technology

Head of Technology

Senior Director of Technology

Director of Technology

Senior Manager of Technology

Manager of Technology



momentum Data Analytics



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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1

Senior Principal Data Analyst

Principal Data Analyst

Senior Lead Data Analyst

Lead Data Analyst

Senior Data Analyst

Data Analyst

Data Associate

Data Intern



VP of Data Analytics

Head of Data Analytics

Senior Director of Data Analytics

Director of Data Analytics

Senior Manager of Data Analytics

Manager of Data Analytics



momentum Cybersecurity



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Cybersecurity Senior Principal

Cybersecurity Principal

Cybersecurity Senior Lead

Cybersecurity Lead

Cybersecurity Senior Analyst

Cybersecurity Analyst

Cybersecurity Associate

Cybersecurity Intern



VP of Cybersecurity

Head of Cybersecurity

Senior Director of Cybersecurity

Director of Cybersecurity

Senior Manager of Cybersecurity

Manager of Cybersecurity



momentum Architect



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Principal Architect

Senior Lead Architect

Lead Architect

Senior Architect

Architect II

Architect I

Architecting Intern



VP of Architect

Head of Architect

Senior Director of Architect

Director of Architect

Senior Manager of Architect

Manager of Architect



momentum IT Support - Service Desk



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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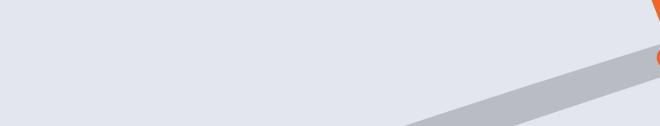
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Service Desk Specialist Lead

Service Desk Specialist L3 (escalation Specialist)

Service Desk Specialist L2

Service Desk Specialist L1

Service Desk Assistant



Head of Service Desk

Senior Director of Service Desk

Director of Service Desk

Senior Manager of Service Desk

Manager of Service Desk

Team Lead of Service Desk



momentum IT Operations



JOB LEVEL **PEOPLE MANAGERS** 12 11 **VP of IT Operations** 10 **Head of IT Operations** 9 **Senior Director of IT Operations** 8 **Director of IT Operations** 7 **Senior Manager of IT Operations** 6 **Manager of IT Operations** 5 **Team Lead of IT Operations** 3



momentum System Administration



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Senior Principal System Admin

Principal System Admin

Senior System Admin Lead

System Admin Lead

Senior System Admin

System Admin II

System Admin I

System Intern



VP of System Administration

Head of System Administration

Senior Director of System Administration

Director of System Administration

Senior Manager of System Administration

Manager of System Administration

Team Lead of System Administration



momentum Enterprise Systems



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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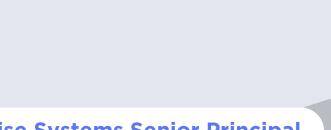
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Enterprise Systems Senior Principal

Enterprise Systems Principal

Enterprise Systems Senior Lead

Enterprise Systems Lead

Enterprise Systems Senior Analyst

Enterprise Systems Analyst

Enterprise Systems Associate

Enterprise Systems Intern



VP of Enterprise Systems

Head of Enterprise Systems

Senior Director of Enterprise Systems

Director of Enterprise Systems

Senior Manager of Enterprise Systems

Manager of Enterprise Systems

Team Lead of Enterprise Systems





O5. Legal & Compliance



momentum Legal Counsel



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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1

Associate General Counsel

Assistant General Counsel

Senior Counsel

Corporate Counsel II

Corporate Counsel I

Staff Attorney

Legal Associate

Legal Intern



Chief Legal Officer

General Counsel

Deputy General Counsel

Chief Counsel

Associate General Counsel

Assistant General Counsel

Senior Counsel



momentum Paralegal







momentum Contract Management



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Contracts Director

Contracts Senior Manager

Contracts Manager

Contracts Senior Analyst

Contracts Analyst

Contracts Associate

Contracts Intern



VP of Contracts

Managing Director of Contracts

Senior Director of Contracts

Director of Contracts

Senior Manager of Contracts

Manager of Contracts



momentum Compliance



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Compliance Director

Compliance Senior Lead

Compliance Lead

Compliance Senior Analyst

Compliance Analyst

Compliance Associate

Compliance Intern



Chief Compliance Officer

SVP of Compliance

VP of Compliance

Head of Compliance

Senior Director of Compliance

Director of Compliance

Senior Manager of Compliance

Manager of Compliance





momentum Risk Management



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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Risk Management Principal

Senior Lead Risk Analyst

Lead Risk Analyst

Risk Management Senior Analyst

Risk Management Analyst

Risk Management Associate

Risk Management Intern



VP of Risk Management

Managing Director of Risk Management

Senior Director of Risk Management

Director of Risk Management

Senior Manager of Risk Management

Manager of Risk Management

Team Lead of Risk Management





O6. People & Culture



momentum People & Culture

People & Culture Senior Specialist II

People & Culture Senior Specialist I

People & Culture Specialist III

People & Culture Specialist II

People & Culture Specialist I



JOB LEVEL

Specialists

INDIVIDUAL CONTRIBUTORS

Subject Matter Experts

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People & Culture Director

People & Culture Senior Lead

People & Culture Lead

Senior People & Culture Partner

People & Culture Partner

Associate People & Culture Partner

People & Culture Intern

PEOPLE MANAGERS

Chief People Officer

SVP of People & Culture

VP of People & Culture

Head of People & Culture

Senior Director of People

Director of People

Senior Manager of People

Manager of People

Team Lead of People





momentum People Business Partner (PBP)



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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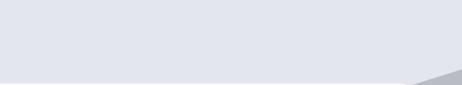
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People Business Partner Senior Director

People Business Partner Director

Senior People Business Partner

People Business Partner



Head of People Business Partner

Senior Director of People Business Partner

Director of People Business Partner

Senior Manager of People Business Partner

Manager of People Business Partner



momentum Talent



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

Specialists

Subject Matter Experts

PEOPLE MANAGERS

Chief Talent Officer

SVP of Talent

VP of Talent

Head of Talent

Senior Director of Talent

Director of Talent

Senior Manager of Talent

Manager of Talent

Team Lead of Talent

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3B

3A

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Talent Senior Specialist II

Talent Senior Specialist I

Talent Specialist III

Talent Specialist II

Talent Specialist I

Talent Partner Senior Director

Talent Partner Director

Talent Partner Senior Lead

Talent Partner Lead

Senior Talent Partner

Talent Partner

Talent Partner Associate

Talent Intern





momentum Total Rewards



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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4B 4A

3B

3A

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Specialists

Total Rewards Senior Specialist II

Total Rewards Senior Specialist I

Total Rewards Specialist III

Total Rewards Specialist II

Total Rewards Specialist I

Subject Matter Experts

Total Rewards Senior Director

Total Rewards Director

Total Rewards Senior Lead

Total Rewards Lead

Total Rewards Senior Analyst

Total Rewards Analyst

Total Rewards Associate

Total Rewards Intern

VP of Total Rewards

Head of Total Rewards

Senior Director of Total Rewards

Director of Total Rewards

Senior Manager of Total Rewards

Manager of Total Rewards





07. Workplace Experience



momentum Workplace Experience



INDIVIDUAL CONTRIBUTORS

Specialists

Workplace Experience Senior Coordinator II

Workplace Experience Senior Coordinator I

Workplace Experience Coordinator III

Workplace Experience Coordinator II

Workplace Experience Coordinator I

Subject Matter Experts

Workplace Experience Senior Director

Workplace Experience Director

Workplace Experience Senior Lead

Workplace Experience Lead

PEOPLE MANAGERS

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



momentum Executive Assistant



JOB LEVEL

INDIVIDUAL CONTRIBUTORS

PEOPLE MANAGERS

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3B

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4B 4A 3B

Senior Admnistrative Assistant II

Senior Admnistrative Assistant I

Admnistrative Assistant II

Admnistrative Assistant I

Specialists

Senior Lead Executive Assistant

Subject Matter Experts

Lead Executive Assistant

Executive Business Partner

Senior Executive Assistant

Executive Assistant

Chief of Staff (VP)

Chief of Staff (Managing Director)

Chief of Staff (Senior Director)

Director of Administrative Business Partner

Senior Manager of Administrative Business Partner

Manager of Administrative Business Partner

