

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
19-3091	Anthropologists and Archeologists

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

170

Unique Postings

426 Total Postings

63

Employers Competing

40,055 Total Employers

23 Days

Median Posting Duration

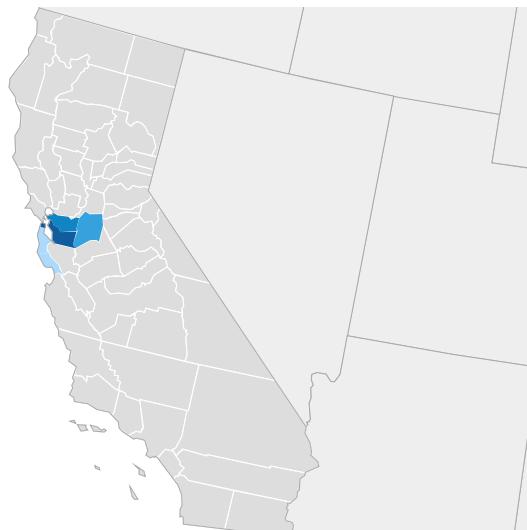
Regional Average: 25 Days

3 : 1

Posting Intensity

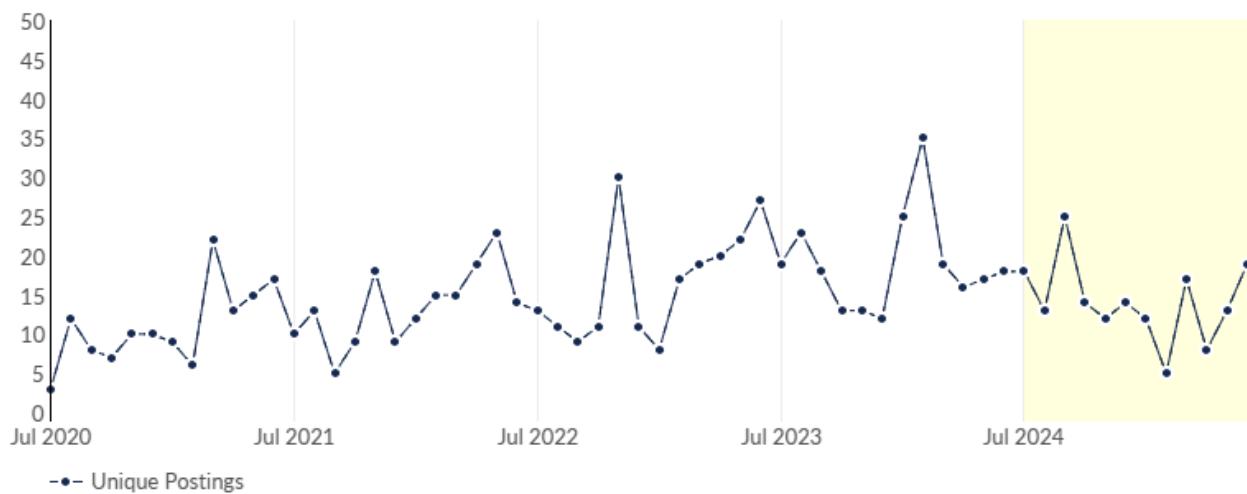
Regional Average: 3 : 1

Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
San Francisco County, CA	54
Alameda County, CA	53
Contra Costa County, CA	38
San Joaquin County, CA	10
Santa Cruz County, CA	8

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	19	2 : 1
May 2025	13	4 : 1
Apr 2025	8	3 : 1
Mar 2025	17	3 : 1
Feb 2025	5	1 : 1
Jan 2025	12	4 : 1
Dec 2024	14	2 : 1
Nov 2024	12	2 : 1
Oct 2024	14	2 : 1
Sep 2024	25	2 : 1
Aug 2024	13	1 : 1
Jul 2024	18	3 : 1
Jun 2024	18	3 : 1
May 2024	17	3 : 1
Apr 2024	16	2 : 1
Mar 2024	19	3 : 1
Feb 2024	35	2 : 1
Jan 2024	25	2 : 1
Dec 2023	12	3 : 1
Nov 2023	13	2 : 1

Oct 2023	13	2 : 1
Sep 2023	18	3 : 1
Aug 2023	23	2 : 1
Jul 2023	19	4 : 1
Jun 2023	27	3 : 1
May 2023	22	8 : 1
Apr 2023	20	3 : 1
Mar 2023	19	5 : 1
Feb 2023	17	4 : 1
Jan 2023	8	5 : 1
Dec 2022	11	3 : 1
Nov 2022	30	2 : 1
Oct 2022	11	2 : 1
Sep 2022	9	1 : 1
Aug 2022	11	2 : 1
Jul 2022	13	2 : 1
Jun 2022	14	4 : 1
May 2022	23	2 : 1
Apr 2022	19	2 : 1
Mar 2022	15	2 : 1
Feb 2022	15	2 : 1
Jan 2022	12	2 : 1
Dec 2021	9	2 : 1
Nov 2021	18	2 : 1
Oct 2021	9	3 : 1
Sep 2021	5	6 : 1
Aug 2021	13	3 : 1
Jul 2021	10	4 : 1
Jun 2021	17	2 : 1
May 2021	15	2 : 1
Apr 2021	13	5 : 1

Mar 2021	22	3 : 1
Feb 2021	6	6 : 1
Jan 2021	9	8 : 1
Dec 2020	10	3 : 1
Nov 2020	10	6 : 1
Oct 2020	7	3 : 1
Sep 2020	8	3 : 1
Aug 2020	12	5 : 1
Jul 2020	3	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	31	18%
High school or GED	4	2%
Associate's degree	4	2%
Bachelor's degree	105	62%
Master's degree	82	48%
Ph.D. or professional degree	15	9%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	4	0	2%
Associate's degree	2	1	1%
Bachelor's degree	100	1	59%
Master's degree	31	46	18%
Ph.D. or professional degree	2	13	1%

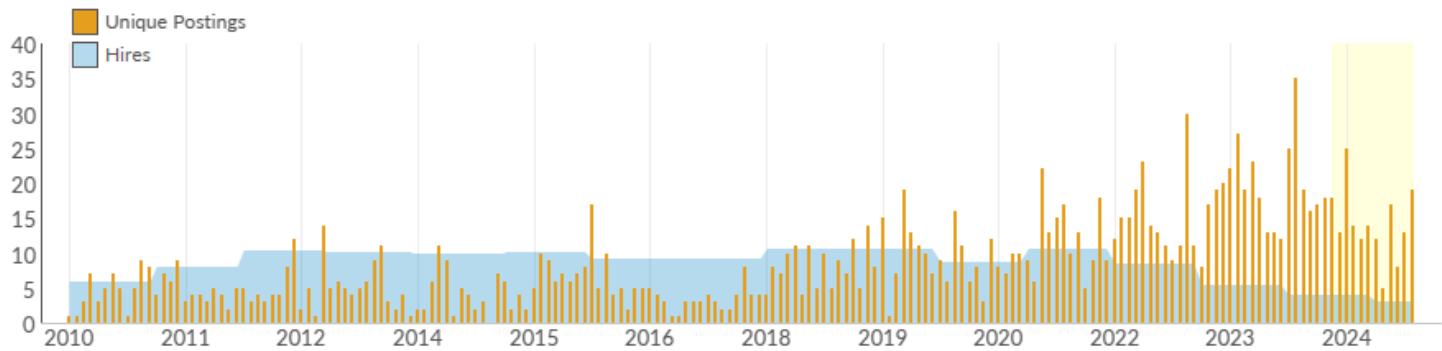
Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	64	38%
0 - 1 Years	35	21%
2 - 3 Years	26	15%
4 - 6 Years	27	16%
7 - 9 Years	9	5%
10+ Years	9	5%

Job Postings vs. Hires



In an average month, there were 14 newly posted job postings for Anthropologists and Archeologists, and 4 actually hired. This means there was approximately 1 hire for every 4 unique job postings for Anthropologists and Archeologists.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Anthropologists and Archeologists	14	4

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Stantec	73 / 21	3 : 1	 17 days
Jacobs Solutions	21 / 11	2 : 1	 41 days
Kleinfelder	23 / 10	2 : 1	 n/a
AECOM	40 / 8	5 : 1	 18 days
Dudek	20 / 7	3 : 1	 53 days
University of California-Berkeley	9 / 5	2 : 1	 7 days
Environmental Science Associates	7 / 5	1 : 1	 n/a
TRC Companies	12 / 5	2 : 1	 8 days
Lsa Associates	6 / 4	2 : 1	 19 days
Swca Environmental Consultants	7 / 4	2 : 1	 18 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	156 / 54	3 : 1	 26 days
Oakland, CA	86 / 35	2 : 1	 23 days
Walnut Creek, CA	61 / 22	3 : 1	 17 days
Berkeley, CA	24 / 12	2 : 1	 7 days
Stockton, CA	19 / 8	2 : 1	 n/a
Santa Cruz, CA	20 / 7	3 : 1	 53 days
Richmond, CA	9 / 6	2 : 1	 33 days
Half Moon Bay, CA	8 / 5	2 : 1	 18 days
San Ramon, CA	13 / 5	3 : 1	 n/a
Concord, CA	4 / 3	1 : 1	 6 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Anthropologists and Archeologists	426 / 170	3 : 1	 23 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Anthropologists and Archeologists	426 / 170	3 : 1	 23 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Archeologist	426 / 170	3 : 1	 23 days

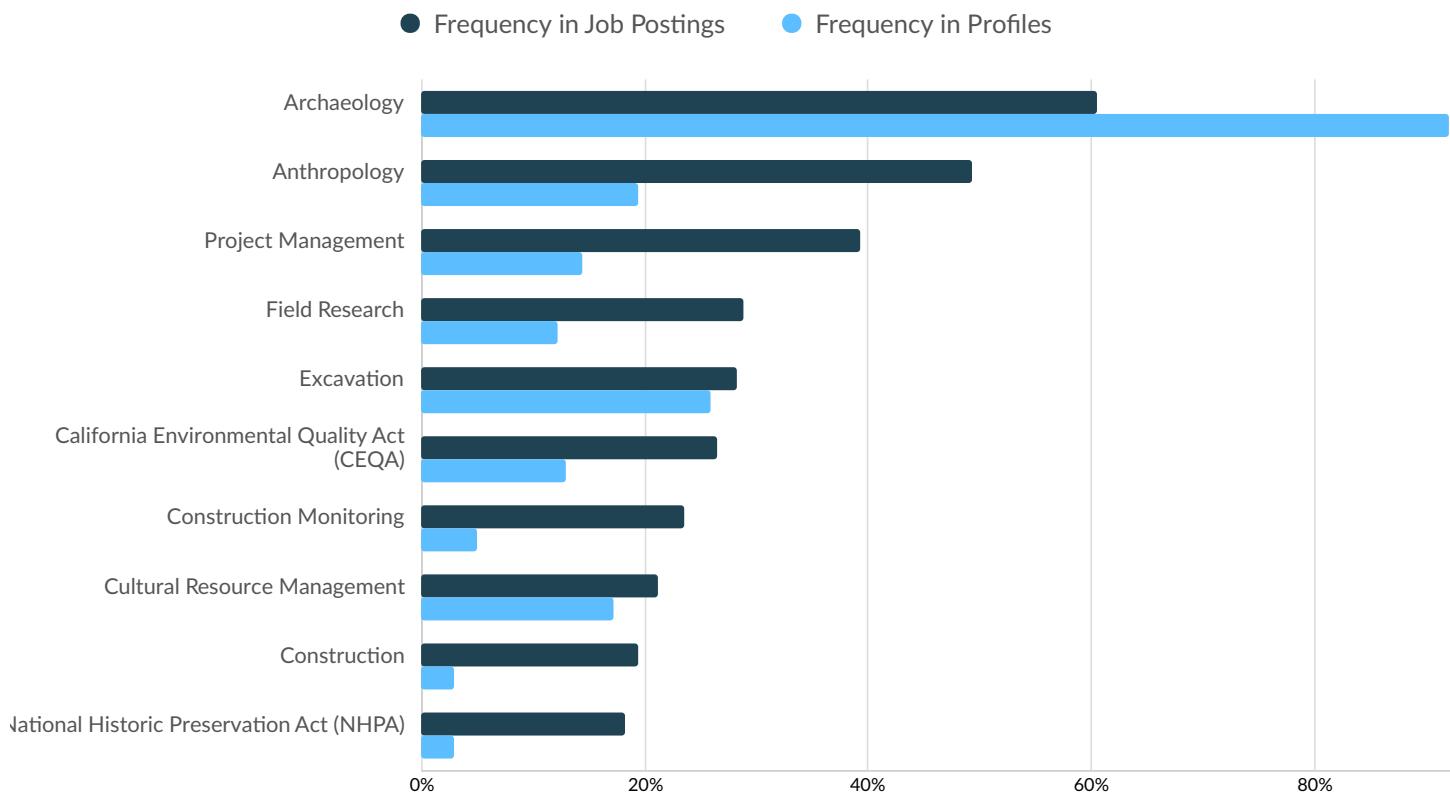
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Archaeologists	147 / 52	3 : 1	 33 days
Archaeological Field Technicians	59 / 19	3 : 1	 22 days
Project Archaeologists	25 / 11	2 : 1	 n/a
Building Science Consultants	15 / 5	3 : 1	 50 days
Filmmakers	12 / 5	2 : 1	 n/a
Field Archaeologists	6 / 4	2 : 1	 14 days
Cultural Resources Specialists	5 / 4	1 : 1	 21 days
Cultural Resources Managers	15 / 4	4 : 1	 41 days
Interns	4 / 3	1 : 1	 15 days
Field Supervisors	12 / 3	4 : 1	 25 days

Top Industries

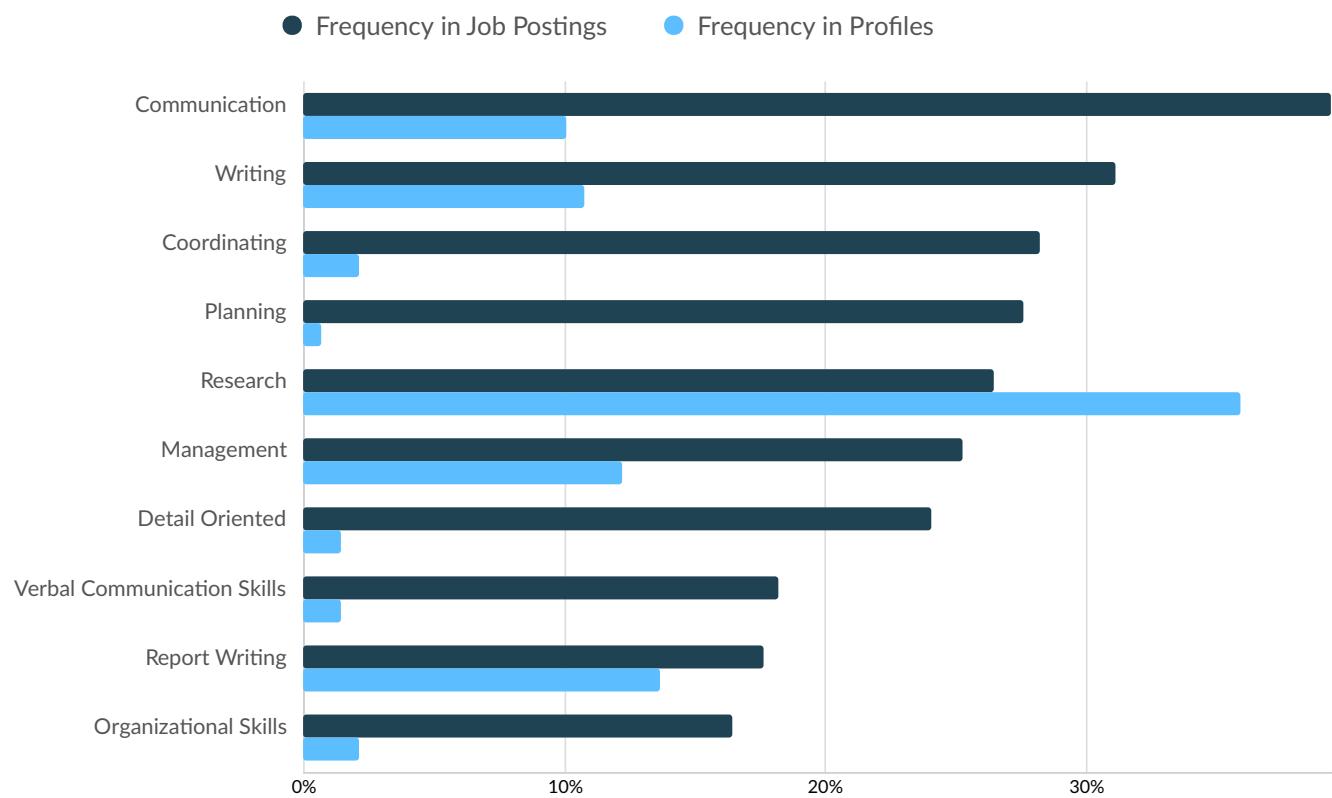
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Engineering Services	183 / 65	3 : 1	 21 days
Unclassified Industry	62 / 29	2 : 1	 29 days
Environmental Consulting Services	55 / 21	3 : 1	 26 days
Other Scientific and Technical Consulting Services	15 / 11	1 : 1	 19 days
Colleges, Universities, and Professional Schools	9 / 5	2 : 1	 7 days
Architectural Services	6 / 4	2 : 1	 15 days
All Other Support Services	28 / 4	7 : 1	 n/a
Other General Government Support	12 / 3	4 : 1	 5 days
All Other Professional, Scientific, and Technical Services	9 / 2	5 : 1	 55 days
Employment Placement Agencies	3 / 2	2 : 1	 13 days

Top Specialized Skills



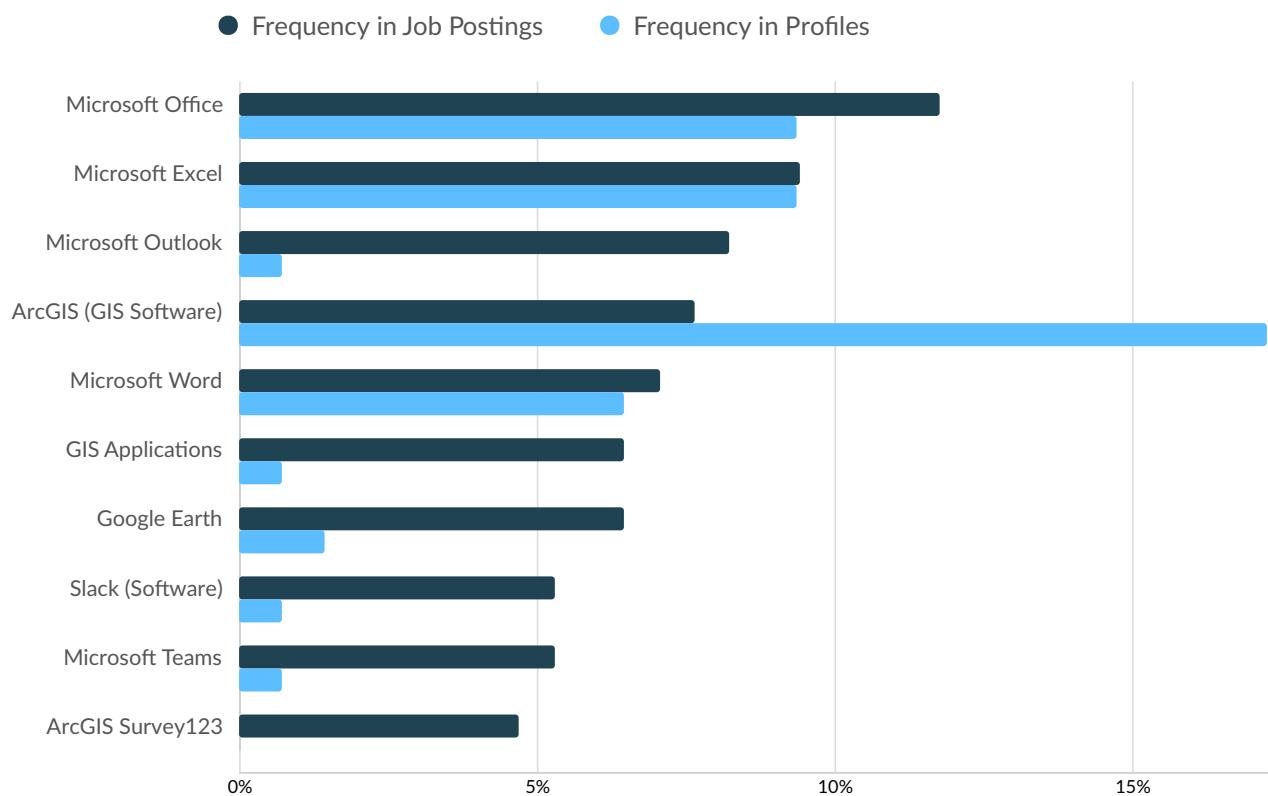
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Archaeology	103	61%	128	92%	+1.1%	Lagging
Anthropology	84	49%	27	19%	+6.2%	Stable
Project Management	67	39%	20	14%	+19.8%	Rapidly Growing
Field Research	49	29%	17	12%	+15.5%	Growing
Excavation	48	28%	36	26%	+12.3%	Growing
California Environmental Quality Act (CEQA)	45	26%	18	13%	+4.7%	Stable
Construction Monitoring	40	24%	7	5%	+7.6%	Stable
Cultural Resource Management	36	21%	24	17%	+11.7%	Growing
Construction	33	19%	4	3%	+10.5%	Growing
National Historic Preservation Act (NHPA)	31	18%	4	3%	+4.0%	Lagging

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	67	39%	14	10%	+3.6%	Lagging
Writing	53	31%	15	11%	+11.8%	Growing
Coordinating	48	28%	3	2%	+14.7%	Growing
Planning	47	28%	1	1%	+10.9%	Growing
Research	45	26%	50	36%	+17.2%	Growing
Management	43	25%	17	12%	+5.3%	Stable
Detail Oriented	41	24%	2	1%	+7.1%	Stable
Verbal Communication Skills	31	18%	2	1%	+4.1%	Lagging
Report Writing	30	18%	19	14%	+16.8%	Growing
Organizational Skills	28	16%	3	2%	+14.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	20	12%	13	9%	+18.5%	Growing
Microsoft Excel	16	9%	13	9%	+17.7%	Growing
Microsoft Outlook	14	8%	1	1%	+25.0%	Rapidly Growing
ArcGIS (GIS Software)	13	8%	24	17%	+12.2%	Growing
Microsoft Word	12	7%	9	6%	+7.2%	Stable
GIS Applications	11	6%	1	1%	+31.0%	Rapidly Growing
Google Earth	11	6%	2	1%	+13.9%	Growing
Slack (Software)	9	5%	1	1%	+7.2%	Stable
Microsoft Teams	9	5%	1	1%	+16.8%	Growing
ArcGIS Survey123	8	5%	0	0%	+18.2%	Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	86
Security Clearance	3
Automated External Defibrillator (AED) Certification	1
CDL Class B License	1
10-Hour OSHA General Industry Card	1
American Red Cross CPR Certification	1
Firefighter II Certification	1
Passenger Endorsement	1
American Red Cross First Aid Certification	1
CDL Class C License	1

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
simplyhired.com	51
indeed.com	45
dejobs.org	42
disabledperson.com	16
americananthro.org	14
icims.com	13
stantec.jobs	13
myworkdayjobs.com	11
diversityjobs.com	9
jacobs.jobs	9
mcjobboard.net	8
ca.gov	7
craigslist.org	7
glassdoor.com	7
healthjobsnationwide.com	7
applytojob.com	5
usajobs.gov	5
aecon.jobs	4
dice.com	4
federalgovernmentjobs.us	4
trccompanies.com	4
paylocity.com	3
scholarshipdb.net	3
swca.com	3
governmentjobs.com	2

Appendix B

Sample Postings

Tribal Liaison, Stone Center for Environmental Stewardship (5189U) - #78678Link to Live Job Posting: scholarshipdb.net

Location: Berkeley, CA	O*NET: 19-3091.00
Company: University of California-Berkeley	Job Title: Tribal Liaisons

Tribal Liaison, Stone Center for Environmental Stewardship (5189U) - #78678 University of California-Berkeley The annual budgeted salary range that the University reasonably expects to pay for this position is \$66,700.00 - \$78,156.00. remote work United States, California, Berkeley 2199 Addison Street (Show on map) Jun 26, 2025 Apply for Job Job ID 78678 Location Main Campus-Berkeley Full/Part Time Full Time Add to Favorite Jobs Email this Job About Berkeley At the University of California, Berkeley, we are dedicated to fostering a community where everyone feels welcome and can thrive. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff. As a world-leading institution, Berkeley is known for its academic and research excellence, public mission, diverse student body, and commitment to equity and social justice. Since our founding in 1868, we have driven innovation, creating global intellectual, economic and social value. We are looking for applicants who reflect California's diversity and want to be part of an inclusive, equity-focused community that views education as a matter of social justice. Please consider whether your values align with our Guiding Values and Principles, Principles of Community, and Strategic Plan. At UC Berkeley, we believe that learning is a fundamental part of working, and provide space for supportive colleague communities via numerous employee resource groups (staff organizations). Our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our full-time staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. Find out more about how you can grow your career at UC Berkeley. Departmental Overview The mission of the Stone Center for Environmental Stewardship at UC Berkeley is to create positive, long-lasting outcomes for people and the planet by collaboratively solving environmental challenges. We are guided by three core values: Our work makes a difference. We undertake projects in service of both people and the planet, and we translate our research into on-the-ground action, policy, and management. We are committed to learning. We know we don't have all the answers and that there are many different ways of knowing, which is why we listen to and incorporate teachings from others. We try new things and learn from our experiences. We value connectedness. We recognize that successful conservation benefits people and the planet, which is why we bring together people from different backgrounds, cultures, and disciplines to find solutions. We also know that conservation strategies must extend well beyond protected or wilderness areas. This is why we work at larger scales to support functioning ecosystems and thriving communities. Position Summary The Tribal Liaison will work to advance natural resource management and conservation efforts on the Wind River Indian Reservation (WRIR) that support the health and function of the broader Greater Yellowstone Ecosystem in which WRIR is embedded. Working directly with Tribal members and associates, the liaison will connect science and conservation initiatives at WRIR with aligned programs at the Beyond Yellowstone Living Lab, the University of Wyoming, and the Stone Center for Environmental Stewardship at UC Berkeley. The liaison will identify, develop, and implement environmental research projects that meet the needs of multiple tribal partners and can be directly applied to conservation efforts. Research themes may include but are not limited to biodiversity monitoring, ecological modeling, animal movement analysis, and wildlife demography evaluation. By involving youth, early career researchers, and/or interested Tribal members in research projects, the liaison will help build capacity for research and monitoring of natural resources on and around the reservation. The Tribal Liaison will report to the Beyond Yellowstone Living Lab Research Coordinator, and work closely with a variety of partners in WY and CA. Application Review Date The First Review Date for this job is: 06/16/2025. Responsibilities Identifies key research needs on the Wind River Indian Reservation, and evaluates opportunities for research on WRIR to advance broader ecosystem understanding in the GYE. Supports aligned research and conservation efforts of the Beyond Yellowstone Living Lab. Analyzes data and provides input to reports consistent with research protocols and objectives. Develops and maintains strong working relationships with tribal members and associates, Beyond Yellowstone Living Lab team members, local conservation organizations, and natural resource management agencies. Contacts agencies and research partners as needed to coordinate planning. Assists with assessing and monitoring policies and procedures for field sites and research studies on the Wind River Indian Reservation. Evaluates and investigates opportunities for improvement. Develops and implements plan(s) to address Wind River Indian Reservation research needs. Conducts background research for briefs and presentations. Provides research and writing support to grant

conducts basic research, reviews research proposals, and presents research findings. Provides research and writing support to grant proposals, meeting summaries, and reports for the Beyond Yellowstone Living Lab consistent with research objectives and data sovereignty considerations. Identifies and obtains all required approvals for program operations in research site location(s) on Tribal land. Participates in training activities on research methods and measurement with research partners. Builds capacity for research and monitoring of natural resources on WRIR, including personnel support and training opportunities. Required Qualifications Proven ability to develop and maintain healthy working relationships with a variety of collaborators including tribal members. Proven ability to independently conduct field research projects including experience in research design, data collection and management, data analysis, and drawing appropriate inference. Deep understanding of and respect for local customs, community culture, and tribal needs. Strong written and verbal communication skills, including interpreting scientific research for non-technical audiences. Experience providing training and engagement opportunities for youth and community members. Proven ability to work independently and with a team. Strong research and analytical skills. Bachelor's degree in related area and/or equivalent experience/training. Preferred Qualifications Master's degree in related area and/or equivalent experience/training. Knowledge of and/or experience working with Eastern Shoshone, Northern Arapaho, or other Indigenous Tribes, particularly in the context of environmental stewardship, community engagement, or natural resource management. Salary & Benefits This is a 100% full-time (40 hrs a week) exempt career position, which is paid monthly at an annual rate and is eligible for UC Benefits. For information on the comprehensive benefits package offered by the University, please visit the University of California's Compensation & Benefits website. Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience. The annual budgeted salary range that the University reasonably expects to pay for this position is \$66,700.00 - \$78,156.00. How to Apply To apply, please submit your resume and cover letter. Driving Required Required to hold valid driver's license, have a driving record that is in accordance with local policies/procedures, and/or enroll in the California Employer Pull Notice Program. Other Information This is not a visa opportunity. This position is eligible for up to 100% remote work. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change. This position will need work closely with a variety of partners in Wyoming and California. Conviction History Background This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check. Mandated Reporter This position has been identified as a Mandated Reporter required to report the observed or suspected abuse or neglect of children, dependent adults, or elders to designated law enforcement or social service agencies. We reserve the right to make employment contingent upon completion of signed statements acknowledging the responsibilities of a Mandated Reporter. Misconduct SB 791 and AB 810

Misconduct Disclosure Requirement:

As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct: UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy Abusive Conduct in the Workplace Equal Employment Opportunity The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law.

Senior Archaeologist/Program Manager

Link to Live Job Posting: job-boards.greenhouse.io

Location: Oakland, CA	O*NET: 19-3091.00
Company: Environmental Science Associates	Job Title: Archaeologists

Senior Archaeologist/Program Manager Environmental Science Associates \$112,083.60-\$155,000 USD vision insurance, sick time, tuition reimbursement, 401(k) United States, California, Oakland 180 Grand Avenue (Show on map) Jul 20, 2025 Environmental Science Associates (ESA) is a 100% employee-owned environmental consulting firm. We plan, design, permit, mitigate, and restore for projects across our communities, infrastructure systems, open spaces, and wildlands. We are 50 years strong in 21 offices across California, the Pacific Northwest, and the Southeastern United States. Environmental Science Associates (ESA) is looking for a Senior Archaeologist/Program Manager in the Northern California area with 10+ years of experience managing and performing cultural resources projects including monitoring, surveys, testing, data recovery, recordation, and evaluation of archaeological resources, and preparing environmental reports, permit applications, and supporting documentation. This position is for a senior-level scientist who will direct multi-faceted cultural resource-related evaluations, research, analyses, and tasks requiring in-depth knowledge and experience. The successful candidate will be available to work a hybrid schedule and spend approximately 3 days per week in one of ESA's Northern California offices in San Francisco, Oakland, Sacramento, Petaluma, or San Jose. Who You Are You are a highly qualified and experienced Senior Archaeologist/Program Manager to manage projects and people for a growing group of cultural resources specialists within our Northern California Cultural Resources Group. You are an effective manager of people, projects, and carry out archaeological investigations. You are an experienced author of technical documents on a wide range of interesting projects throughout the region and practice, and will be part of an interdisciplinary team that includes staff from our Water, Energy, Community Development, Transportation, and Airports practices. You have a strong regulatory background with CEQA, NEPA, and Section 106; will have considerable experience with business development and people management; and will direct or manage large complex projects with limited direction from senior and/or executive level management. You are experienced in client interaction and client stewardship and have demonstrated the ability to cultivate clients through various business development and marketing activities. You have excellent technical skills, writing, time/budget management, and organizational capabilities; agency coordination and client service experience; proficiency in management of archaeological and tribal resources within the context of CEQA, NEPA, and Section 106; experience conducting CHRIS records searches; experience leading archaeological survey and testing projects, documentation, evaluation, and treatment of Native American and historic-period archaeological resources; and experience preparing MND and EIR sections and developing mitigation. GIS experience is a plus. You hold a graduate degree in archaeology, geoarchaeology, or closely related field and possess the ability to lead survey crews and produce well-written and technically supported cultural resources documents. This position requires an ability to work collaboratively with clients and interdisciplinary teams to deliver projects on time and within budget in a fast-paced work environment. Excellent organizational and strong problem-solving skills required. You demonstrate a clear understanding of project management principles and practices and be responsible for the delivery of high-quality work products. Candidates must have the experience, knowledge, and skillset to mentor and supervise junior staff members. You have solid writing skills, exceptional oral presentation skills, active listening skills, and ability to speak confidently and persuasively on a variety of complex topics and/or high visibility projects to clients, agency staff, teaming partners, other project stakeholders and the general public. You are confident working outside, in remote and rural settings, as well as in urban environments. Physical outdoor work may include, but may not be limited to, extensive field work and site visits in all types of weather, traversing uneven ground and sometimes steep terrain in forested environments, fields, arid lands, along stream banks, and in coastal/intertidal areas. Ability to conduct occasional fieldwork is required. The position requires indoor office work and occasional outdoor work. Indoor work can include, but may not be limited to, regularly sitting or standing at a desk or in meetings for long periods of time and using computers and other office equipment. Physical outdoor work may include, but may not be limited to, occasional site visits in all types of weather in a variety of environments. Must be willing and able to work long, irregular hours, including nights, weekends, and holidays. May involve extensive travel regionally and nationally with limited advance notice. Must have valid driver's license and access to a vehicle to perform survey and other work-related tasks. What You Will Do for ESA Indenendently manage and conduct archaeological resources

perform surveys, and other work related tasks. What you will do for us? Independently, manage and conduct archaeological resources assessments. Lead archaeological resources survey. Lead archaeological resources portions of multi-disciplinary projects engaged as part of a larger team of varied experts. Manage and conduct archival research, development of historic and cultural contexts, archaeological survey and resource documentation, resource evaluations, and impacts analysis meeting CEQA and Section 106 requirements. Manage projects with a strong understanding of CEQA, NEPA, and Section 106. Serve as primary author of archaeological resource assessment reports and MND and EIR sections. Receive minimal direction for most tasks and receive direction on unusual or difficult assignments. Supervise project teams. Participate in and/or lead client meetings. Prepare draft scopes of work and budgets for projects of all sizes and complexities. Communicate with senior staff and teaming partners to support environmental analyses and permit compliance. Collaborate with architectural historians, paleontologists, and other specialists and incorporate work products into technical reports. What's Special About ESA Joining ESA means becoming part of a close-knit team of environmental professionals who contribute to outstanding projects, improve environmental stewardship, and advance a more sustainable and resilient future for our communities and wild places. At ESA, we provide benefits such as medical, dental, and vision insurance (paid at 70% for you AND your family); annual allocations of company shares through our ESOP; a 401(k) plan with company match; and paid vacation, sick leave, and holidays, to name a few. We also offer specific programs to support you when you want to further your technical expertise, sharpen your business acumen, or help lead the next generation of employee-owners. We want to support you in reaching your career goals through tuition reimbursement, professional development bonuses, and attendance at conferences. What's Special About Our California Cultural Resources Team Our Cultural Resources Team includes pre-contact and historical archaeologists, geoarchaeological specialists, tribal consultation specialists, architectural historians, historians, and paleontologists that provide expertise for many local, state, and federal agencies throughout California. Our work matters because we assist agencies in ensuring that our nation's history and that of the tribal communities with whom we work are protected where possible and treated with respect. We value creative thinking, teamwork, and multi-disciplinary and cross-disciplinary engagement and integration. ESA has established multiple pay ranges tailored to the economic factors in the geographies in which ESA staff reside. For this position, the range is approximately as listed based on our anticipated hiring locations as noted in the above job details. Actual compensation is determined by several factors including but not limited to an individual's related experience, education, skills, and the city in which the applicant lives. CA Pay Transparency Clause \$112,083.60 – \$155,000 USD Who We Are We are a 100% employee-owned environmental consulting firm who values diversity and inclusion and celebrate the differences that make each of us unique. Our culture is built on mutual respect, recognizing that our variety of backgrounds, experiences, and perspectives leads to better solutions, which fosters our continued success for our employee-owners and clients. In accordance with ESA's duty and responsibility to provide and maintain a safe workplace that is free of known hazards and to minimize the exposure to potential hazards, any employee who works from an ESA office or conducts any other in-person ESA work-related activity is required to submit their proof of vaccination status or have received an approved exemption and accommodation in states which this applies. If you are an applicant with a disability that requires a reasonable accommodation to complete any part of the application process or are limited in the ability-or unable to use-the online application system and need an alternative method for applying, you may contact our Human Resources Department via email:humanresources@esassoc.com for assistance. Please include the following in your message so we can promptly address your request: Full name The best method to contact you (phone number and/or email address) Title of Job Position Applied Description of your accommodation request ESA is an Equal Opportunity Employer, committed to a diverse and inclusive work environment. (EOE/M/V/F/D)

SITE VISITS, MEASURING HOMES AND PERMIT SUBMITTALS

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA	O*NET: 19-3091.00
Company: Unclassified	Job Title: Unclassified

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SITE VISITS, MEASURING HOMES AND PERMIT SUBMITTALS

(EAST BAY) compensation: Pay is \$32/Hr + Mileage and Tolls employment type: job title: Field Measurements Architectural firm in the East Bay seeking someone on call to perform the following duties:

- Drive to project sites to take accurate measurements.
- Follow up visits to obtain information.
- Occasionally submit plans in person.
- Meet potential clients to discuss projects.

Should have some experience in Architecture or Construction, more experience the better. Job is on call, but we will work around your schedule. Should have a vehicle and ideally live in or around Oakland Pay is \$32/Hr + Mileage and Tolls Retired Architects, Students and people in the Construction field very welcome. Please send resumes Principals only. Recruiters, please don't contact this job poster.

post id:

7861639822 ❤ []

Building Science Consultants – Stantec in San Francisco, CA (Jun 2025 - Jul 2025)

Building Science Intern - Summer 2025

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA	O*NET: 19-3091.00
Company: Stantec	Job Title: Building Science Consultants

Stantec's Buildings team is on a mission to become the world's leading integrated design practice. Our architects, engineers, interior designers, consultants, sustainability specialists, and technologists are passionate about the power of design. Our collaborative culture and our innovative, sustainable approach to projects help us create buildings that matter to our world. Together, we are enhancing the quality of life globally through design. Join us and design your place with Stantec.

- Your Opportunity
- San Francisco office is looking for an enthusiastic student to join our team in California.

We are a talented group of engineers and architects who specialize in building science.

For new construction projects, we help architects and owners design and construct durable and sustainable building envelopes. For existing buildings, we investigate and design repairs for building enclosure failures. We value technical growth, entrepreneurial spirit, work-life balance, and an environment that supports the development and mentoring of our staff. We are constantly expanding and seeking ambitious, committed individuals that want to excel through challenging opportunities and projects that will allow them to achieve their career goals. Our focus on our people, culture, and capabilities allows us to make a difference for our clients and the communities we serve. This is a full-time position and paid for every hour worked (not eligible for holiday or vacation pay).

- Your Key Responsibilities
- Perform project document reviews (drawings, specifications, shop drawings, submittals, etc.) with the supervision of senior staff.
- Assist with site visits and writing site visit reports.
- Support team members with building envelope failure investigations and condition assessments.
- Assist with field testing to confirm enclosure performance (water/air leakage, whole building air leakage, and infrared).
- Assist with review and report on project mock-ups.
- Attend project meetings (in both design and construction) and document project discussions.
- Assist in project management and coordination.
- Assist with marketing materials
- Perform technical report writing.
- Provide design support for contract documents using AutoCAD.
- Participate in internal continuing education (our team has an extensive web-based training program for staff covering a wide range of topics).
- Combination of office & field work
- Your Capabilities and Credentials
- General knowledge of building science fundamentals (air, thermal, moisture, and vapor control layers).
- Organizational skills with the ability to effectively prioritize tasks on multiple projects.
- Ability to work in a team environment.
- Strong oral and written communication skills.
- Strong technical writing skills would be an asset
- Professional attitude and commitment to succeed.
- Persistence and good work ethic.
- Experience on construction sites is a plus.
- Knowledge of construction materials, drawings, and specifications is a plus.

Knowledge of construction materials, drawings, and specifications is a plus.

- Proficiency with MS Word, Excel, Bluebeam, and AutoCAD would be an asset.
- Must have valid driver's license and clean DMV record.
- Education and Experience
- Pursuing a degree in Engineering, Construction Management, Architecture, or related field.
- Previous Buildings Science CO-OP/Internship a plus.

This description is not a comprehensive listing of activities, duties or responsibilities that may be required of the employee and other duties, responsibilities and activities may be assigned or may be changed at any time with or without notice. Typically, office environment includes working with computers and remaining sedentary for long periods of time. Field work may include exposure to the elements including inclement weather. Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records. Stantec is a place where the best and brightest come to build on each other's talents, do exciting work, and make an impact on the world around us. Join us and redefine your personal best.

- Pay Range:

- Locations in VT, & Various CA, NY Areas - Min Salary \$ 51,400.00 - Max Salary \$ 69,400.00

- Pay Transparency:

- In compliance with pay transparency laws, pay ranges are provided for positions in locations where required. Please note, the final agreed upon compensation is based on individual education, qualifications, experience, and work location. At Stantec certain roles are bonus eligible.

- Benefits Summary:

- Regular full-time and part-time employees (working at least 20 hours per week) have access to medical, dental, and vision plans, a wellness program, health saving accounts, flexible spending accounts, 401(k) plan, employee stock purchase program, life and accidental death & dismemberment (AD&D) insurance, short-term/long-term disability plans, emergency travel benefits, tuition reimbursement, professional membership fee coverage and paid family leave.

Regular full-time and part-time employees will receive ten paid holidays in each calendar year. In addition, employees will be eligible to accrue vacation between 10 and 20 days per year and eligible for paid sick leave (and if more generous, in accordance with state and local law).

Temporary/casual employees have access to 401(k) plans, employee stock purchase program, and paid leave, in accordance with state and local law. The benefits information listed above may not apply to union positions because benefits for such positions are governed by applicable collective bargaining agreements

- Primary Location:

- United States | CA | San Francisco

- Organization:

- 2804 Buildings-US West BSS-San Francisco CA

- Employee Status:

- Regular

- Travel:

- No •

Schedule:

- Full time

- Job Posting:
- 26/06/2025 02:06:24
- Req ID:
- 1001317

Field Supervisors – United States Census Bureau in [Unknown City], CA (Jun 2025 ...

Field Supervisor

Link to Live Job Posting: Posting is no longer active

Location: [Unknown City], CA	O*NET: 19-3091.00
Company: United States Census Bureau	Job Title: Field Supervisors

Summary This vacancy is for a Field Supervisor position assigned to the area of consideration, which includes select counties within the following states:

CA/NV/OR/WA.

This position reports to the U.S. Census Bureau's Los Angeles Regional Office. Applicants selected for this position will have their home as their duty station and will be required to travel throughout their local area on a routine basis. Responsibilities Leads a team of approximately 6 to 15 Field Representatives responsible for data collection in accordance with the scientific standards and expectations set by the Census Bureau and survey sponsors. Understands surveys and or Special Census being conducted including response patterns, differences in survey procedures, their effect on interviewing experience, and is able to leverage general guidance, previous training, experience, and survey resource material in directing Field Representatives to resolve issues. Regularly assists with the recruitment and training of Field Representatives. When needed, conducts in person interviews throughout the area of consideration (as listed in the locations section of this announcement) and surrounding areas. Evaluates, monitors, and mentors Field Representative performance through performance metrics on the job observations, regular performance reviews and conducts supervisory and administrative duties including the review and approval of payroll and leave requests. Requirements Conditions of Employment You must be 18 years old. You must be an US Citizen. You must maintain a residence within the area of consideration (as listed in the locations section of this announcement) that will serve as your duty station. You must have good hearing and the ability to read small print found on surveys. You must be in good physical condition to drive, walk, stand, and climb stairs for extended periods. You will occasionally be required to lift materials weighing up to 50 lbs. You must have access to a vehicle (or public transportation) so that you can travel throughout the assigned geographic area. You must establish and maintain a safe work environment in your residence. You must have an internet connection at your residence. If internet is not available in your area, must be able to connect to a cellular network. You must be willing to use all methods of communication (face to face, phone call, emails, letter, etc.). You must be willing to accept all assignments and work multiple surveys. You must be suitable for Federal employment. You must be registered for Selective Service, if applicable, at time of hire (www.sss.gov). You must meet all qualification requirements by the closing date of this announcement. The supervisory trial period for this position does not exceed 90 days, unless extended. This position has a mixed-tour work schedule. A mixed-tour work schedule provides for periods of full-time, part-time, and/or intermittent work to accommodate fluctuating workloads. Position may include evening or weekend work up to 40 hours, hours will vary. The candidate(s) selected for this position must sign an agreement outlining the conditions of employment prior to appointment. This is a

NON-BARGAINING

unit position. Qualifications

QUALIFICATIONS

Grade 6: Applicants must have one year of specialized experience equivalent to at least the next lower grade level in Federal Service. Specialized experience is experience which has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of a Field Supervisor. The applicant must have experience in the following areas: (1) interviewing clients, respondents, and/or customers to gather and obtain data in person and/or by telephone, (2) using a device such as a smart phone, tablet, or computer/laptop to collect data and generate reports, (3) completing work assignments in accordance with production or progress standards,

(4) experience applying procedural guidance and/or training to address complex or unusual problems.

NOTE:

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Education Education cannot be substituted for experience for this position. Additional Information The Department of Commerce provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the Human Resources Office. The decision on granting reasonable accommodation will be on a case-by-case basis. TTY users can contact the Human Resources Office via the Federal Relay Service, 1-800-877-8339. This is an open continuous announcement which allows applicants to apply up to the closing date of the announcement. The announcement will be used to fill anticipated vacancies across multiple locations. Selections may be made from certificates issued up to 3 months after the 1st cut-off date listed below. Contingent upon funding and space requirements, one or more vacancies may be filled at the locations listed in this announcement as they become available. Applicants need to apply and/or update their applications by 11:59 pm ET at the close of the first cutoff date to be considered by: 6/27/2025, 7/4/2025, 7/11/2025. This announcement may be amended to include additional cut-off dates every 7 days up until the closing date of the announcement.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
15-1211	Computer Systems Analysts
15-1299	Computer Occupations, All Other

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
15-1221	Computer and Information Research Scientists
15-1252	Software Developers

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

39,110

Unique Postings

89,707 Total Postings

4,340

Employers Competing

40,055 Total Employers

22 Days

Median Posting Duration

Regional Average: 25 Days

2 : 1

Posting Intensity

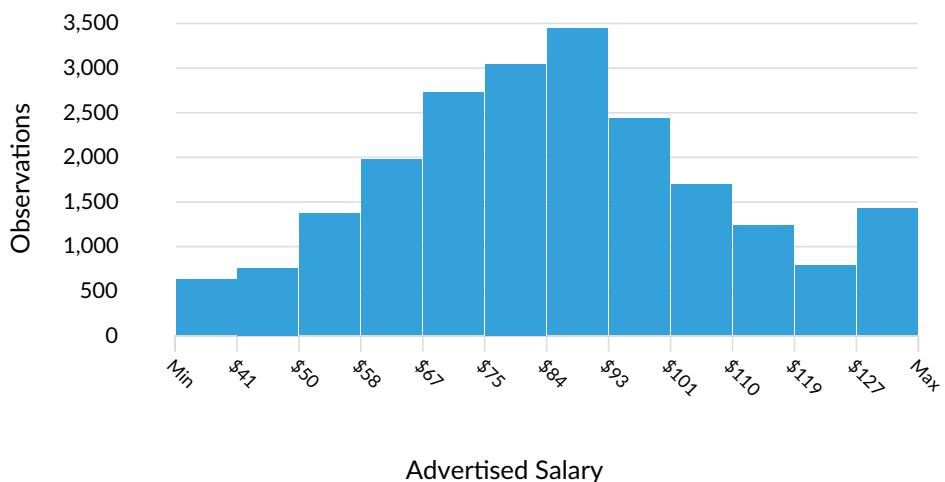
Regional Average: 3 : 1

Advertised Salary

There are 21,438 advertised salary observations (55% of the 39,110 matching postings).

\$84.55/hr

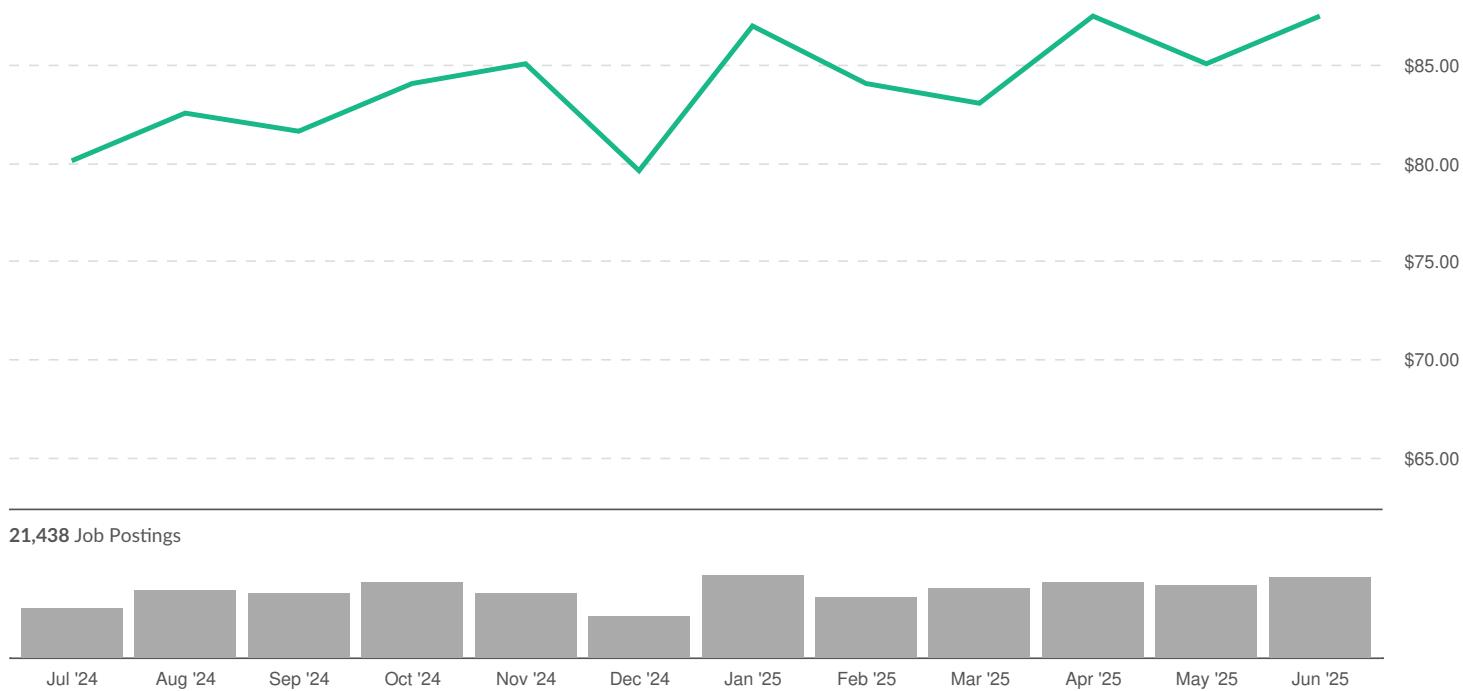
Median Advertised Salary



Advertised Salary Trend

▲ 9.2% Jul 2024 – Jun 2025

\$84.55 Median

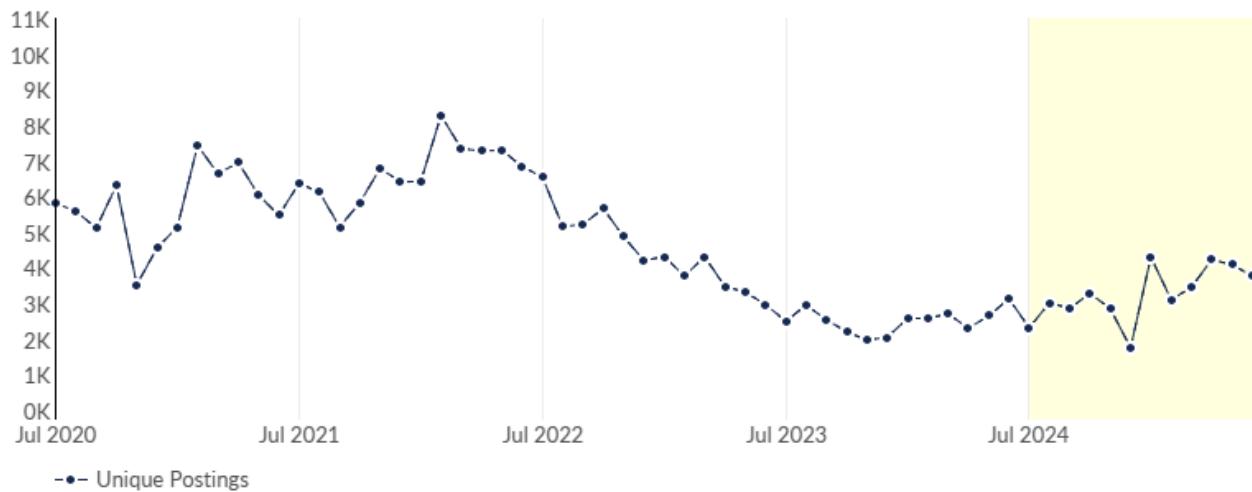


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
San Francisco County, CA	18,444
Alameda County, CA	10,427
San Mateo County, CA	7,585
Contra Costa County, CA	2,094
San Joaquin County, CA	354

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	3,779	2 : 1
May 2025	4,093	2 : 1
Apr 2025	4,237	2 : 1
Mar 2025	3,463	2 : 1
Feb 2025	3,108	2 : 1
Jan 2025	4,306	2 : 1
Dec 2024	1,764	2 : 1
Nov 2024	2,853	2 : 1
Oct 2024	3,290	2 : 1
Sep 2024	2,868	3 : 1
Aug 2024	3,024	2 : 1
Jul 2024	2,325	3 : 1
Jun 2024	3,137	2 : 1
May 2024	2,658	2 : 1
Apr 2024	2,310	2 : 1
Mar 2024	2,715	2 : 1
Feb 2024	2,589	2 : 1
Jan 2024	2,587	2 : 1
Dec 2023	2,053	3 : 1
Nov 2023	1,979	3 : 1

Oct 2023	2,208	2 : 1
Sep 2023	2,549	2 : 1
Aug 2023	2,958	2 : 1
Jul 2023	2,506	2 : 1
Jun 2023	2,975	2 : 1
May 2023	3,326	2 : 1
Apr 2023	3,482	3 : 1
Mar 2023	4,310	3 : 1
Feb 2023	3,785	3 : 1
Jan 2023	4,317	2 : 1
Dec 2022	4,212	2 : 1
Nov 2022	4,882	2 : 1
Oct 2022	5,667	2 : 1
Sep 2022	5,228	2 : 1
Aug 2022	5,161	2 : 1
Jul 2022	6,551	2 : 1
Jun 2022	6,852	2 : 1
May 2022	7,305	2 : 1
Apr 2022	7,286	3 : 1
Mar 2022	7,352	3 : 1
Feb 2022	8,278	3 : 1
Jan 2022	6,432	3 : 1
Dec 2021	6,415	2 : 1
Nov 2021	6,801	3 : 1
Oct 2021	5,838	3 : 1
Sep 2021	5,153	3 : 1
Aug 2021	6,130	3 : 1
Jul 2021	6,375	3 : 1
Jun 2021	5,479	2 : 1
May 2021	6,055	2 : 1
Apr 2021	6,964	3 : 1

Mar 2021	6,642	3 : 1
Feb 2021	7,444	3 : 1
Jan 2021	5,152	3 : 1
Dec 2020	4,561	3 : 1
Nov 2020	3,534	3 : 1
Oct 2020	6,323	3 : 1
Sep 2020	5,126	3 : 1
Aug 2020	5,589	3 : 1
Jul 2020	5,823	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	18,409	47%
High school or GED	522	1%
Associate's degree	761	2%
Bachelor's degree	17,823	46%
Master's degree	8,878	23%
Ph.D. or professional degree	3,678	9%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	522	0	1%
Associate's degree	663	23	2%
Bachelor's degree	16,962	760	43%
Master's degree	1,912	5,216	5%
Ph.D. or professional degree	642	3,036	2%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	14,089	36%
0 - 1 Years	1,008	3%
2 - 3 Years	5,309	14%
4 - 6 Years	10,300	26%
7 - 9 Years	4,815	12%
10+ Years	3,589	9%

Job Postings vs. Hires

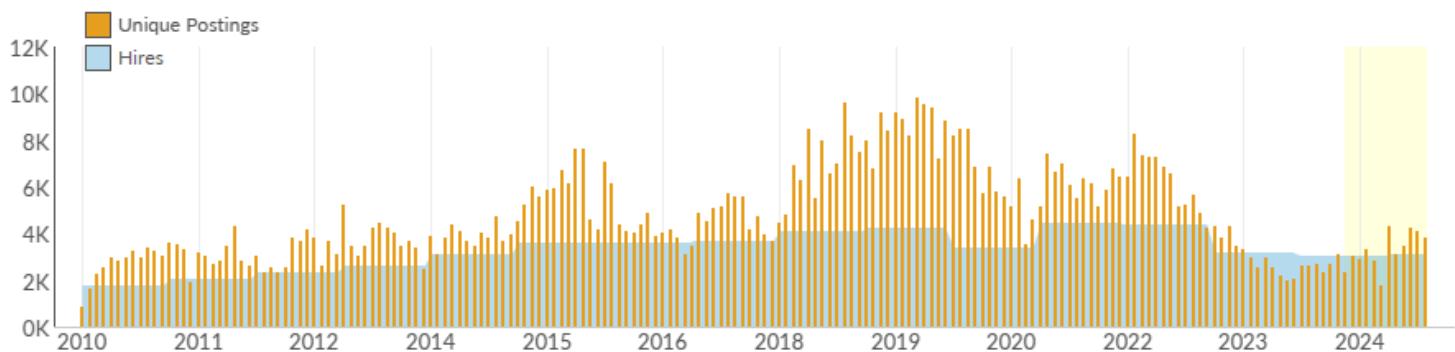
3,259

Avg. Monthly Postings (Jul 2024 - Jun 2025)

3,069

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 3,259 newly posted job postings for 4 Occupations, and 3,069 actually hired. This means there was approximately 1 hire for every 1 unique job posting for 4 Occupations.

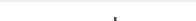


Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Software Developers	1,795	2,220
Computer Occupations, All Other	862	483
Computer and Information Research Scientists	434	53
Computer Systems Analysts	168	312

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Meta	4,022 / 1,073	4 : 1	 30 days
Amazon	2,362 / 853	3 : 1	 30 days
Accenture	943 / 564	2 : 1	 27 days
Uber	1,784 / 444	4 : 1	 27 days
Roblox	748 / 417	2 : 1	 21 days
Salesforce	2,113 / 395	5 : 1	 27 days
Google	1,449 / 392	4 : 1	 29 days
Openai	699 / 326	2 : 1	 26 days
Tbwa Chiat/Day	673 / 308	2 : 1	 21 days
Snowflake Computing	711 / 290	2 : 1	 25 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	46,373 / 18,518	3 : 1	 23 days
San Mateo, CA	4,783 / 2,594	2 : 1	 22 days
Fremont, CA	4,962 / 2,592	2 : 1	 21 days
Oakland, CA	3,761 / 1,670	2 : 1	 19 days
Alameda, CA	3,125 / 1,577	2 : 1	 19 days
Pleasanton, CA	3,212 / 1,539	2 : 1	 18 days
Menlo Park, CA	3,679 / 1,195	3 : 1	 26 days
Redwood City, CA	2,392 / 948	3 : 1	 23 days
Hayward, CA	1,519 / 914	2 : 1	 23 days
Foster City, CA	2,184 / 796	3 : 1	 20 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Software Developers	49,410 / 21,541	2 : 1	 21 days
Computer Occupations, All Other	23,521 / 10,339	2 : 1	 22 days
Computer and Information Research Scientists	12,401 / 5,211	2 : 1	 24 days
Computer Systems Analysts	4,375 / 2,019	2 : 1	 22 days

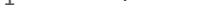
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Software Developers	49,410 / 21,541	2 : 1	 21 days
Computer and Information Research Scientists	12,401 / 5,211	2 : 1	 24 days
Computer Systems Engineers/Architects	9,508 / 4,278	2 : 1	 22 days
Information Technology Project Managers	5,717 / 2,487	2 : 1	 22 days
Information Security Engineers	4,522 / 1,782	3 : 1	 25 days
Computer Systems Analysts	3,451 / 1,642	2 : 1	 21 days
Computer Occupations, All Other	2,087 / 967	2 : 1	 23 days
Health Informatics Specialists	924 / 377	2 : 1	 25 days
Document Management Specialists	516 / 239	2 : 1	 22 days
Geographic Information Systems Technologists and Technicians	406 / 204	2 : 1	 18 days
Penetration Testers	401 / 196	2 : 1	 25 days
Blockchain Engineers	231 / 120	2 : 1	 22 days
Digital Forensics Analysts	88 / 44	2 : 1	 23 days
Web Administrators	45 / 22	2 : 1	 16 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Software Developer / Engineer	42,463 / 18,575	2 : 1	22 days
Artificial Intelligence Engineer	11,901 / 4,965	2 : 1	23 days
Computer Systems Engineer / Architect	9,940 / 4,491	2 : 1	22 days
Cyber / Information Security Engineer / Analyst	5,011 / 2,022	2 : 1	25 days
Mobile Applications Developer	2,835 / 1,414	2 : 1	20 days
Technology Consultant	2,916 / 1,332	2 : 1	23 days
Systems Analyst	2,622 / 1,277	2 : 1	21 days
IT Project / Program Manager	2,554 / 1,179	2 : 1	22 days
Business Intelligence Architect / Developer	1,868 / 934	2 : 1	17 days
IT Manager / Director	2,171 / 801	3 : 1	25 days
Software Development / Engineering Manager	2,458 / 729	3 : 1	24 days
Clinical Analyst / Clinical Documentation and Improvement Specialist	562 / 255	2 : 1	23 days
Document Control / Management Specialist	516 / 239	2 : 1	22 days
Product Owner	502 / 222	2 : 1	19 days
Scrum Master	353 / 207	2 : 1	18 days
Geographer / GIS Specialist	406 / 204	2 : 1	18 days
Clinical Auditor / Utilization Reviewer	242 / 75	3 : 1	32 days
Agile Coach	112 / 70	2 : 1	20 days
Health Information Manager / Director	120 / 47	3 : 1	26 days
Computer Scientist	68 / 33	2 : 1	26 days
Webmaster / Administrator	45 / 22	2 : 1	16 days
Computer Support Specialist	17 / 9	2 : 1	22 days
Project Manager	25 / 8	3 : 1	17 days

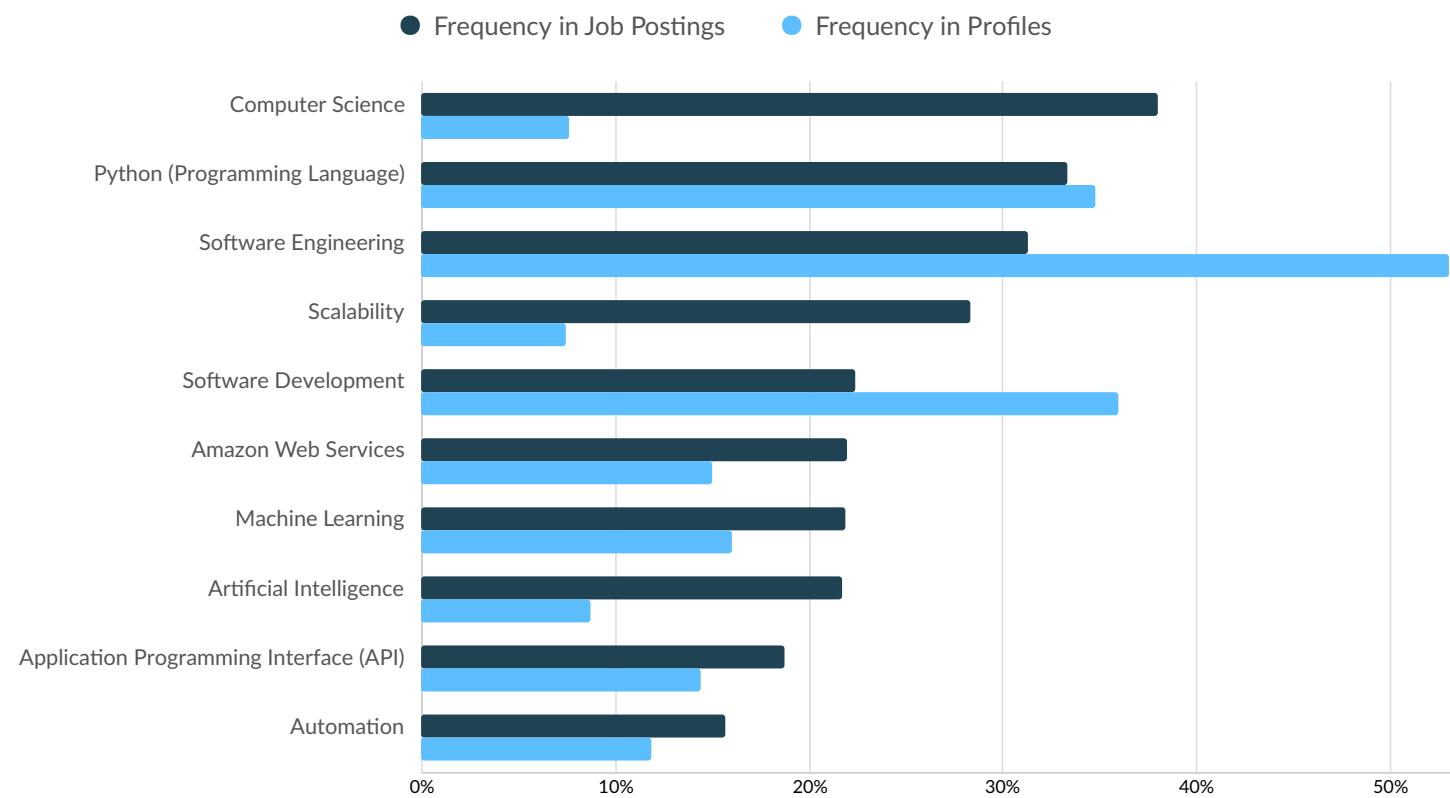
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Software Engineers	7,680 / 3,205	2 : 1	 22 days
Machine Learning Engineers	3,603 / 1,435	3 : 1	 22 days
Full Stack Engineers	1,710 / 990	2 : 1	 23 days
Staff Software Engineers	1,519 / 691	2 : 1	 23 days
Full Stack Software Engineers	1,760 / 658	3 : 1	 23 days
Platform Software Engineers	1,210 / 532	2 : 1	 25 days
Solutions Architects	1,105 / 508	2 : 1	 21 days
Principal Software Engineers	1,179 / 484	2 : 1	 25 days
DevOps Engineers	578 / 346	2 : 1	 18 days
Infrastructure Software Engineers	798 / 340	2 : 1	 26 days

Top Industries

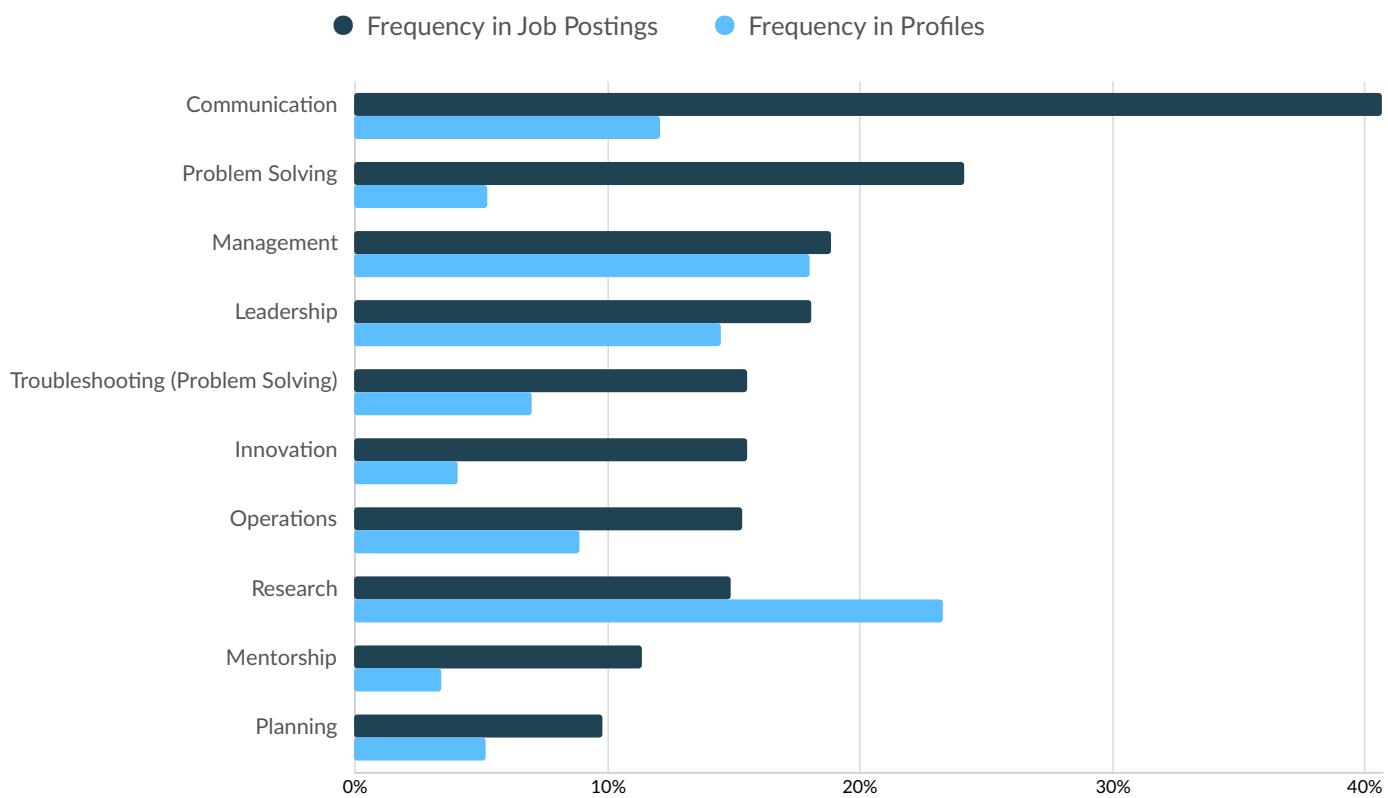
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Unclassified Industry	15,433 / 8,457	2 : 1	 21 days
Custom Computer Programming Services	4,506 / 2,556	2 : 1	 18 days
Employment Placement Agencies	5,174 / 2,410	2 : 1	 21 days
Software Publishers	7,200 / 2,392	3 : 1	 25 days
Computer Systems Design Services	2,610 / 1,684	2 : 1	 18 days
Web Search Portals and All Other Information Services	5,638 / 1,573	4 : 1	 30 days
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	7,560 / 1,163	7 : 1	 25 days
All Other Miscellaneous Retailers	2,635 / 1,029	3 : 1	 28 days
Other Computer Related Services	1,709 / 997	2 : 1	 21 days
All Other Professional, Scientific, and Technical Services	1,600 / 957	2 : 1	 20 days

Top Specialized Skills



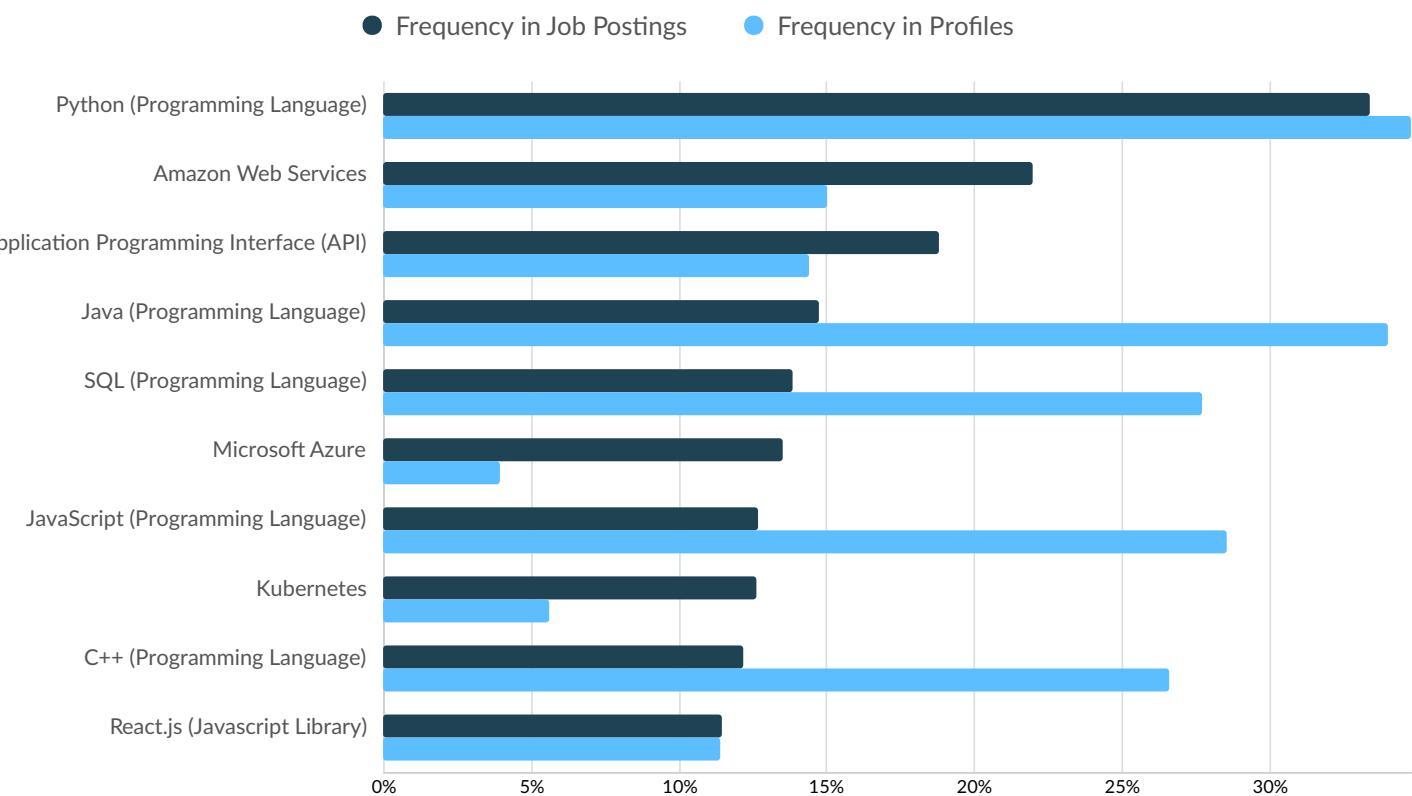
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Computer Science	14,886	38%	13,584	8%	+26.8%	Rapidly Growing
Python (Programming Language)	13,068	33%	61,944	35%	+24.5%	Rapidly Growing
Software Engineering	12,262	31%	94,422	53%	+23.1%	Rapidly Growing
Scalability	11,081	28%	13,330	7%	+25.2%	Rapidly Growing
Software Development	8,754	22%	64,122	36%	+23.2%	Rapidly Growing
Amazon Web Services	8,599	22%	26,721	15%	+24.0%	Rapidly Growing
Machine Learning	8,564	22%	28,568	16%	+19.9%	Rapidly Growing
Artificial Intelligence	8,512	22%	15,604	9%	+12.4%	Growing
Application Programming Interface (API)	7,355	19%	25,621	14%	+9.5%	Growing
Automation	6,158	16%	21,183	12%	+30.5%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	15,918	41%	21,576	12%	+3.6%	Lagging
Problem Solving	9,449	24%	9,345	5%	+11.3%	Growing
Management	7,387	19%	32,080	18%	+5.3%	Stable
Leadership	7,086	18%	25,796	14%	+8.5%	Stable
Troubleshooting (Problem Solving)	6,095	16%	12,507	7%	+19.0%	Growing
Innovation	6,086	16%	7,269	4%	+25.8%	Rapidly Growing
Operations	6,003	15%	15,858	9%	+8.1%	Stable
Research	5,825	15%	41,533	23%	+17.2%	Growing
Mentorship	4,445	11%	6,135	3%	+16.5%	Growing
Planning	3,850	10%	9,213	5%	+10.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Python (Programming Language)	13,068	33%	61,944	35%	+24.5%	Rapidly Growing
Amazon Web Services	8,599	22%	26,721	15%	+24.0%	Rapidly Growing
Application Programming Interface (API)	7,355	19%	25,621	14%	+9.5%	Growing
Java (Programming Language)	5,765	15%	60,569	34%	+17.4%	Growing
SQL (Programming Language)	5,436	14%	49,341	28%	+6.4%	Stable
Microsoft Azure	5,284	14%	7,081	4%	+28.9%	Rapidly Growing
JavaScript (Programming Language)	4,978	13%	50,835	29%	+18.6%	Growing
Kubernetes	4,940	13%	9,963	6%	+22.0%	Rapidly Growing
C++ (Programming Language)	4,761	12%	47,405	27%	+10.0%	Growing
React.js (Javascript Library)	4,496	11%	20,361	11%	+16.7%	Growing

Top Qualifications

	Postings with Qualification
Certified Information Systems Security Professional	732
Project Management Professional Certification	466
Master Of Business Administration (MBA)	411
Security Clearance	332
Certified Information Security Manager	322
Valid Driver's License	268
Certified Information System Auditor (CISA)	253
GIAC Certifications	211
Certified Power Quality Professional	206
Microsoft Certified Professional	203

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
dice.com	8,624
disabledperson.com	7,626
indeed.com	4,881
simplyhired.com	4,790
dejobs.org	4,627
themuse.com	2,055
jobserve.com	1,597
findojobs.us	1,557
fairygodboss.com	1,281
greenhouse.io	1,206
myworkdayjobs.com	1,176
diversityjobs.com	1,108
sanfranrecruiter.com	1,044
salinasrecruiter.com	789
watsonvillerecruiter.com	713
santarosarecruiter.com	710
jobnet.com.au	502
ca.gov	457
santacruzrecruiter.com	437
glassdoor.com	411
oraclecloud.com	351
careercircle.com	336
metacareers.com	326
lever.co	317
ashbyhq.com	289

Appendix B

Sample Postings

DevOps Engineers – Lucid Motors in Newark, CA (Jun 2025 - Active)

DevOps Engineer

Link to Live Job Posting: job-boards.greenhouse.io

Location: Newark, CA	O*NET: 15-1252.00
Company: Lucid Motors	Job Title: DevOps Engineers

Leading the future in luxury electric and mobility At Lucid, we set out to introduce the most captivating, luxury electric vehicles that elevate the human experience and transcend the perceived limitations of space, performance, and intelligence. Vehicles that are intuitive, liberating, and designed for the future of mobility. We plan to lead in this new era of luxury electric by returning to the fundamentals of great design - where every decision we make is in service of the individual and environment. Because when you are no longer bound by convention, you are free to define your own experience. Come work alongside some of the most accomplished minds in the industry. Beyond providing competitive salaries, we're providing a community for innovators who want to make an immediate and significant impact. If you are driven to create a better, more sustainable future, then this is the right place for you. We are looking for an Engineer, DevOps and Build Infrastructure who is an architect looking to build and maintain a scalable multi-stage CI system. If building large and building fast, working with a talented team of engineers and collaborating with the brightest minds in the Automotive industry is what you like, this is the right role for you. Architect, build and maintain a scalable multi-stage CI system. The CI system must be able to support a wide range of teams, ranging from embedded software teams to teams developing software for the cloud. Support and improve our tools for continuous integration, automated testing , automation and release management, making the entirety of software engineering as efficient and effective as possible. Define and implement appropriate automation of operational activities. Improve the replicability of build and test runs using central OS configuration management, virtualization, and containerization (e.g. Kubernetes, Docker). Contribute to building a strong team of Build Infrastructure Engineers/ Continuous Integration EngineersUnify our development pipeline, build process, testing, and deployment strategies across diverse teams.

Requirements:

Strong understanding of CI and experience with industry standard solutions, e.g. Gitlab Runners, Jenkins, etc., Strong programming and scripting knowledge, e.g. Python, Ruby, PowerShell, Bash. Familiarity with software configuration management systems and source code version control systems. Strong understanding of test processes and test strategies, including the generation of meaningful test metrics. Strong communication skills to gather requirements from the development teams and to train the teams in the workflow and processes. Good technical understanding of large-scale server and cloud infrastructures 5+ years of industry experience

Advantageous:

Demonstrated track record of designing and deploying systems that work reliably. Experience developing CI systems and test automation for embedded software and hardware Experience with model-based development (Matlab/Simulink) tools and workflow. Automotive experience. Experience with Kubernetes and cloud

Education Requirements:

BS minimum in the areas of Computer Science or other related fields, MS preferred.

Salary Range :

The compensation range for this position is specific to the locations listed below and is the range Lucid reasonably and in good faith expects to pay for the position taking into account the wide variety of factors that are considered in making compensation decisions, including job-related knowledge; skillset; experience, education and training; certifications; and other relevant business and organizational factors.

Additional Compensation and Benefits :

Lucid offers a wide range of competitive benefits, including medical, dental, vision, life insurance, disability insurance, vacation, and 401k. The successful candidate may also be eligible to participate in Lucid's equity program and/or a discretionary annual incentive program, subject to the rules governing such programs. (Cash or equity incentive awards, if any, will depend on various factors, including, without limitation, individual and company performance.) Base Pay Range (Annual) \$128,800 - \$177,100 USD By Submitting your application, you understand and agree that your personal data will be processed in accordance with our Candidate Privacy Notice . If you are a California resident, please refer to our California Candidate Privacy Notice . To all recruitment agencies : Lucid Motors does not accept agency resumes. Please do not forward resumes to our careers alias or other Lucid Motors employees. Lucid Motors is not responsible for any fees related to unsolicited resumes.

Firmware Engineers – Nudge Real Estate in San Francisco, CA (Jun 2025 - Active)

Firmware Engineer

Link to Live Job Posting: www.jobserve.com

Location: San Francisco, CA	O*NET: 15-1299.08
Company: Nudge Real Estate	Job Title: Firmware Engineers

About Nudge Nudge's goal is to help the brain work better by creating a generalized product that can precisely stimulate and image the brain, entirely non-invasively. We aim to achieve this by developing cutting-edge ultrasound technology to treat neurological and psychiatric disorders, like addiction, and eventually, creating a mainstream consumer device that can modulate mood, focus, sleep, and more. To realize those ambitions, we're growing a scrappy, multidisciplinary, science and engineering team focused on making the best technology possible for interfacing with the whole brain, and a product that has the potential to improve people's daily lives more than any other. About the team The engineering team at Nudge works at the intersection of neuroscience, software, machine learning, firmware, electrical engineering, mechanical engineering, and acoustics. Our team includes engineers who have led development of the surgical robot at Neuralink, built augmented-reality hardware at Apple, and designed parts on SpaceX Starlink satellites. We are scrappy, hands-on, and welcome exceptional individuals who are passionate about their craft and energized by working on impactful, technical challenges. About the role As an embedded software engineer at Nudge, you will: Work closely with electrical, mechanical, and software engineers to design embedded systems at the core of our product Deliver high-quality, safety-critical C, C+, and Verilog code for use in real-time embedded environments Contribute to embedded hardware architecture decisions and component selection Perform bringup and debugging of embedded systems Contribute to documentation and analysis necessary for regulatory compliance About you 3+ years of experience Degree in Electrical Engineering, Computer Engineering, or equivalent Proficiency in C, C+, Verilog Background in firmware and embedded systems development Demonstrated history of exceptional contributions in your prior work experiences Compensation Range \$140,000 - \$270,000/year + equity While this represents our expected range based on market data, final compensation will be determined based on your specific qualifications and may be outside this range.

Full Stack Software Engineers – Aviator in San Francisco, CA (Jun 2025 - Jul 2025)

Software Engineer - Full Stack

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA	O*NET: 15-1252.00
Company: Aviator	Job Title: Full Stack Software Engineers

Software Engineer

- Full StackSan Francisco, CA
- \$120k/YR
- \$160k/YR Full Time Posted by:

Aviator Posted:

Monday, 30 June 2025 Join to apply for the Software Engineer, Full-stack role at Aviator 2 months ago Be among the first 25 applicants Join to apply for the Software Engineer, Full-stack role at Aviator This range is provided by Aviator. Your actual pay will be based on your skills and experience

- talk with your recruiter to learn more. Base pay range \$120,000.00/yr
- \$160,000.

00/yr About Us One of the largest trends that has happened in the last few decades is how people work. Although in software world remote work has been done for several years, never has the tooling been built from ground up for software engineers. We are building the engineering productivity supertools for the new world. We as strongly believe that we can provide developers with super powers to build faster and better by solving the challenges that they face everyday. We are an early stage YC-backed startup building developer tools for high growth companies. We are a team of ex-Googlers with background building engineering teams at several fast-growing silicon valley startups. Our customers include high growth companies such as Doordash, Square, Benchling, Figma. About The Role We are looking for an early fullstack engineer to join our nimble team to build the initial product alongside the founders. This person will be an extension to us, the founders, and have the same voice on the table. We think of early engineers as having the ethos of being a founder themselves. An ideal candidate has a unique mix of software expertise, system designs and have proficiency in HCI. What you will do Work closely with the users to understand their development needs and use cases to guide our roadmap. Ensure customer needs are supported by broader engineering team through effective prioritization. Build prototypes all the way to final products. Solve complex issues for our users. Collaborate with our founders to gather requirements through detailed technical discussions and brainstorming sessions. Explore new product development areas driven by strategic understanding of users landscape. Take ownership and drive initiatives for segments within the product. We're looking for someone who has: Shipped full-stack products before

- whether it was in your day job or projects outside of work.

Experience working in low-structure environment, comfortable working with unknowns. Passion for building engineering tools, excited about solving problems for engineers. Strong communication skills. Previous experience building internal engineering tools a plus. Why you should join us Have an impact from day 1. You will be working very closely with the founders everyday. Solve your own problems, as a software engineer, you get to solve problems that you face everyday. Own the product

- drive the product vision, participate in building the early team and work closely with the users.

Seniority level Seniority level Entry level Employment type Employment type Full-time Job function Job function Engineering and Information

Technology Industries Software Development Referrals increase your chances of interviewing at Aviator by 2x Get notified about new

Software Engineer jobs in San Francisco, CA. San Francisco, CA \$130,000.00

- 238,000.00 1 day ago San Francisco, CA \$145,000.00
- 230,000.00 2 days ago Software Engineer Frontend (Multiple Levels)
- Slack San Francisco, CA \$56.25

- 173,000.00 2 days ago San Francisco, CA \$130,000.00
- 190,000.00 1 day ago San Francisco, CA \$150,000.00
- 176,000.00 2 weeks ago San Francisco, CA \$170,000.00
- 270,000.00 2 weeks ago San Francisco, CA \$99,500.00
- 200,000.00 2 weeks ago San Francisco, CA \$120,000.00
- 190,000.00 6 months ago San Francisco, CA \$180,000.00
- 250,000.00 6 months ago San Francisco, CA \$130,000.00
- 185,000.00 2 weeks ago Software Engineer, Frontend (All Levels) San Francisco, CA \$150,000.00
- 220,000.00 2 weeks ago San Francisco, CA \$125,000.00
- 160,000.00 1 month ago San Francisco, CA \$150,000.00
- 250,000.00 8 months ago We're unlocking community knowledge in a new way. Experts add insights directly into each article, started with the help of AI. Location San Francisco, CA, United States of America
Industry IT
Category Graduate
Rate \$120k/YR
- \$160k/YR
Company Aviator
Contact Reference JS26489_25303_ADF632229796210F392A62495688B766
Posted Date 6/30/2025
11:24:20 PM

Senior Software Engineer - 3D Graphics

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA

O*NET: 15-1252.00

Company: Mach9 Robotics

Job Title: Graphics Software Engineers

Senior Software Engineer - 3D Graphics San Francisco, CA Full Time Posted by: Mach9

Robotics Inc Posted:

Monday, 30 June 2025 The role: At Mach9, 3D graphics engineers push the boundaries of browser-based visualization and interaction. You'll work closely with our platform and product teams to build powerful 3D tools that transform massive geospatial datasets into precise, usable insights for civil engineers and surveyors. This role is ideal for engineers with 3D graphics expertise who want to tackle technical challenges involving CAD on the web, point clouds, and large-scale datasets. You'll be at the forefront of performance optimization, rendering techniques, and advanced geometry processing, building the foundation for tools that drive critical infrastructure design worldwide. Where you will make an impact: Design and implement performant, interactive 3D experiences for web-based geospatial tools Optimize rendering of massive 3D datasets (point clouds, lines, vector features) in the browser Push the capabilities of WebGL and WebGPU to support next-generation 3D workflows Collaborate closely with product and engineering teams to integrate 3D tools into user-facing applications What you bring: 4+ years of experience in 3D engineering, computer graphics, or a related field Deep knowledge of Three.js, CesiumJS, or WebGL, or other comparable technologies Strong understanding of linear algebra, 3D math, geometry, and spatial data structures Ability to write highly optimized, scalable graphics code Comfortable owning projects end-to-end A background or interest in CAD, GIS, mapping, or point cloud processing About Mach9 Mach9 is transforming civil infrastructure design with AI-powered geospatial tools. Our platform accelerates the creation of engineering deliverables from raw data, cutting manual drafting time by 96x. Trusted by global leaders in engineering and construction, we're backed by Y Combinator, Quiet Capital, and top founders and executives from Cruise, Autodesk, Adobe, and DoorDash. We believe the needs of a startup benefit from an in-person culture. The team works out of our office in SoMa, with the flexibility to work from home when needed. Location San Francisco, CA, United States of America Industry IT Company Mach9 Robotics Inc Contact Reference JS26489_25303_35BAC784C853911B21E4AAE44B8442DD Posted Date 6/30/2025 6:58:07 PM

Firmware Engineers – Lumentum in San Francisco, CA (Jun 2025 - Jul 2025)

Sr. Principal Firmware Engineer

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA

O*NET: 15-1299.08

Company: Lumentum

Job Title: Firmware Engineers

1 day ago Be among the first 25 applicants Get AI-powered advice on this job and more exclusive features.

LUMENTUM

is seeking a Firmware Development Engineer in the Transmission Team. The successful candidate is responsible for ensuring that the behavior of the Transceiver module firmware complies with international standards. The successful candidate should have a solid background in embedded systems firmware, digital logic and micro-controller systems. We are looking for highly driven, hard working individuals whom are self driven, motivated and willing to learn, excel in this field and exhibit a drive for success. Close interaction with the test and hardware engineering team is expected.

Responsibilities:

- Design, Implementation and Test of Firmware in compliance to CMIS Standards.
- Design, Implementation and Test of DSP and MSA state machine interface.
- Perform schematic design reviews with hardware team with recommendation of hardware changes.
- Manage communication of design with remote global teams.
- Perform Black Box and White Box Testing on FW.
- Support customer testing of our transceiver modules including troubleshooting firmware.
- Upgrading GUI and Analysis GUI in C#
- Writing scripts in python to help perform Unit Test and repeatability testing.
- Managing FW versions, tags and branches, using a source control system.
- Creating, Managing Firmware Releases to in Agile CM System for Manufacturing.
- Review with other teams to validate and suggest test cases for testing and regression.
- Failure Analysis. Designing and Using Techniques to trouble shoot Transceiver Module
- Documenting Firmware Behavior, Implementation and User Guides.

Seniority level Seniority level Mid-Senior level Employment type Employment type Full-time Job function Industries Semiconductor Manufacturing, Manufacturing, and Telecommunications Referrals increase your chances of interviewing at Lumentum by 2x Get notified about new Firmware Engineer jobs in San Francisco Bay Area . Embedded Software Engineer, Google Tensor Mountain View, CA \$125,400.00

- 188,100.00 1 day ago Software Engineer, AI Platform
- New Grad San Francisco, CA \$130,000.00
- 250,000.00 2 weeks ago Sunnyvale, CA \$117,000.00
- 173,000.00 3 days ago Software Engineer 4
- TV & Web Player Platform San Francisco, CA \$99,500.00
- 200,000.00 3 days ago Software Engineer I (Full Time) United States San Jose, CA \$98,600.00
- 125,900.00 2 weeks ago Software Engineer (L5)
- Open Connect Platform San Francisco, CA \$140,000.00
- 270,000.00 6 months ago Software Engineer, AI Intern (Summer 2025) San Francisco, CA \$147,000.00
- 173,000.00 1 day ago Milpitas, CA \$146,600.00
- 203,100.00 1 week ago San Francisco, CA \$150,000.00
- 176,000.00 3 weeks ago New Grads 2025
- Software Engineer, Algorithm San Jose, CA \$120,000.00
- 165,000.00 8 months ago San Francisco, CA \$170,000.00
- 250,000.00 2 weeks ago Mountain View, CA \$167,200.00
- 250,800.00 2 weeks ago Embedded Software Engineer, Firmware
- Reality Labs We're unlocking community knowledge in a new way.

Experts add insights directly into each article, started with the help of AI.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
11-2032	Public Relations Managers
27-3031	Public Relations Specialists
27-2012	Producers and Directors

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
11-2011	Advertising and Promotions Managers
27-4011	Audio and Video Technicians

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

5,052

Unique Postings

11,805 Total Postings

1,602

Employers Competing

40,055 Total Employers

27 Days

Median Posting Duration

Regional Average: 25 Days

2 : 1

Posting Intensity

Regional Average: 3 : 1

Advertised Salary

There are 3,468 advertised salary observations (69% of the 5,052 matching postings).

\$60.43/hr

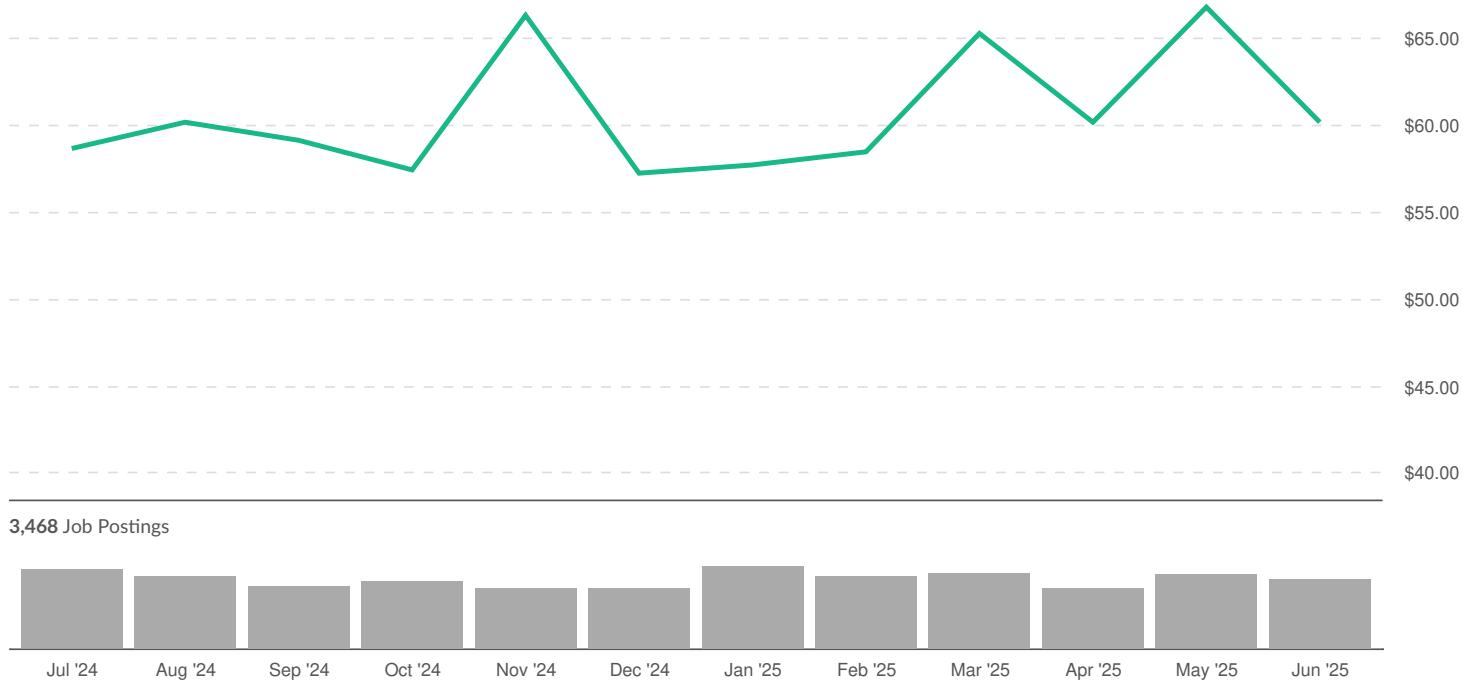
Median Advertised Salary



Advertised Salary Trend

▲2.5% Jul 2024 – Jun 2025

\$60.43 Median

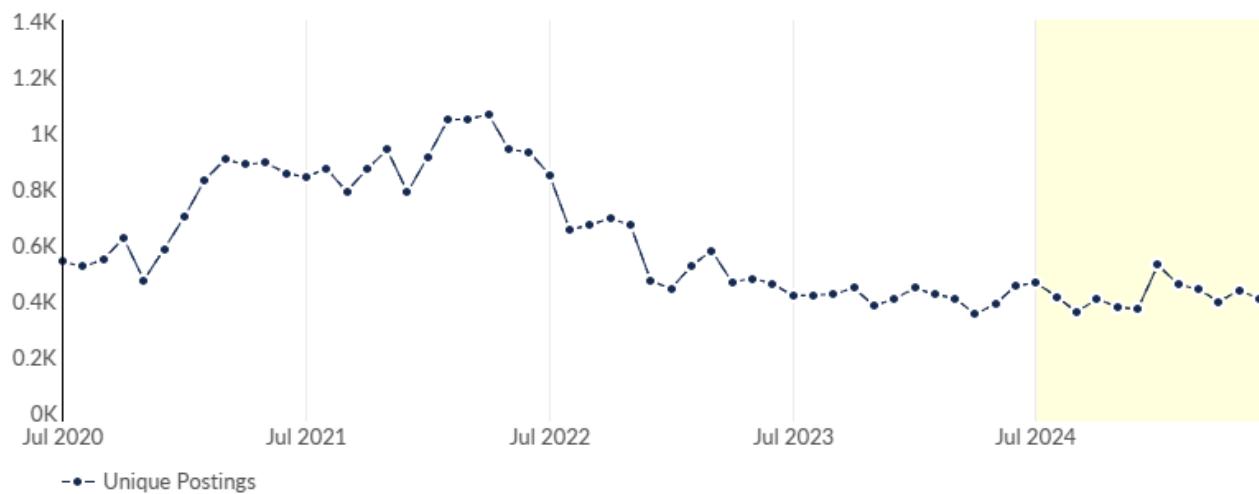


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
San Francisco County, CA	2,481
San Mateo County, CA	1,081
Alameda County, CA	1,051
Contra Costa County, CA	283
San Joaquin County, CA	93

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	407	2 : 1
May 2025	436	2 : 1
Apr 2025	396	2 : 1
Mar 2025	440	2 : 1
Feb 2025	458	2 : 1
Jan 2025	527	2 : 1
Dec 2024	369	2 : 1
Nov 2024	377	2 : 1
Oct 2024	406	2 : 1
Sep 2024	359	3 : 1
Aug 2024	414	2 : 1
Jul 2024	463	2 : 1
Jun 2024	453	2 : 1
May 2024	389	2 : 1
Apr 2024	351	2 : 1
Mar 2024	408	2 : 1
Feb 2024	422	2 : 1
Jan 2024	445	2 : 1
Dec 2023	405	4 : 1
Nov 2023	382	3 : 1

Oct 2023	445	3 : 1
Sep 2023	422	2 : 1
Aug 2023	420	2 : 1
Jul 2023	417	2 : 1
Jun 2023	461	2 : 1
May 2023	479	3 : 1
Apr 2023	466	3 : 1
Mar 2023	579	3 : 1
Feb 2023	524	3 : 1
Jan 2023	443	2 : 1
Dec 2022	470	2 : 1
Nov 2022	669	3 : 1
Oct 2022	694	2 : 1
Sep 2022	670	3 : 1
Aug 2022	653	3 : 1
Jul 2022	850	3 : 1
Jun 2022	931	3 : 1
May 2022	939	3 : 1
Apr 2022	1,065	3 : 1
Mar 2022	1,048	2 : 1
Feb 2022	1,046	2 : 1
Jan 2022	913	3 : 1
Dec 2021	787	3 : 1
Nov 2021	939	4 : 1
Oct 2021	869	4 : 1
Sep 2021	789	4 : 1
Aug 2021	872	4 : 1
Jul 2021	841	4 : 1
Jun 2021	855	3 : 1
May 2021	893	2 : 1
Apr 2021	886	3 : 1

Mar 2021	904	3 : 1
Feb 2021	830	3 : 1
Jan 2021	699	3 : 1
Dec 2020	584	3 : 1
Nov 2020	473	3 : 1
Oct 2020	624	3 : 1
Sep 2020	546	3 : 1
Aug 2020	521	4 : 1
Jul 2020	539	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	2,312	46%
High school or GED	253	5%
Associate's degree	93	2%
Bachelor's degree	2,366	47%
Master's degree	831	16%
Ph.D. or professional degree	259	5%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	253	0	5%
Associate's degree	63	19	1%
Bachelor's degree	2,251	102	45%
Master's degree	128	545	3%
Ph.D. or professional degree	45	214	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,722	34%
0 - 1 Years	223	4%
2 - 3 Years	816	16%
4 - 6 Years	1,069	21%
7 - 9 Years	589	12%
10+ Years	633	13%

Job Postings vs. Hires

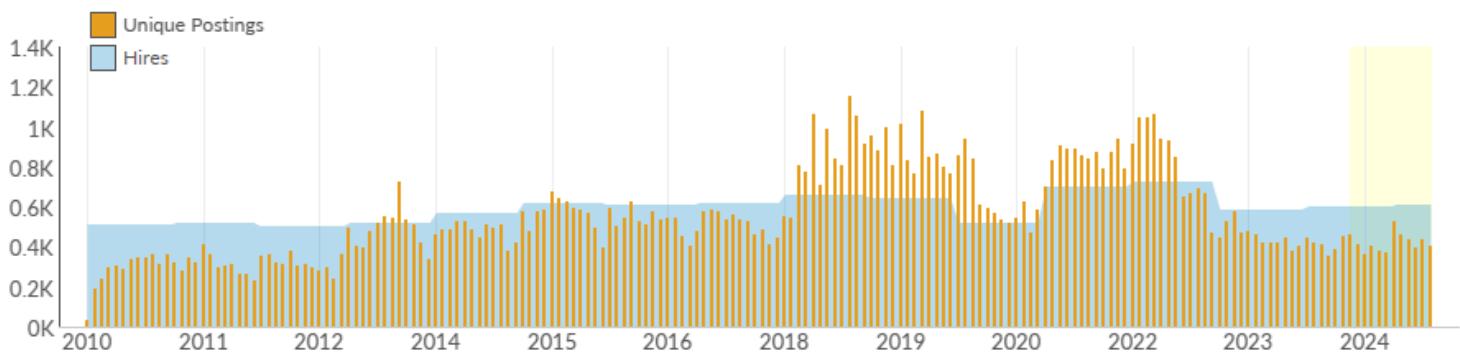
421

Avg. Monthly Postings (Jul 2024 - Jun 2025)

604

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 421 newly posted job postings for 5 Occupations, and 604 actually hired. This means there was approximately 1 hire for 5 Occupations for every 1 unique job posting.

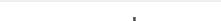


Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Public Relations Managers	212	67
Producers and Directors	116	161
Public Relations Specialists	44	287
Audio and Video Technicians	32	74
Advertising and Promotions Managers	17	14

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Meta	438 / 131	3 : 1	 35 days
County Of San Mateo	165 / 101	2 : 1	 26 days
BeOneMedicines Ltd	91 / 76	1 : 1	 26 days
Genentech	149 / 62	2 : 1	 25 days
Gap	211 / 53	4 : 1	 23 days
Amazon	111 / 44	3 : 1	 29 days
Eos Group	96 / 43	2 : 1	 30 days
Gilead Sciences	137 / 40	3 : 1	 22 days
Visa	128 / 39	3 : 1	 18 days
Google	143 / 37	4 : 1	 33 days

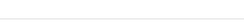
Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	6,025 / 2,491	2 : 1	 26 days
Oakland, CA	713 / 344	2 : 1	 28 days
San Mateo, CA	569 / 266	2 : 1	 26 days
Redwood City, CA	367 / 163	2 : 1	 33 days
Menlo Park, CA	382 / 155	2 : 1	 31 days
Fremont, CA	300 / 134	2 : 1	 23 days
South San Francisco, CA	278 / 117	2 : 1	 27 days
Pleasanton, CA	285 / 107	3 : 1	 27 days
Berkeley, CA	241 / 104	2 : 1	 25 days
Foster City, CA	256 / 99	3 : 1	 28 days

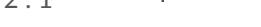
Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Public Relations Managers	5,992 / 2,543	2 : 1	 29 days
Producers and Directors	3,259 / 1,387	2 : 1	 26 days
Public Relations Specialists	1,204 / 528	2 : 1	 24 days
Audio and Video Technicians	896 / 389	2 : 1	 28 days
Advertising and Promotions Managers	454 / 205	2 : 1	 25 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Public Relations Managers	5,992 / 2,543	2 : 1	 29 days
Producers and Directors	1,599 / 665	2 : 1	 27 days
Talent Directors	1,414 / 618	2 : 1	 25 days
Public Relations Specialists	1,204 / 528	2 : 1	 24 days
Audio and Video Technicians	896 / 389	2 : 1	 28 days
Advertising and Promotions Managers	454 / 205	2 : 1	 25 days
Media Programming Directors	226 / 90	3 : 1	 24 days
Media Technical Directors/Managers	20 / 14	1 : 1	 9 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Communications / Public Relations Manager	5,992 / 2,543	2 : 1 	29 days
Media / Talent Director	1,660 / 722	2 : 1 	25 days
Producer	1,489 / 612	2 : 1 	27 days
Communications / Public Relations Specialist	981 / 425	2 : 1 	24 days
Audio / Visual Technician	896 / 389	2 : 1 	28 days
Advertising / Promotions Manager	454 / 205	2 : 1 	25 days
Media Planner / Buyer	223 / 103	2 : 1 	26 days
Stage Manager	110 / 53	2 : 1 	27 days

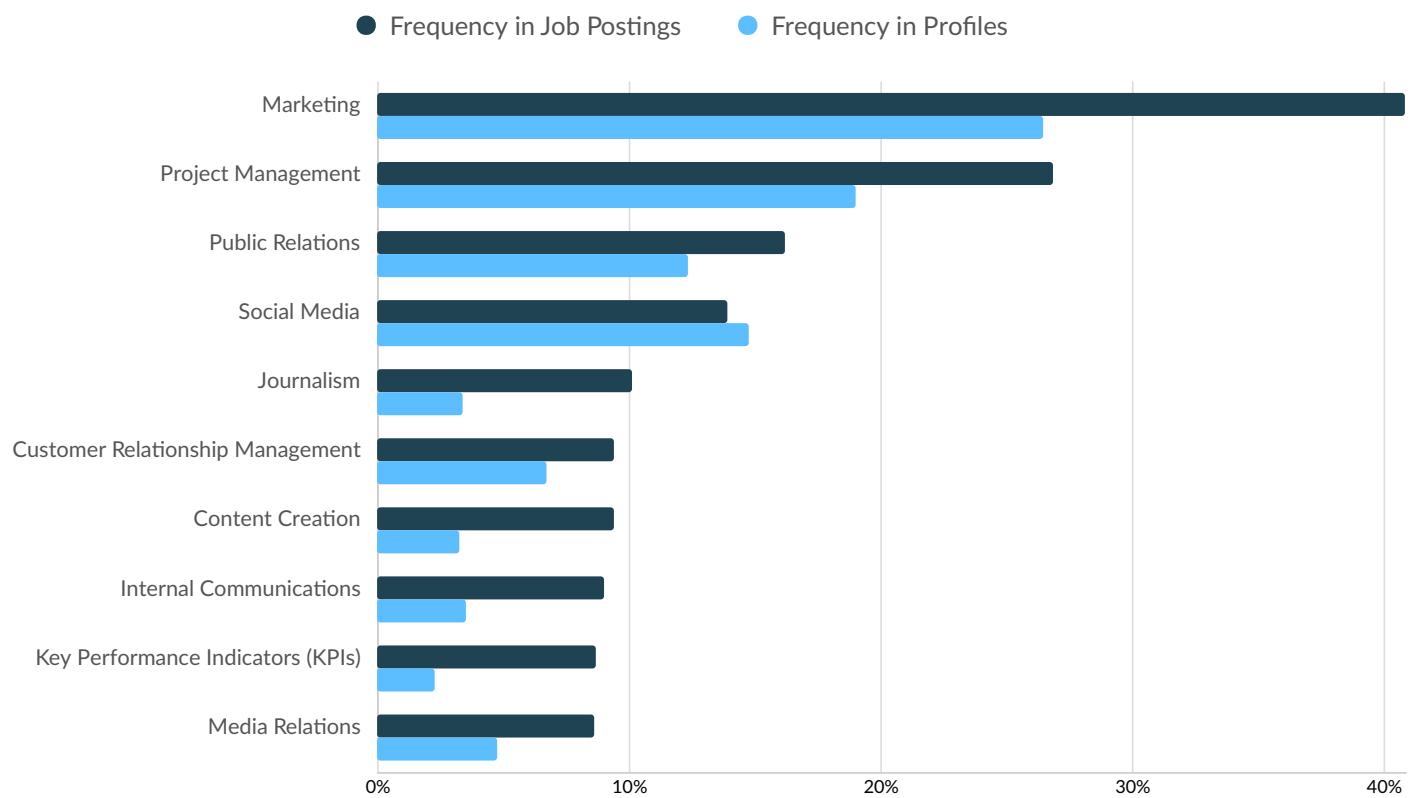
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Audiovisual Technicians	263 / 124	2 : 1 	30 days
Communications Managers	240 / 112	2 : 1 	31 days
Social Media Managers	194 / 91	2 : 1 	28 days
Communications Specialists	224 / 89	3 : 1 	26 days
Producers	169 / 63	3 : 1 	25 days
Community Associates	150 / 55	3 : 1 	34 days
Production Managers	120 / 46	3 : 1 	24 days
Directors of Communications	105 / 44	2 : 1 	24 days
Internal Communications Managers	104 / 44	2 : 1 	34 days
Community Engagement Managers	86 / 37	2 : 1 	17 days

Top Industries

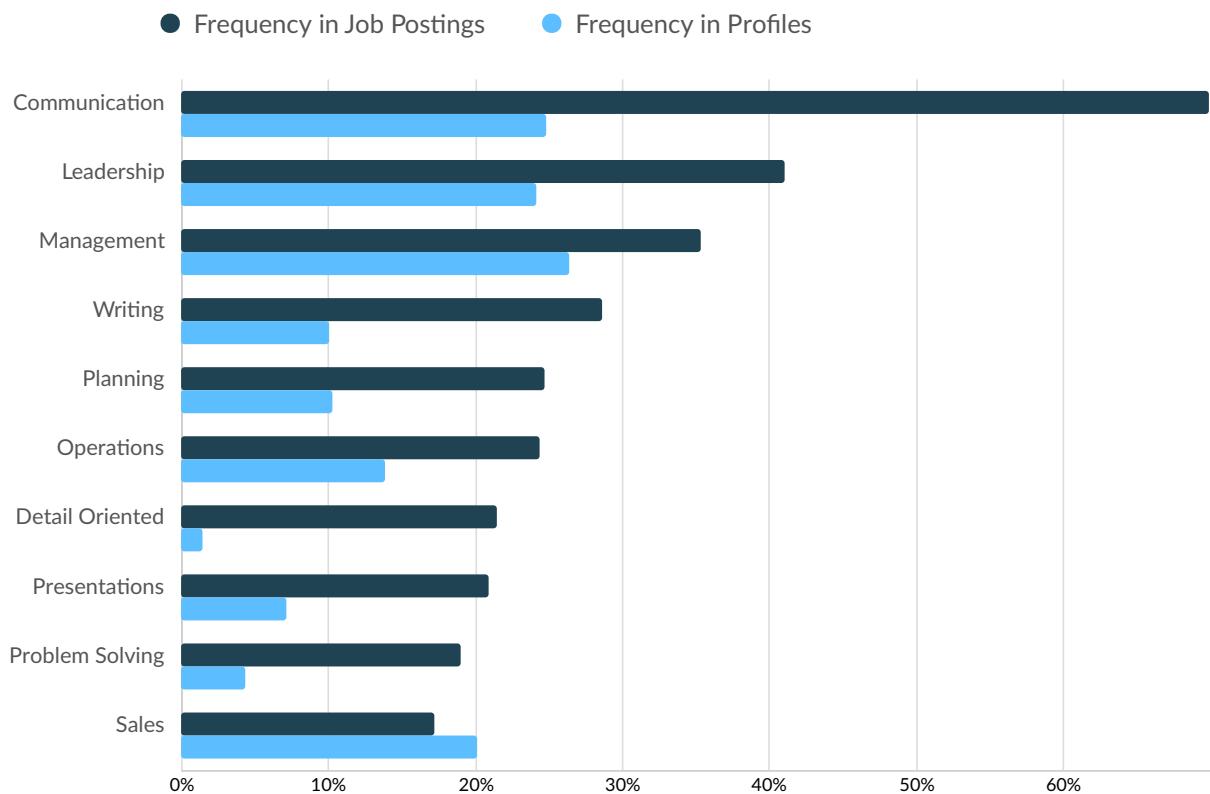
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Unclassified Industry	1,758 / 919	2 : 1	 27 days
Pharmaceutical Preparation Manufacturing	523 / 242	2 : 1	 26 days
Software Publishers	533 / 207	3 : 1	 24 days
Employment Placement Agencies	338 / 192	2 : 1	 22 days
Web Search Portals and All Other Information Services	602 / 175	3 : 1	 34 days
Colleges, Universities, and Professional Schools	464 / 156	3 : 1	 28 days
Custom Computer Programming Services	339 / 146	2 : 1	 32 days
Other Communications Equipment Manufacturing	169 / 103	2 : 1	 25 days
Clothing and Clothing Accessories Retailers	311 / 91	3 : 1	 30 days
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	318 / 85	4 : 1	 33 days

Top Specialized Skills



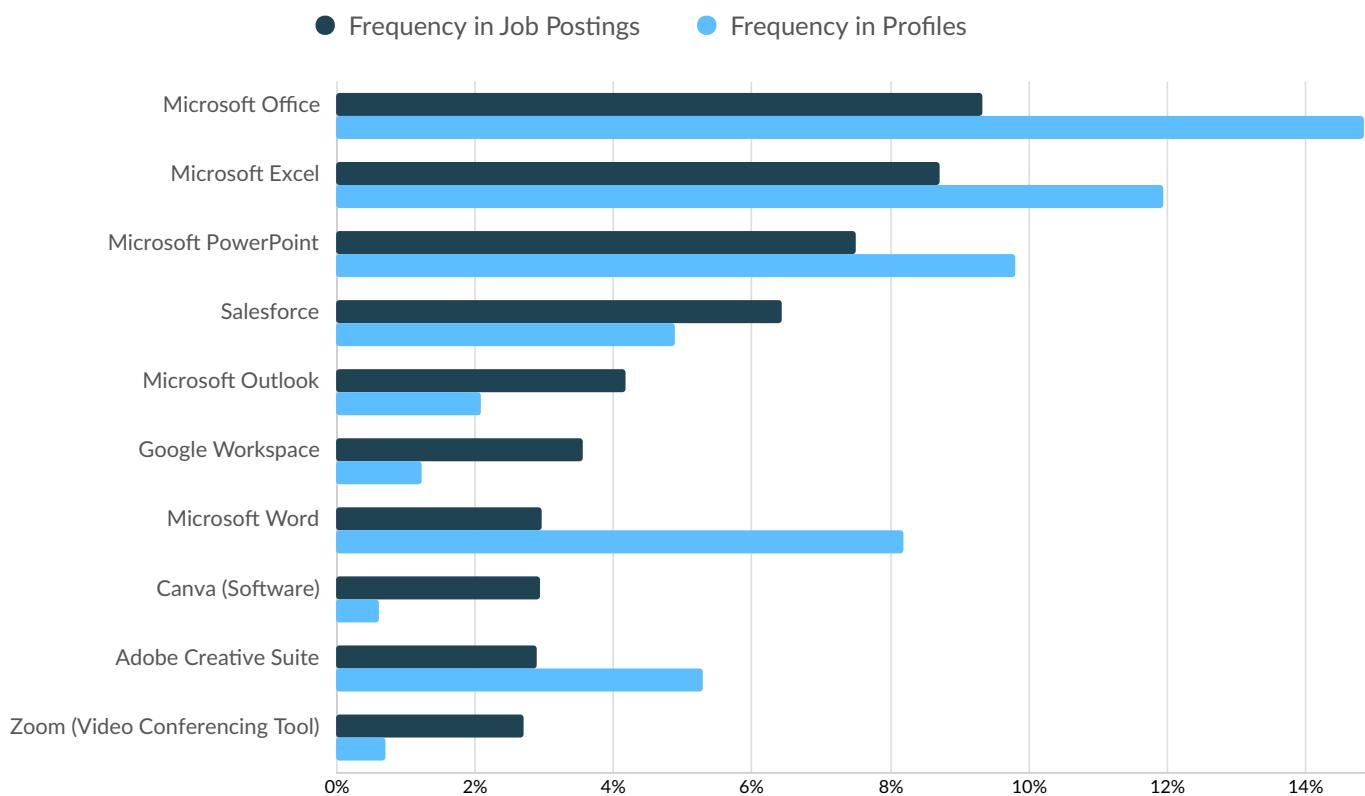
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	2,064	41%	18,563	26%	+23.0%	Rapidly Growing
Project Management	1,356	27%	13,352	19%	+19.8%	Rapidly Growing
Public Relations	820	16%	8,660	12%	+16.9%	Growing
Social Media	702	14%	10,374	15%	+16.3%	Growing
Journalism	511	10%	2,395	3%	+16.1%	Growing
Customer Relationship Management	477	9%	4,738	7%	+22.1%	Rapidly Growing
Content Creation	474	9%	2,308	3%	+8.8%	Growing
Internal Communications	456	9%	2,472	4%	+13.7%	Growing
Key Performance Indicators (KPIs)	438	9%	1,602	2%	+16.0%	Growing
Media Relations	436	9%	3,362	5%	+15.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	3,533	70%	17,435	25%	+3.6%	Lagging
Leadership	2,074	41%	16,968	24%	+8.5%	Stable
Management	1,784	35%	18,529	26%	+5.3%	Stable
Writing	1,447	29%	7,050	10%	+11.8%	Growing
Planning	1,249	25%	7,248	10%	+10.9%	Growing
Operations	1,233	24%	9,769	14%	+8.1%	Stable
Detail Oriented	1,085	21%	1,030	1%	+7.1%	Stable
Presentations	1,059	21%	5,031	7%	+23.0%	Rapidly Growing
Problem Solving	961	19%	3,098	4%	+11.3%	Growing
Sales	871	17%	14,116	20%	+7.8%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	472	9%	10,418	15%	+18.5%	Growing
Microsoft Excel	440	9%	8,391	12%	+17.7%	Growing
Microsoft PowerPoint	379	8%	6,879	10%	+26.1%	Rapidly Growing
Salesforce	325	6%	3,437	5%	+24.7%	Rapidly Growing
Microsoft Outlook	211	4%	1,467	2%	+25.0%	Rapidly Growing
Google Workspace	180	4%	864	1%	+18.8%	Growing
Microsoft Word	150	3%	5,751	8%	+7.2%	Stable
Canva (Software)	149	3%	441	1%	+8.2%	Stable
Adobe Creative Suite	147	3%	3,717	5%	+11.9%	Growing
Zoom (Video Conferencing Tool)	137	3%	492	1%	+13.1%	Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	315
Master Of Business Administration (MBA)	265
AVIXA Certified Technology Specialist	74
First Aid Certification	35
Cardiopulmonary Resuscitation (CPR) Certification	34
Project Management Professional Certification	32
Security Clearance	26
30-Hour OSHA General Industry Card	19
Licensed Vocational Nurse (LVN)	17
10-Hour OSHA General Industry Card	12

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
simplyhired.com	1,983
indeed.com	1,962
dejobs.org	708
disabledperson.com	462
myworkdayjobs.com	277
glassdoor.com	214
dice.com	186
themuse.com	186
diversityjobs.com	141
fairygodboss.com	122
greenhouse.io	121
showbizjobs.com	98
governmentjobs.com	88
hercjobs.org	84
craigslist.org	77
sanfranrecruiter.com	75
salinasrecruiter.com	74
smartrecruiters.com	74
watsonvillerecruiter.com	69
jobmonkeyjobs.com	66
findojobs.us	65
idealista.org	63
lever.co	63
santarosarecruiter.com	62
oraclecloud.com	60

Appendix B

Sample Postings

DIRECTOR, CORPORATE PARTNERSHIP STRATEGY

Link to Live Job Posting: www.simplyhired.com

Location: San Francisco, CA

O*NET: 27-2012.04

Company: Bay Fc

Job Title: Directors of Corporate Partnerships

Director, Corporate Partnership StrategyBay FC - DirectorSan Francisco • CACorporate Sponsorship Sales • Corporate Sponsor\$130,000 - \$150,000 / year03weeks ago Background Bay FC is the first National Women's Soccer League (NWSL) team in the Bay Area and currently in their second season in the NWSL. Co-founded by four U.S. Women's National Team legends—Brandi Chastain, Aly Wagner, Danielle Slaton, and Leslie Osborne—in partnership with global investment firm Sixth Street, Bay FC is changing the face of women's soccer as we know it. Bay FC is a team that defies convention and transcends culture. We are proud to represent the Bay Area with its tapestry of different ethnicities, languages, climates, and ideas. Our team will be a uniting force, building a culture of belonging and shared pride. We will become a beacon of hope and connection, welcoming and embracing all fans. Our stadium will be a home for people of all backgrounds and identities. We will be the bridge that unites the Bay's diverse communities. Through our actions and our love of the game, we will inspire and improve the lives of others. While our community is our foundation, our love of football is our reason for being. We have the fire to be the best, and we will show up on the field every day with intensity, competitiveness, passion, and a drive to win. Position Summary Bay FC is seeking a dynamic and experienced Director, Corporate Partnership Strategy to lead the strategy and implementation of revenue-generating commercial opportunities. This role is pivotal in driving sponsorship and media revenue, shaping the future of our commercial partnerships, and enhancing the Bay FC brand. The ideal candidate will be a visionary leader with a proven track record in developing and executing successful commercial strategies in the sports industry.

Responsibilities Strategic Leadership and Revenue Generation:

Develop and implement strategies to drive sponsorship and media revenue for recurring and new commercial opportunities. Define target demographics and collect data that helps partnership sales team members create a strategy and design brand partnership concepts and campaigns.

Inventory Development and Asset Creation:

Identify and create new high-value assets to expand sponsorship opportunities, aligning with revenue goals and sales cycle timelines. Innovate and elevate current marketing, operations, and community initiatives to enhance their attractiveness to potential partners.

Partnership and Commercial Collaboration:

Support commercial extensions with partnership and revenue implications, such as new local TV and radio broadcast deals for 2025+. Work with the league on current commercial guidelines and innovation opportunities.

Evaluation, Analysis, and Tool Implementation:

Lead sponsorship valuation exercises and utilize data tools to support the partnership team's retention and growth efforts. Evaluate, recommend, and implement third-party tools for partnership performance analysis, including real-time data and brand studies, to stay at the forefront of the women's sports market. Qualifications A minimum of 7-10 years of experience in commercial development, partnership strategy, or a related role within the sports or entertainment industry. Proven track record of developing and executing successful sponsorship and media revenue strategies. Strong leadership skills, with the ability to manage complex projects and cross-functional teams. Excellent analytical and strategic thinking abilities, with a focus on data-driven decision-making. Exceptional communication and negotiation skills. Deep understanding of the sports industry, particularly women's sports, and the evolving commercial landscape. Compensation The anticipated on target earnings for this role is between \$130,000 - \$150,000. Actual starting pay may vary based on a range of factors which can include experience, skills, and scope. Bay FC is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation, or any other characteristics protected by applicable federal, state or local laws.

Product Lifecycle Managers – Natera in San Carlos, CA (Jun 2025 - Active)

Vice President/Sr. Director, Head of GU Oncology Lifecycle Management

Link to Live Job Posting: www.natera.com

Location: San Carlos, CA	O*NET: 11-2032.00
Company: Natera	Job Title: Product Lifecycle Managers

Vice President/Sr. Director, Head of GU Oncology Lifecycle ManagementSan Carlos, CANatera is a global leader in cell-free DNA testing focused on changing the management of disease in reproductive health, oncology, and organ transplantation. Signatera is a personalized, tumor-informed test for molecular residual disease (MRD) assessment and surveillance monitoring in patients previously diagnosed with cancer. Signatera is covered by Medicare for colorectal cancer, muscle invasive bladder cancer, high-risk breast cancer, ovarian cancer, lung cancer, and immunotherapy response monitoring for any solid tumor. As the Head of GU Oncology Lifecycle Management, you will shape the vision and strategy for Natera's oncology product portfolio in GU cancers. Your leadership will drive a cohesive, cross-functional approach—partnering with medical, sales, business development, and other key teams—to position our products effectively and address critical unmet needs in cancer care. Reporting directly to the VP of Oncology Lifecycle Management, you will own the GU disease area strategy, and make high-impact decisions to maximize the clinical and commercial success of our oncology solutions.

PRIMARY RESPONSIBILITIES

Own the lifecycle planning and success of GU cancers, collaborating with cross-functional teams to develop and execute a strategic plan that drives usage, awareness, and advocacy across key stakeholders worldwide. Expand Signatera access across GU tumors - prioritize key indications, own evidence roadmaps, close evidence gaps and submit for coverageEstablish tumor-specific goals to be owned by the lifecycle team and across functions. Serve as a critical member on clinical / medical teams, helping define and prioritize key indications while identifying and addressing evidence gaps. Monitor performance & mitigate risks - In close partnership with Marketing team, track performance and deliver against GU commercial and medical goals, identifying potential issues / risks and implement mitigation strategies. Serve as a critical member on commercial subteams, helping to maximize Natera potential by escalating and addressing critical barriers that limit commercial adoption. Maintain a deep expertise in the GU cancers space by integrating real-time customer insights, publications, data presentations, competitive and market intelligence. Shape the value proposition for Natera's oncology products in collaboration with Medical Affairs and Commercial Marketing, leveraging clinical evidence and market dynamics. Regularly present strategic plans and progress to executive leadership.

QUALIFICATIONS

Bachelor's degree, Advanced degree preferred (MBA or PhD)GU oncology market experience strongly preferred8-10 years experience in product marketing, market analytics at a pharmaceutical / biotech companyPrevious KOL management experience preferredWorking knowledge of oncology molecular testing / biomarkers~25% travel required (advisory boards, congresses, sales / marketing meetings, customer meetings)

KNOWLEDGE, SKILLS, AND ABILITIES

Ability to lead without authority, influence and inspire individualsProven strategic agility with an enterprise mindset and ability to operate with executive presenceAbility to partner and collaborate across a broad range of internal and external partners Strong customer orientation and focus, particularly establishing thought leader relationshipsProven ability to communicate the complex simply (biomarkers, multiple indications, etc.)Strong organizational / time management skills; manage and complete multiple projects

PHYSICAL DEMANDS & WORK ENVIRONMENT

Duties are typically performed in a remote home office setting. This position requires the ability to use a computer keyboard, communicate over the telephone/computer, and read printed material. Duties may require working outside normal working hours (evenings and weekends) at times. While the position may be based anywhere in the United States, availability during Pacific time hours is required. Travel required for this position:

Yes:

Anticipated percent for travel: ~25% travel required (advisory boards, congresses, sales / marketing meetings, customer meetings) The pay range is listed and actual compensation packages are based on a wide array of factors unique to each candidate, including but not limited to skill set, years & depth of experience, certifications and specific office location. This may differ in other locations due to cost of labor considerations. San Carlos, CA \$232,700–\$290,850 USDOUR

OPPORTUNITY

Natera™ is a global leader in cell-free DNA (cfDNA) testing, dedicated to oncology, women's health, and organ health. Our aim is to make personalized genetic testing and diagnostics part of the standard of care to protect health and enable earlier and more targeted interventions that lead to longer, healthier lives. The Natera team consists of highly dedicated statisticians, geneticists, doctors, laboratory scientists, business professionals, software engineers and many other professionals from world-class institutions, who care deeply for our work and each other. When you join Natera, you'll work hard and grow quickly. Working alongside the elite of the industry, you'll be stretched and challenged, and take pride in being part of a company that is changing the landscape of genetic disease management.

WHAT WE OFFER

Competitive Benefits - Employee benefits include comprehensive medical, dental, vision, life and disability plans for eligible employees and their dependents. Additionally, Natera employees and their immediate families receive free testing in addition to fertility care benefits. Other benefits include pregnancy and baby bonding leave, 401k benefits, commuter benefits and much more. We also offer a generous employee referral program! For more information, visit Natera is proud to be an Equal Opportunity Employer. We are committed to ensuring a diverse and inclusive workplace environment, and welcome people of different backgrounds, experiences, abilities and perspectives. Inclusive collaboration benefits our employees, our community and our patients, and is critical to our mission of changing the management of disease worldwide. All qualified applicants are encouraged to apply, and will be considered without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, age, veteran status, disability or any other legally protected status. We also consider qualified applicants regardless of criminal histories, consistent with applicable laws. If you are based in California, we encourage you to read this important information for California residents. [notice-of-data-collection-california-residents](#) / Please be advised that Natera will reach out to candidates with a email domain ONLY. Email communications from all other domain names are not from Natera or its employees and are fraudulent. Natera does not request interviews via text messages and does not ask for personal information until a candidate has engaged with the company and has spoken to a recruiter and the hiring team. Natera takes cyber crimes seriously, and will collaborate with law enforcement authorities to prosecute any related cyber crimes.

Social Media Managers – Decagon International in San Francisco, CA (Jun 2025 - A...

Social Media Manager

Link to Live Job Posting: www.indeed.com

Location: San Francisco, CA

O*NET: 11-2032.00

Company: Decagon International

Job Title: Social Media Managers

Social Media Manager Decagon - 2.9 San Francisco, CA Job Details Full-time \$150,000 - \$180,000 a year 12 hours ago Benefits Health insurance Dental insurance Vision insurance Qualifications 5 years B2B Marketing automation Senior level SaaS AI Full Job Description About Decagon Decagon is the leading conversational AI platform empowering every brand to deliver concierge customer experience. Our AI agents provide intelligent, human-like responses across chat, email, and voice, resolving millions of customer inquiries across every language and at any time. Since coming out of stealth, Decagon has experienced rapid growth. We partner with industry leaders like Hertz, Eventbrite, Duolingo, Oura, Bilt, Curology, and Samsara to redefine customer experience at scale. We've raised over \$200M from Bain Capital Ventures, Accel, a16z, BOND Capital, A•, Elad Gil, and notable angels such as the founders of Box, Airtable, Rippling, Okta, Lattice, and Klaviyo. We're an in-office company, driven by a shared commitment to excellence and velocity. Our values— customers are everything , relentless momentum , winner's mindset , and stronger together —shape how we work and grow as a team. About the team Decagon's Marketing team is responsible for driving awareness, engagement, and demand through clear storytelling and strategic execution. We work across channels to amplify Decagon's leadership in conversational AI while building strong market awareness and pipeline. Our work sits at the intersection of brand, product, and customer, translating technical innovation into compelling narratives. About the role We're looking for a strategic and creative Social Media Manager to define and scale Decagon's voice across key platforms. You'll build community, drive awareness, and help shape how the world sees Decagon and the future of AI-driven customer experience. This is a high-impact role at the intersection of brand storytelling and real-time engagement. In this role, you will Own and execute platform-specific strategies across LinkedIn, X/Twitter, and Instagram Create and publish compelling content for both Decagon and executive social accounts Collaborate with content, design, and product teams to amplify launches, customer stories, and thought leadership Monitor trends and performance metrics to shape strategy and spark timely, relevant conversation Your background looks something like this Have 5+ years of experience managing social for AI, SaaS, or B2B tech companies Know how to tailor strategy, tone, and cadence for different platforms and audiences Can turn technical topics into clear, engaging, and shareable content Have experience running both brand and executive accounts with a strong editorial sense Understand the social landscape of AI and customer experience Track key performance metrics to inform and evolve your work Even better Have helped shape the online presence of an AI or customer experience company Have partnered directly with founders or execs, including ghostwriting Have led social promotion for launches, webinars, or customer campaigns Benefits Medical, dental, and vision benefits Take what you need vacation policy Daily lunches, dinners and snacks in the office to keep you at your best Compensation \$150k - \$180k + equity

Compensation Range:

\$150K - \$180K

News Partner Manager, Global Partnerships

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA

O*NET: 27-2012.00

Company: Google

Job Title: Directors of Global Partnerships

News Partner Manager, Global Partnerships Google - 4.3 San Francisco, CA Job Details Full-time \$134,000 - \$196,000 a year 18 hours ago Qualifications 7 years Management Sales Business development Bachelor's degree Investment banking Senior level Leadership Communication skills

Banking Full Job Description Note:

By applying to this position you will have an opportunity to share your preferred working location from the following: New York, NY, USA; San Francisco, CA, USA; Washington

D.C., DC, USA

Minimum qualifications:

Bachelor's degree or equivalent practical experience. 7 years of experience in business development, partnerships, management consulting, or investment banking. Experience working with C-level executives and cross-functionally across all levels of management. Experience managing agreements or partnerships.

Preferred qualifications:

Experience with sales, partnerships, or business development. Experience leading strategic partners and operational projects. Exposure to the technology or news media sector. Ability to clarify and communicate complex issues for an executive audience internally and externally. Ability to manage ambiguity, solve complex problems and scale effectively across a large/highly distributed organization while demonstrating strong communication, people management, and presentation skills. About the job Google's line of products and services to our clients never stops growing. The Partnerships Development team is responsible for seeking and exploring new opportunities with Google's partners. Equipped with your business acumen and extensive product knowledge, you are right on the front line of interacting with our partners, and helping them find ways to grow using Google's newest product offerings. Your knowledge of relevant verticals and relationships with key industry players will help shape our great applications and content for products such as YouTube, Google TV and Commerce. As a News Partner Manager for National Media Publishers, you'll report to the Director of News Partnerships. This is a role for a strategic problem-solver, ready to handle the dynamic challenges facing the news industry. You'll serve as a trusted advisor to both large national organizations and independent publishers. A key part of your role will involve collaborating closely with various Google teams, including YouTube, Play, Public Policy, Communications, Marketing, and Product, to successfully roll out specific projects and initiatives. You'll also be responsible for identifying and developing commercial opportunities that align with Google's broader product and business objectives. The Global Partnerships organization is responsible for exploring new opportunities with Google's partners. Google's Global Partnerships team works with a wide range of partners to bring the best of Google to power their business. The Global Partnerships team supports Google's own Product teams with essential partnerships to help Google's user experiences in advertising, Search, Assistant, Maps, Travel, Shopping, Payments and more. Teams create product-enabling partnerships, go-to-market strategies and incubate business growth for a variety of products. The US base salary range for this full-time position is \$134,000-\$196,000 + bonus + equity + benefits. Our salary ranges are determined by role, level, and location. Within the range, individual pay is determined by work location and additional factors, including job-related skills, experience, and relevant education

or training. Your recruiter can share more about the specific salary range for your preferred location during the hiring process. Please note that the compensation details listed in US role postings reflect the base salary only, and do not include bonus, equity, or benefits. Learn more about benefits at Google. Responsibilities Own the relationships with your assigned national and independent news organizations. Your focus will be on identifying and driving new opportunities to grow their audience and business through Google's product areas, serving as a trusted advisor and expert on their operations. Collaborate closely with various Google teams to foster a partner and industry-centric approach. You'll also represent Google externally at relevant industry events and advocate internally for partner needs. Manage all aspects of agreement development, from identifying opportunities within your partnership portfolio to initial negotiations, communication, contracting, and providing ongoing operational support. Play an active role in gathering US market and industry insights, contributing to the team's overall understanding of partners, the market, and any specific products or areas you specialize in. Google is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements. See also Google's EEO Policy and EEO is the Law. If you have a disability or special need that requires accommodation, please let us know by completing our Accommodations for Applicants form.

Agency Producers – Accenture in Walnut Creek, CA (Jun 2025 - Jul 2025)

Creative Agency Producer, Film

Link to Live Job Posting: Posting is no longer active

Location: Walnut Creek, CA	O*NET: 27-2012.00
Company: Accenture	Job Title: Agency Producers

Creative Agency Producer, Film Accenture - 4.0 Walnut Creek, CA Job Details Full-time 17 hours ago Qualifications Research 3 years Senior level Marketing Time management Experience design Full Job Description Who we are Accenture Song accelerates growth and value for our clients through sustained customer relevance. Our capabilities span ideation to execution: growth, product, and experience design; technology and experience platforms; creative, media and marketing strategy; and campaign, content, and channel orchestration. With strong client relationships and deep industry expertise, we help our clients operate at the speed of life through the unlimited potential of imagination, technology, and intelligence.

Visit us at:

www.accenture.com/song Film Production The Film Production department specializes in all forms of storytelling from moving imagery and content, to animations and graphics, to audio, musical, and sonic led narratives. We are stewards to a compelling and ever-evolving network of production partners and endeavor to create industry defining creative executions. Key considerations at the heart of all our productions include budget and time management, ethical and sustainable solution planning, and innovative creative development and amplification. Job Summary The Producer stewards production process as both a client-facing leader and a supporting member under the guidance of senior members of the production team. Taking instruction from their senior lead the Producer follows through on their delegated responsibilities within the production process with focus, commitment, and ambition. Throughout the entire process the Producer provides dedicated, and comprehensive quality control at all times. They are the record keeper for production notes and clearly communicate the needs of the project into their senior leads for distribution. At times the Producer may work on a project without day-to-day direct senior oversight. During these projects the Producer will be assigned a senior member and be expected to check in with them regularly to track production expectations and progress. Job Responsibilities Own and manage the team's time management needs and be the knowledge center that filters all agency production information (travel planning, expense management, client material resourcing, etc.) Produce work (live action and animation) and deliver final executions on time, on budget, and to the highest level of craft Represent at all times a growing mastery of the production process including complete and thorough knowledge of the single and competitive bidding process, production calendar management, and union and non-union budget projections and planning (e.g. rates and structures) Lead and forge lasting client relationships that guides the production across all client needs Identify potential opportunities to push internal production initiatives including identifying and securing sustainable and inclusive production capabilities as well as working with teams to see them come to life Display complete and confident proactive production control across every assigned project Manage day-to-day communications and team activities (scheduling, reporting, billing, meeting arrangements, etc.) Grow the department's knowledge of production partners: directors, editors, VFX, sound engineers, musicians, et al. Provide solid clerical support and paperwork across all projects Increase knowledge of all systems, initiatives, and processes Create and maintain robust administrative and organizational systems in addition to adhering scrupulously to existing ones Share inspiration, best practices, and learnings on different execution models Convey a creative point of view and push to improve output through execution and craft Work closely with Business Affairs to maintain quality control Adhere to established administrative systems and agency best practices Basic Qualifications 3+ years of experience in agency production or equivalent Preferred Qualifications Experience producing a range of content for research, TV, cinema and online Thorough knowledge of the production process and industry protocols in general Passion for creative and a desire to continue to learn about agency production Positive, respectful, fun and collaborative Ability to thrive in a fast-paced, ever-changing environment Ability to prioritize tasks and manage own workload #

LI-NA-FY25

Compensation at Accenture varies depending on a wide array of factors, which may include but are not limited to the specific office location, role, skill set, and level of experience. As required by local law, Accenture provides a reasonable range of compensation for roles that may be hired in California, Colorado, District of Columbia, Illinois, Maryland, Minnesota, New Jersey, New York or Washington as set forth below. We accept applications on an on-going basis and there is no fixed deadline to apply. Information on benefits is here. Role Location Annual Salary Range California \$63,800 to \$145,400 Colorado \$63,800 to \$125,600 District of Columbia \$68,000 to \$133,700 Illinois \$59,100 to \$125,600 Minnesota \$63,800 to \$125,600 Maryland \$63,800 to \$125,600 New York/New Jersey \$59,100 to \$145,400 Washington \$68,000 to \$133,700 What We Believe We have an unwavering commitment to diversity with the aim that every one of our people has a full sense of belonging within our organization. As a business imperative, every person at Accenture has the responsibility to create and sustain an inclusive environment. Inclusion and diversity are fundamental to our culture and core values. Our rich diversity makes us more innovative and more creative, which helps us better serve our clients and our communities. Read more here Equal Employment Opportunity Statement Accenture is an Equal Opportunity Employer. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation. All employment decisions shall be made without regard to age, race, creed, color, religion, sex, national origin, ancestry, disability status, veteran status, sexual orientation, gender identity or expression, genetic information, marital status, citizenship status or any other basis as protected by federal, state, or local law. Accenture is committed to providing veteran employment opportunities to our service men and women. For details, view a copy of the Accenture Equal Employment Opportunity and Affirmative Action Policy Statement . Requesting An Accommodation Accenture is committed to providing equal employment opportunities for persons with disabilities or religious observances, including reasonable accommodation when needed. If you are hired by Accenture and require accommodation to perform the essential functions of your role, you will be asked to participate in our reasonable accommodation process. Accommodations made to facilitate the recruiting process are not a guarantee of future or continued accommodations once hired. If you would like to be considered for employment opportunities with Accenture and have accommodation needs for a disability or religious observance, please call us toll free at 1 (877) 889-9009, send us an email or speak with your recruiter. Other Employment Statements Applicants for employment in the US must have work authorization that does not now or in the future require sponsorship of a visa for employment authorization in the United States. Candidates who are currently employed by a client of Accenture or an affiliated Accenture business may not be eligible for consideration. Job candidates will not be obligated to disclose sealed or expunged records of conviction or arrest as part of the hiring process. The Company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Additionally, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the Company's legal duty to furnish information.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
19-3011	Economists

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
15-2041	Statisticians

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

807

Unique Postings

2,023 Total Postings

212

Employers Competing

40,055 Total Employers

25 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

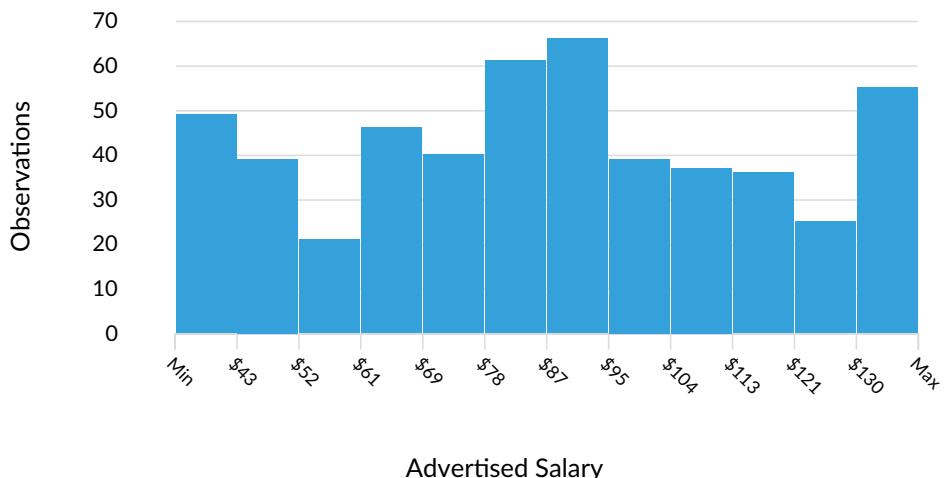
Regional Average: 3 : 1

Advertised Salary

There are 514 advertised salary observations (64% of the 807 matching postings).

\$86.52/hr

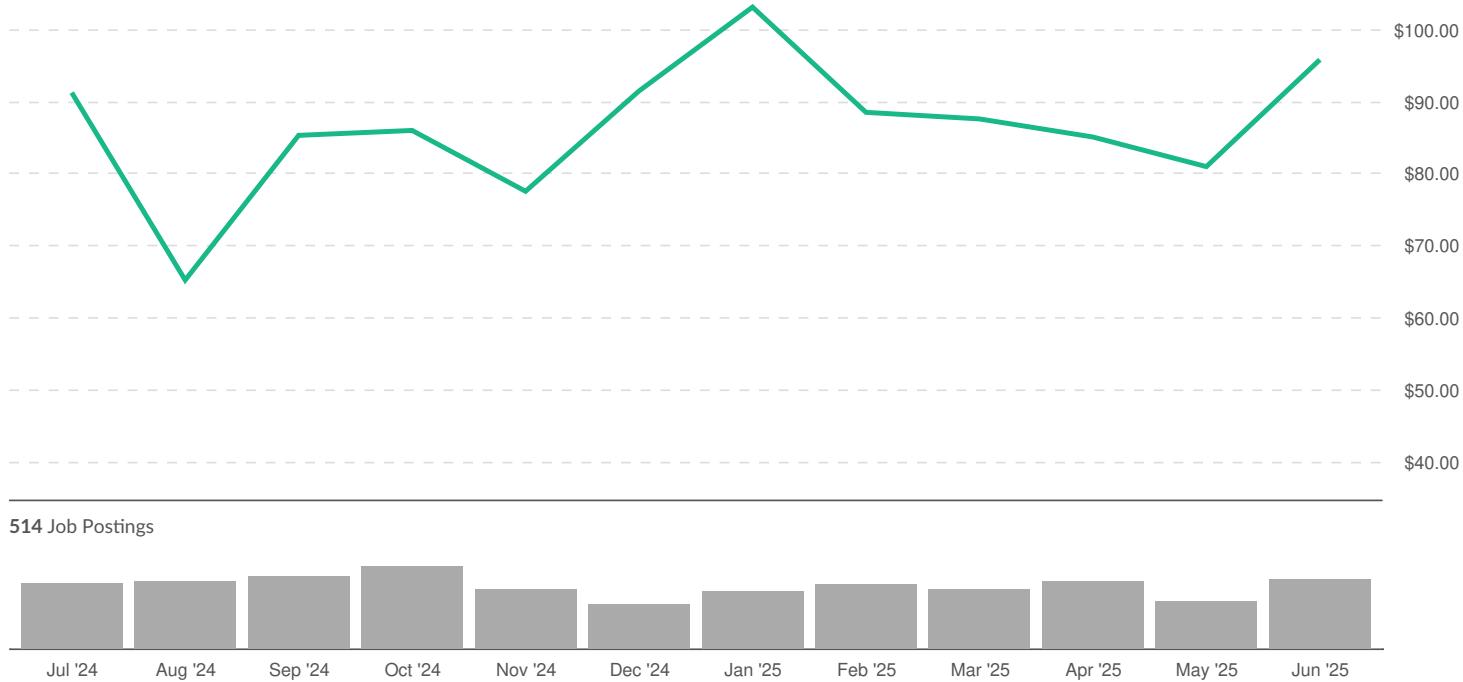
Median Advertised Salary



Advertised Salary Trend

▲ 5.0% Jul 2024 – Jun 2025

\$86.52 Median

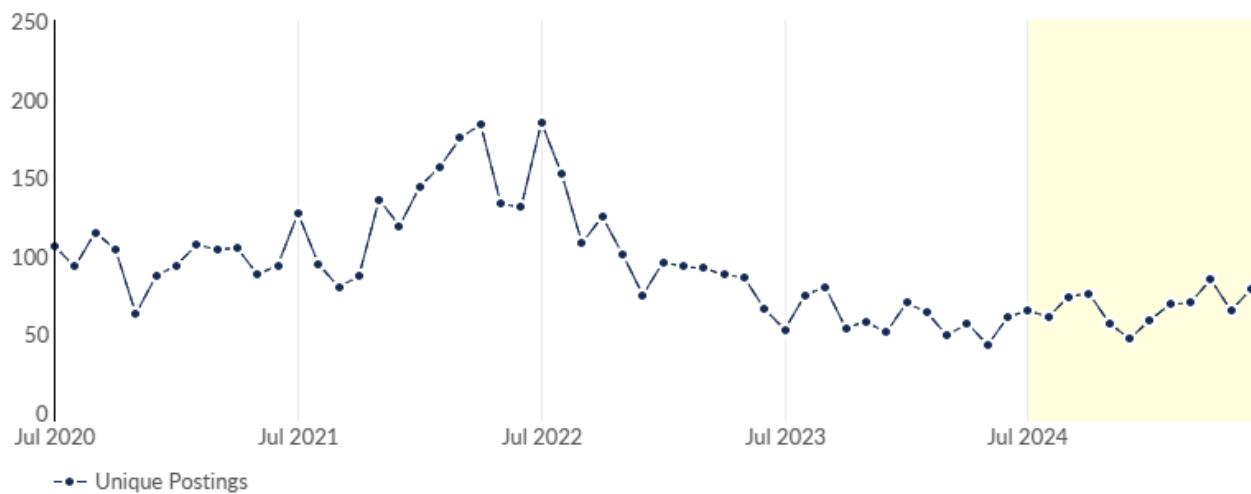


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
San Mateo County, CA	300
San Francisco County, CA	265
Alameda County, CA	199
Contra Costa County, CA	35
San Joaquin County, CA	4

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	79	2 : 1
May 2025	65	3 : 1
Apr 2025	85	3 : 1
Mar 2025	70	2 : 1
Feb 2025	69	2 : 1
Jan 2025	59	2 : 1
Dec 2024	47	2 : 1
Nov 2024	57	2 : 1
Oct 2024	76	3 : 1
Sep 2024	74	3 : 1
Aug 2024	61	2 : 1
Jul 2024	65	3 : 1
Jun 2024	61	3 : 1
May 2024	43	2 : 1
Apr 2024	57	3 : 1
Mar 2024	49	3 : 1
Feb 2024	64	2 : 1
Jan 2024	70	2 : 1
Dec 2023	51	4 : 1
Nov 2023	58	4 : 1

Oct 2023	54	2 : 1
Sep 2023	80	2 : 1
Aug 2023	75	2 : 1
Jul 2023	53	2 : 1
Jun 2023	66	2 : 1
May 2023	86	3 : 1
Apr 2023	88	3 : 1
Mar 2023	92	2 : 1
Feb 2023	93	3 : 1
Jan 2023	96	2 : 1
Dec 2022	75	3 : 1
Nov 2022	101	2 : 1
Oct 2022	125	2 : 1
Sep 2022	108	3 : 1
Aug 2022	152	2 : 1
Jul 2022	185	3 : 1
Jun 2022	131	3 : 1
May 2022	133	2 : 1
Apr 2022	184	3 : 1
Mar 2022	175	4 : 1
Feb 2022	157	3 : 1
Jan 2022	144	2 : 1
Dec 2021	119	2 : 1
Nov 2021	136	2 : 1
Oct 2021	87	3 : 1
Sep 2021	80	3 : 1
Aug 2021	95	3 : 1
Jul 2021	127	4 : 1
Jun 2021	94	3 : 1
May 2021	88	2 : 1
Apr 2021	105	2 : 1

Mar 2021	104	3 : 1
Feb 2021	107	3 : 1
Jan 2021	94	2 : 1
Dec 2020	87	3 : 1
Nov 2020	63	3 : 1
Oct 2020	104	3 : 1
Sep 2020	115	3 : 1
Aug 2020	93	3 : 1
Jul 2020	106	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	68	8%
High school or GED	9	1%
Associate's degree	10	1%
Bachelor's degree	309	38%
Master's degree	513	64%
Ph.D. or professional degree	497	62%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	9	0	1%
Associate's degree	10	0	1%
Bachelor's degree	299	3	37%
Master's degree	285	124	35%
Ph.D. or professional degree	136	361	17%

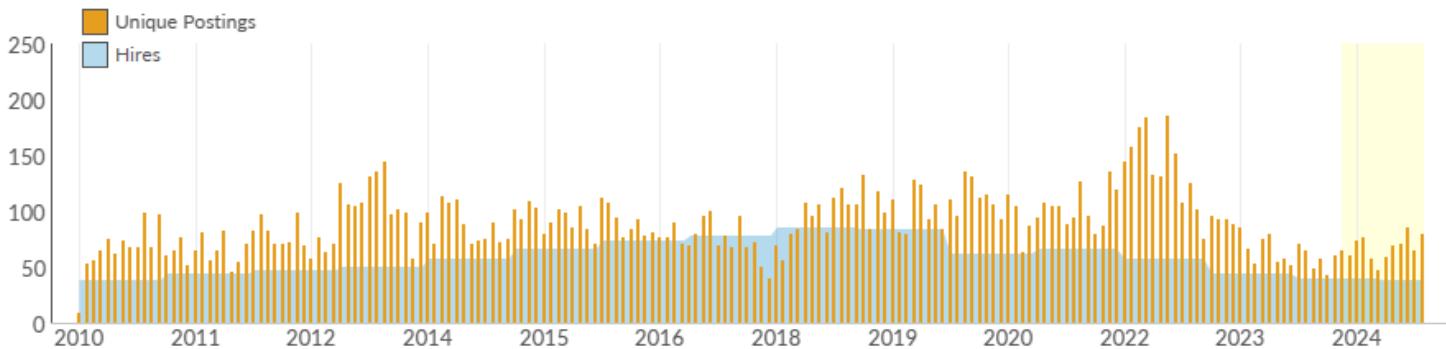
Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	254	31%
0 - 1 Years	47	6%
2 - 3 Years	103	13%
4 - 6 Years	132	16%
7 - 9 Years	125	15%
10+ Years	146	18%

Job Postings vs. Hires



In an average month, there were 67 newly posted job postings for 2 Occupations, and 40 actually hired. This means there was approximately 1 hire for every 2 unique job postings for 2 Occupations.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Statisticians	42	29
Economists	25	11

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Gilead Sciences	136 / 50	3 : 1	 26 days
AbbVie	177 / 33	5 : 1	 31 days
Penfield Search Partners Ltd	44 / 27	2 : 1	 29 days
Uber	60 / 23	3 : 1	 20 days
BeOneMedicines Ltd	29 / 22	1 : 1	 19 days
University of California-Berkeley	76 / 18	4 : 1	 13 days
Exelixis	35 / 15	2 : 1	 46 days
Genentech	31 / 15	2 : 1	 24 days
Recruiting From Scratch	17 / 14	1 : 1	 11 days
Meet	25 / 13	2 : 1	 36 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	617 / 266	2 : 1	 27 days
South San Francisco, CA	328 / 104	3 : 1	 31 days
Foster City, CA	190 / 62	3 : 1	 29 days
Oakland, CA	163 / 55	3 : 1	 23 days
Alameda, CA	105 / 39	3 : 1	 33 days
San Mateo, CA	72 / 36	2 : 1	 22 days
Redwood City, CA	62 / 35	2 : 1	 18 days
Berkeley, CA	102 / 33	3 : 1	 17 days
Menlo Park, CA	56 / 26	2 : 1	 33 days
Fremont, CA	45 / 22	2 : 1	 21 days

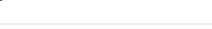
Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration	
Statisticians	1,300 / 508	3 : 1		25 days
Economists	723 / 299	2 : 1		25 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration	
Biostatisticians	1,084 / 414	3 : 1		26 days
Economists	723 / 299	2 : 1		25 days
Statisticians	216 / 94	2 : 1		24 days

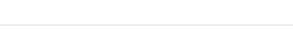
Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration	
Economist	723 / 299	2 : 1		25 days
Biostatistics Manager / Director	752 / 294	3 : 1		26 days
Biostatistician	332 / 120	3 : 1		24 days
Statistician	216 / 94	2 : 1		24 days

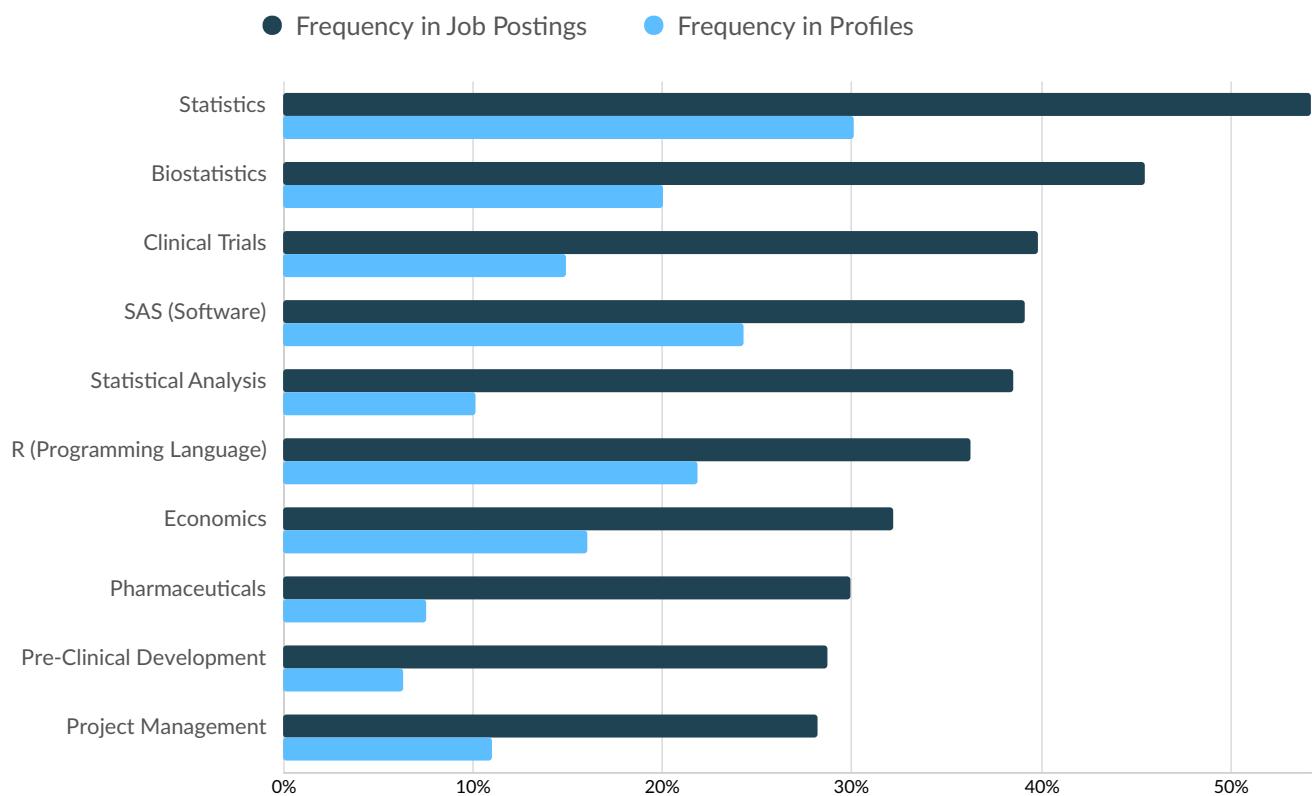
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Directors of Biostatistics	403 / 171	2 : 1	 28 days
Biostatistics Managers	76 / 34	2 : 1	 24 days
Biostatisticians	73 / 33	2 : 1	 26 days
Statistical Programming Managers	116 / 31	4 : 1	 33 days
Economists	63 / 29	2 : 1	 30 days
Associate Directors of Statistical Programming	51 / 15	3 : 1	 30 days
Contributors	17 / 14	1 : 1	 11 days
Principal Biostatisticians	29 / 13	2 : 1	 23 days
Statisticians	25 / 11	2 : 1	 28 days
Scientists	28 / 11	3 : 1	 34 days

Top Industries

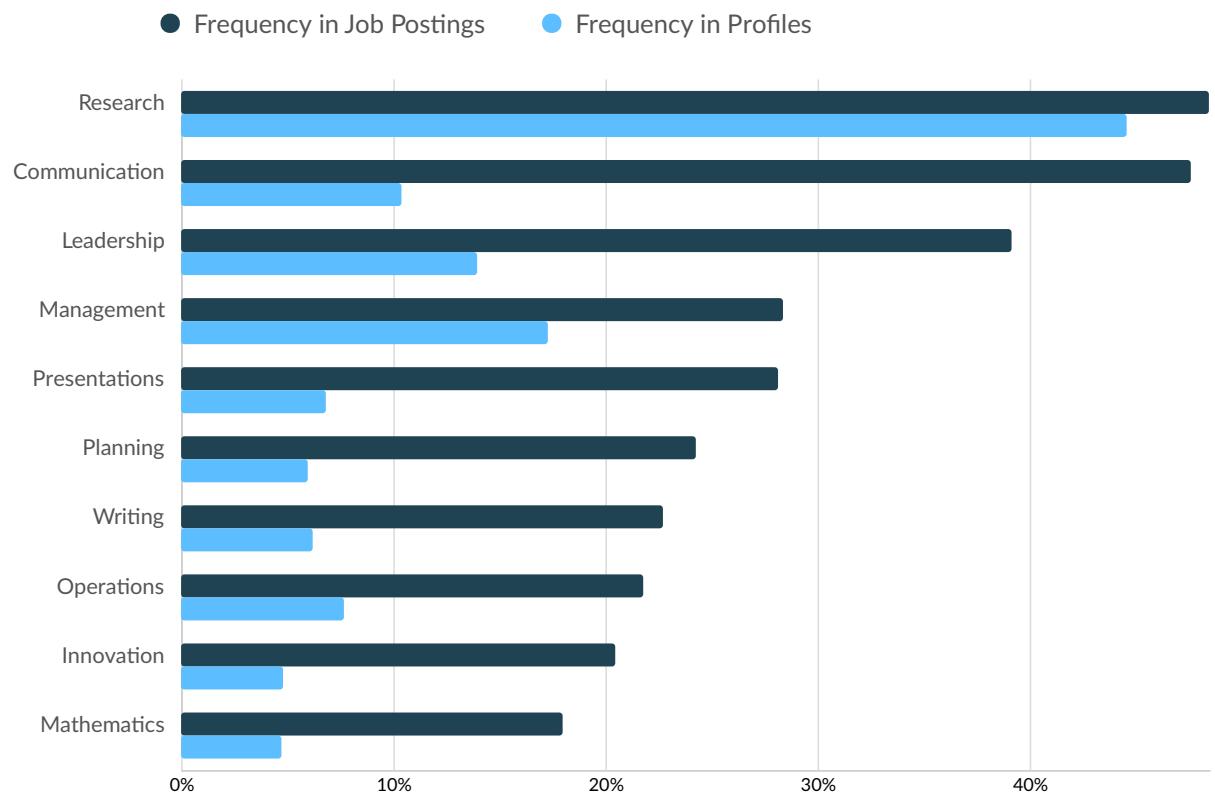
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Pharmaceutical Preparation Manufacturing	474 / 159	3 : 1	 24 days
Unclassified Industry	274 / 111	2 : 1	 23 days
All Other Professional, Scientific, and Technical Services	97 / 45	2 : 1	 29 days
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	110 / 40	3 : 1	 34 days
Employment Placement Agencies	58 / 40	1 : 1	 14 days
Colleges, Universities, and Professional Schools	127 / 38	3 : 1	 19 days
Research and Development in Biotechnology (except Nanobiotechnology)	54 / 25	2 : 1	 29 days
Taxi and Ridesharing Services	65 / 24	3 : 1	 20 days
Engineering Services	35 / 21	2 : 1	 32 days
Surgical and Medical Instrument Manufacturing	44 / 17	3 : 1	 37 days

Top Specialized Skills



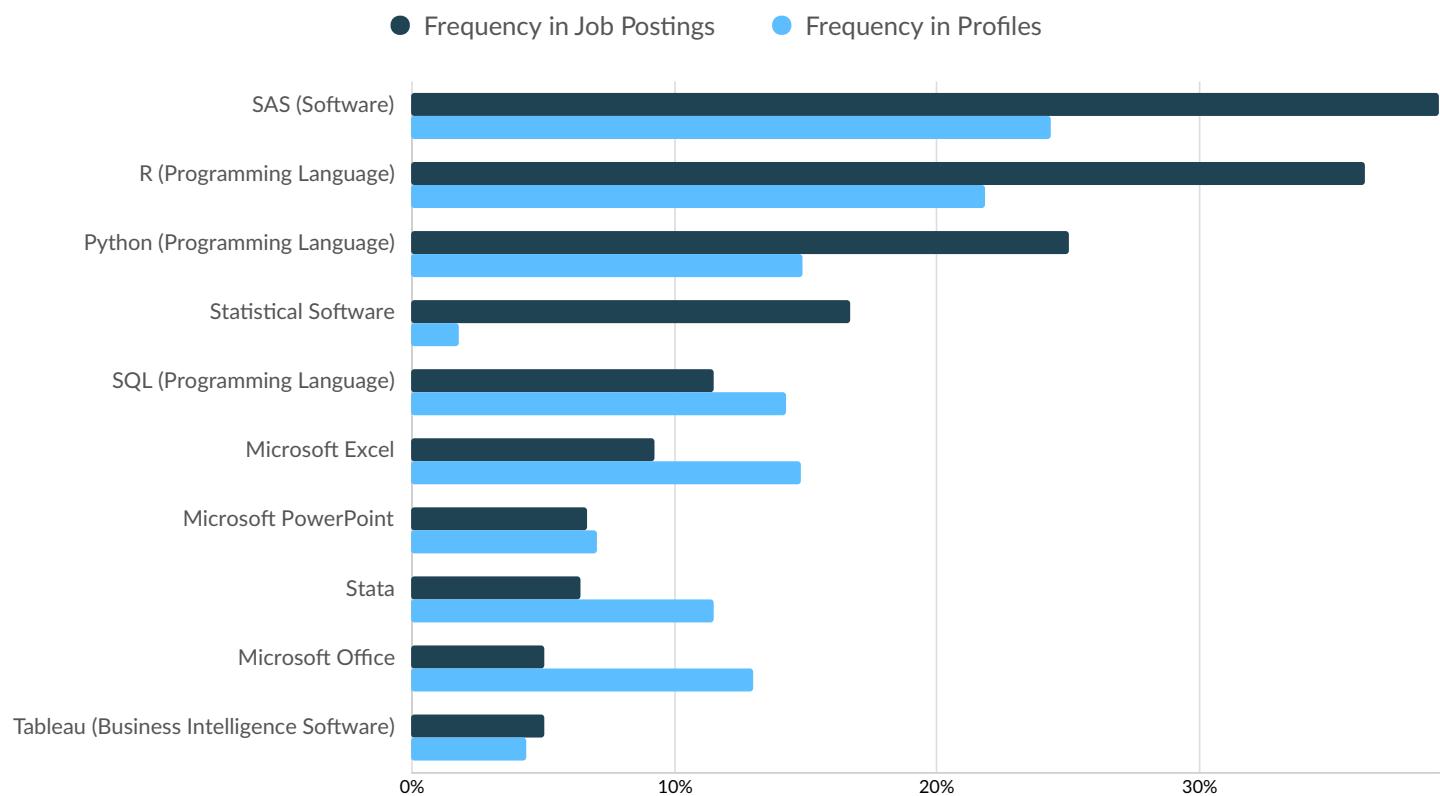
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Statistics	438	54%	521	30%	+22.7%	Rapidly Growing
Biostatistics	367	45%	347	20%	+11.7%	Growing
Clinical Trials	322	40%	258	15%	+15.9%	Growing
SAS (Software)	316	39%	421	24%	+12.4%	Growing
Statistical Analysis	311	39%	176	10%	+9.5%	Growing
R (Programming Language)	293	36%	378	22%	+20.3%	Rapidly Growing
Economics	260	32%	278	16%	+20.1%	Rapidly Growing
Pharmaceuticals	242	30%	130	8%	+19.6%	Rapidly Growing
Pre-Clinical Development	232	29%	109	6%	+5.5%	Stable
Project Management	228	28%	190	11%	+19.8%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Research	391	48%	771	45%	+17.2%	Growing
Communication	384	48%	179	10%	+3.6%	Lagging
Leadership	316	39%	241	14%	+8.5%	Stable
Management	229	28%	299	17%	+5.3%	Stable
Presentations	227	28%	118	7%	+23.0%	Rapidly Growing
Planning	196	24%	103	6%	+10.9%	Growing
Writing	183	23%	107	6%	+11.8%	Growing
Operations	176	22%	133	8%	+8.1%	Stable
Innovation	165	20%	83	5%	+25.8%	Rapidly Growing
Mathematics	145	18%	82	5%	+20.2%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
SAS (Software)	316	39%	421	24%	+12.4%	Growing
R (Programming Language)	293	36%	378	22%	+20.3%	Rapidly Growing
Python (Programming Language)	202	25%	258	15%	+24.5%	Rapidly Growing
Statistical Software	135	17%	31	2%	+9.7%	Growing
SQL (Programming Language)	93	12%	247	14%	+6.4%	Stable
Microsoft Excel	75	9%	257	15%	+17.7%	Growing
Microsoft PowerPoint	54	7%	122	7%	+26.1%	Rapidly Growing
Stata	52	6%	199	12%	+9.1%	Growing
Microsoft Office	41	5%	225	13%	+18.5%	Growing
Tableau (Business Intelligence Software)	41	5%	76	4%	+20.8%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Master Of Business Administration (MBA)	39
Chartered Financial Analyst	10
Functional Skills Qualification	10
Valid Driver's License	9
Actuarial Exams	6
Certified Public Accountant	6
Security Clearance	6
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	5
Associate Of The Society Of Actuaries	4
Basic Life Support (BLS) Certification	4

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
simplyhired.com	201
dejobs.org	197
indeed.com	194
disabledperson.com	126
biospace.com	78
myworkdayjobs.com	66
dice.com	39
hercjobs.org	30
yello.co	30
diversityjobs.com	26
healthjobsnationwide.com	23
greenhouse.io	22
pharmiweb.jobs	21
themuse.com	19
abbvie.com	13
jobserve.com	13
smartrecruiters.com	13
findojobs.us	11
mantecarecruiter.com	11
ca.gov	10
higheredjobs.com	10
salinasrecruiter.com	10
gene.com	9
getintoenergy.jobs	9
glassdoor.com	9

Appendix B

Sample Postings

Directors of Biostatistics – Penfield Search Partners Ltd in San Francisco, CA (Jun 2...

Director Biostatistics - Oncology	
Link to Live Job Posting: www.glassdoor.com	
Location: San Francisco, CA	O*NET: 15-2041.01
Company: Penfield Search Partners Ltd	Job Title: Directors of Biostatistics
['Penfield Search Partners', '5.0', 'Director Biostatistics - Oncology', 'Sign in to apply', 'San Francisco, CA', '•', '\$163K - \$249K', '\xa0', '(Glassdoor est.)'][]	

Directors of Biostatistics – Alumis in South San Francisco, CA (Jun 2025 - Active)

Associate Director, Biostatistics

Link to Live Job Posting: www.biospace.com

Location: South San Francisco, CA

O*NET: 15-2041.01

Company: Alumis

Job Title: Directors of Biostatistics

Associate Director, Biostatistics
Employer: Alumis Inc.
Location: South San Francisco
Start date: Jun 29, 2025
categories: job
Click to add the job to your shortlist

Job Details
Company: Alumis Inc. is a precision medicines company with the mission to transform the lives of patients with autoimmune diseases. Even with treatment innovations of the last two decades, many patients with immunologic conditions continue to suffer - our goal is to fundamentally change the outcomes for these patients. We are seeking an Associate Director of Biostatistics to provide statistical expertise and operational support across a variety of clinical activities with a focus on supporting early-stage and late-stage clinical programs. This role will serve as lead study statistician, collaborating with cross-functional teams to support clinical development and data-driven decision-making. The Associate Director will contribute hands-on to key deliverables, manage CROs, and provide guidance to junior team members.

Essential Responsibilities:

Contribute to the statistical design and analysis of early and late phase clinical studies. Apply advanced statistical methods and data visualization skills to clinical trial data summaries and interpretations such as integrated safety and efficacy analyses for regulatory submissions. Serve as the biostatistics representative on cross-functional teams, ensuring alignment of statistical approaches with study and program objectives. Provide input on study design, endpoint selection, and sample size planning. Draft statistical analysis plans (SAPs) and support interpretation of results. Ensure the quality and accuracy of statistical deliverables by independently generating the statistical deliverables and/or independently reviewing and validating the statistical deliverables generated by either CRO or internal statistical programming team. Manage CROs and mentor junior staff or contractors as appropriate.

The Ideal Candidate:

Education:

Ph.D. in Biostatistics with 6+ years of relevant industry experience, or Master's with 8+ years.

Experience:

Strong foundation in clinical trial design, statistical analysis, and regulatory guidelines. Experience in publication work and/or analysis of real-world data preferred. Proficiency in statistical programming (SAS and R). Immunology or related therapeutic area experience a plus.

Demonstrated ability to manage multiple priorities and work cross-functionally. Experience with both early-stage and late-phase clinical trials in biotech/pharmaceutical industry is preferred.

Skills:

Strong analytical thinking and attention to detail. Excellent verbal and written communication skills. Ability to work independently in a fast-paced, regulated environment. Ability to manage deliverables with competing priorities and influence others effectively. Strong organizational skills, with the ability to manage workflows and activities to meet department timelines. Collaborative mindset and ability to influence without authority. The salary range for this position is \$190,000 USD to \$230,000 USD annually. This salary range is an estimate, and the actual salary may vary based on the Company's compensation practices. This position is located in South San Francisco, CA, with an expectation to be onsite Tuesday through Thursday. While we prefer local candidates, remote applicants based in the Pacific Time Zone will be considered on a case-by-case basis. Alumis Inc. is an equal opportunity employer. Alumis compensation packages include generous stock option grants for all employees as well as an annual bonus program.

Other benefits include:

Health insurance premiums paid at 90% for employee, 80% for dependents
Free access to Genentech Bus & Ferry Share program
\$100 monthly cell phone stipend
Unlimited PTO for Exempt employees
Free onsite gym and a kitchen stocked with yummy snacks and drinks!
We are a hard-working, collaborative team on a mission to transform patient's lives-- and we aspire to elevate, challenge and nurture one another along the way.

Statistical Analysts – Grail in Menlo Park, CA (Jun 2025 - Active)

Staff Statistical Analyst #4305

Link to Live Job Posting: www.simplyhired.com

Location: Menlo Park, CA	O*NET: 15-2041.00
Company: Grail	Job Title: Statistical Analysts

Our mission is to detect cancer early, when it can be cured. We are working to change the trajectory of cancer mortality and bring stakeholders together to adopt innovative, safe, and effective technologies that can transform cancer care. We are a healthcare company, pioneering new technologies to advance early cancer detection. We have built a multi-disciplinary organization of scientists, engineers, and physicians and we are using the power of next-generation sequencing (NGS), population-scale clinical studies, and state-of-the-art computer science and data science to overcome one of medicine's greatest challenges. GRAIL is headquartered in Menlo Park, California, with locations in Washington, D.C., North Carolina, and the United Kingdom. It is supported by leading global investors and pharmaceutical, technology, and healthcare companies. For more information, please visit grail.com. This role is part of the Clinical Biostatistics group within the Clinical Development organization at GRAIL. The Staff or Senior Statistical Analyst contributes to the analysis of clinical study data through their statistical programming expertise. This individual will develop programs for and maintain complete and auditable documentation of the analysis of GRAIL's clinical studies. \n

Responsibilities:

Provide statistical programming support to pre-defined and exploratory analysis, formal reports, publications, presentations, and new statistical methodologies Manage the timeline and deliverables of the analysis dataset and Tables, Figures and Listings (TFL) development Work closely with biostatisticians to review the statistical analysis plan (SAP), and create data and analysis program specifications based on the SAP and TFL shells Maintain complete and auditable programming documentation for analysis of clinical studies Contribute to the development, documentation and maintenance of a reusable programming code library Serve as a member of clinical study teams Stay abreast of industry developments in the Statistical Programming field and apply to appropriate systems and processes

Preferred Qualifications:

5+ years statistical programming experience in academia or industry. 1-4 years of experience will be considered for senior level Strong project management skills to lead statistical programming deliverables B.S. or M.S in Statistics or related field Proficient in R or Python or SAS (R is strongly preferred) Knowledge of applicable regulatory rules and guidelines, e.g., ICH, GCP, HIPAA Ability to work independently on multiple concurrent projects in a fast-paced environment Strong team player with demonstrated track record of success in cross-functional team environment \n The expected, full-time, annual base pay scale for this position is \$ 163,000 - 204,000 for Menlo Park, CA. Actual base pay will consider skills, experience, and location. Based on the role, colleagues may be eligible to participate in an annual bonus plan tied to company and individual performance, or an incentive plan. We also offer a long-term incentive plan to align company and colleague success over time. In addition, GRAIL offers a progressive benefit package, including flexible time-off, a 401k with a company match, and alongside our medical, dental, vision plans, carefully selected mindfulness offerings. GRAIL is an Equal Employment Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other legally protected status. We will reasonably accommodate all individuals with disabilities so that they can participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation. GRAIL maintains a drug-free workplace.

Postdoctoral Fellows – Lawrence Berkeley National Laboratory in Berkeley, CA (Jun..)

Postdoctoral Fellow

Link to Live Job Posting: Posting is no longer active

Location: Berkeley, CA	O*NET: 19-3011.00
Company: Lawrence Berkeley National Laboratory	Job Title: Postdoctoral Fellows

Postdoctoral Fellow Lawrence Berkeley National Laboratory remote work United States, California, Berkeley 1 Cyclotron Road (Show on map) Jun 29, 2025 Lawrence Berkeley National Lab's (LBNL) Energy Storage & Distributed Resources Division has an opening for a Postdoctoral Fellow to join the team. In this exciting role, you will develop innovative optimization models in the context of distribution and transmission grid investment and planning, unit commitment and economic dispatch problems. These models will be developed within multiple projects funded by the US Department of Energy and converted into tools that can be used by the power system industry, academia or policy/regulatory entities. Included in the Grid Integration Group, the Grid Planning and Economics team develops models and software solutions to support decisions around power systems planning, economics as well as electricity markets and policy. Examples of successful models developed by the Grid Planning and Economics team include: The Security-constrained AC OPF algorithm, which received a top performer prize in Challenge 2 of the ARPA-e Grid Optimization Competition. The resilient distribution expansion model, developed in partnership with the industry, which was recently made available as a prototype tool. Different models for microgrid planning, covering different design aspects, such as distribution grid or multi-energy representations, included LBNL's DER-CAM tool.

What You Will Do:

Develop innovative research work in distribution and transmission grid investment and planning, unit commitment or economic dispatch problems for various power system economics and policy applications. Model different sources of uncertainty in power systems planning and economics. Implement models, develop algorithms, and write code in Python/Julia. Work with the team to integrate these models into new LBNL repositories and software solutions. Write journal and conference papers. Prepare reports and presentations. Attend to group and project meetings. What is

Required:

A PhD in Electrical Engineering, Industrial Engineering or Operations Research. Solid background on Power Systems steady-state modeling (balanced and unbalanced power flow, OPF). A good understanding of the power systems economic and policy contexts, including planning and policy decision-making processes. Experience in optimization methods applied to power system economics. Good coding skills (python or Julia are a plus). A strong record of publications in the power systems field.

Desired Qualifications:

1 paper publication in IEEE Transactions. Experience in decision methods. Familiarity with object-oriented programming. For consideration, please apply by May 2, 2025 with the following application materials: Cover Letter - Describe your interest in this position and the relevance of your background. Curriculum Vitae (CV) or Resume.

Notes:

This is a full-time, 2 years, postdoctoral appointment with the possibility of renewal based upon satisfactory job performance, continuing availability of funds and ongoing operational needs. You must have less than 3 years of paid postdoctoral experience. Salary for Postdoctoral positions depends on years of experience post-degree. This position is represented by a union for collective bargaining purposes. The monthly salary range for this position is \$7,790 / mo - \$8,701.00 / mo and is expected to start at \$7,790 / mo or above. Postdoctoral positions are paid on a step schedule per union contract and salaries will be predetermined based on postdoctoral step rates. Each step represents one full year

of completed post-Ph.D. postdoctoral and/or related research experience. This position is subject to a background check. Any convictions will be evaluated to determine if they directly relate to the responsibilities and requirements of the position. Having a conviction history will not automatically disqualify an applicant from being considered for employment. This position is eligible for a flexible work mode, with onsite or hybrid work being the preferred modes, though full-time telework or remote work modes may be considered. Hybrid work is a combination of teleworking and performing work on-site at Lawrence Berkeley National Lab, 1 Cyclotron Road, Berkeley, CA. Individuals working a hybrid schedule must reside within 150 miles of Berkeley Lab. Work schedules are dependent on business needs. Want to learn more about working at Berkeley Lab?

Please visit:

careers.lbl.gov

Equal Employment Opportunity Employer:

The foundation of Berkeley Lab is our

Stewardship Values:

Team Science, Service, Trust, Innovation, and Respect; and we strive to build community with these shared values and commitments. Berkeley Lab is an Equal Opportunity and Affirmative Action Employer. We heartily welcome applications from all who could contribute to the Lab's mission of leading scientific discovery, inclusion, and professionalism. In support of our rich global community, all qualified applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status.

Misconduct Disclosure Requirement:

As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer

Value Evidence Customer Strategy Lead, Health Systems

Link to Live Job Posting: Posting is no longer active

Location: South San Francisco, CA

O*NET: 19-3011.00

Company: Genentech

Job Title: Customer Strategy Managers

The Opportunity The Value Evidence Customer Strategy Lead (VECSL) is a highly strategic role within Genentech's Evidence for Access (E4A) team that is responsible for ensuring that evidence is communicated with customers in a clear and compelling manner. The VECSL is embedded with select health system customer accounts and maintains a deep understanding of the market trends and strategic considerations most relevant for those accounts. The VECSL then identifies ways to proactively improve patient access by addressing customer questions and strategic needs using HEOR (health outcomes and economics research) / RWE (real world evidence), and works with the HEOR team within E4A to coordinate the production and dissemination of appropriate outputs and tools. Leveraging a nuanced understanding of both the health system customer and available HEOR resources, the VECSL ensures that evidence is communicated to customers in a way that clearly articulates the value of Genentech products. Key Responsibilities Strategy and Planning Collaborates with health system account teams and medical field teams to utilize evidence in supporting and improving patient access decisions for customers. Develops a deep understanding of customer value perspectives and leverages HEOR evidence to influence access-related decisions, removing patient access barriers. Influences E4A strategic evidence plans by monitoring internal milestones and external market trends related to HEOR and the health system segment, advising internal teams on these trends and opportunities. Utilizes deep HEOR and RWD knowledge to execute complex HEOR projects, synthesize outputs into tailored value stories for health systems, and serve as the primary HEOR contact for assigned accounts, ensuring transparency of projects and timelines. Customer Interactions and Partnerships Serve as the

HEOR/RWD

expert for health systems, communicating value stories and engaging in peer-to-peer discussions as requested by field teams. Collaborate with internal teams (medical field, marketing, account) to develop customer-oriented evidence and value stories, advising on studies to incorporate meaningful measures for health systems. Drive innovative evidence-based contracting approaches for assigned national health systems accounts, providing support for design and implementation, and partnering on segment-level contracting strategies. Who you are Required Qualifications & Experience PharmD, MD, PhD, MS, MSN, or MPH in a scientific or health-related field with relevant experience in health science or health outcomes Advanced understanding of HEOR and RWE methodologies, and significant experience leading HEOR projects performing either HEOR and/or data science work 10+ years (or PhD with 8+ years) of experience in the healthcare industry, including 5+ years experience in pharmaceutical, biotechnology, insurance and/or health systems Experience working with population health decision-making teams and a deep understanding of key business drivers in the healthcare industry. Proven ability to rapidly establish cross-functional relationships, gain trust, and navigate complex organizations. Travel and Location Requirements This is a remote position that requires up to 30% travel. The expected salary range for this position based on the primary location of South San Francisco, CA is \$203,000 - 377,000. Actual pay will be determined based on experience, qualifications, geographic location, and other job-related factors permitted by law. A discretionary annual bonus may be available based on individual and Company performance. This position also qualifies for the benefits detailed at the link provided below. Benefits Relocation benefits are not available for this job posting. This role can be remote Genentech is an equal opportunity employer. It is our policy and practice to employ, promote, and otherwise treat any and all employees and applicants on the basis of merit, qualifications, and competence. The company's policy prohibits unlawful discrimination, including but not limited to, discrimination on the basis of Protected Veteran status, individuals with disabilities status, and consistent with all federal, state, or local laws. If you have a disability and need an accommodation in relation to the online application process, please contact us by completing this form Accommodations for Applicants. Who We Are Genentech, a member of the Roche group and founder of the biotechnology industry, is dedicated to pursuing groundbreaking science to discover and develop medicines for people with serious and life-threatening diseases. To solve the world's most complex health challenges, we ask bigger questions that challenge our industry and the boundaries of science to transform society. Our transformational discoveries include the first targeted antibody for cancer and the first medicine for primary progressive multiple sclerosis. The next step is yours. To apply today, click on the "Apply for this job" button. Genentech is an equal opportunity employer. It is our policy and practice to employ, promote, and otherwise treat any and all employees and applicants on the basis of merit, qualifications, and competence. The company's policy prohibits unlawful discrimination, including but not limited to, discrimination on the basis of Protected Veteran status, individuals with disabilities status, and consistent with all federal, state, or local laws. If you have a disability and need an accommodation in relation to the online application process, please contact us by completing this form Accommodations for Applicants.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
11-9031	Education and Childcare Administrators, Preschool and Daycare
25-2012	Kindergarten Teachers, Except Special Education
25-2011	Preschool Teachers, Except Special Education
25-2051	Special Education Teachers, Preschool

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
21-1012	Educational, Guidance, and Career Counselors and Advisors
25-2052	Special Education Teachers, Kindergarten and Elementary School
11-9033	Education Administrators, Postsecondary
21-1093	Social and Human Service Assistants

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

6,179

Unique Postings
16,946 Total Postings

1,271

Employers Competing
40,055 Total Employers

29 Days

Median Posting Duration
Regional Average: 25 Days

3 : 1

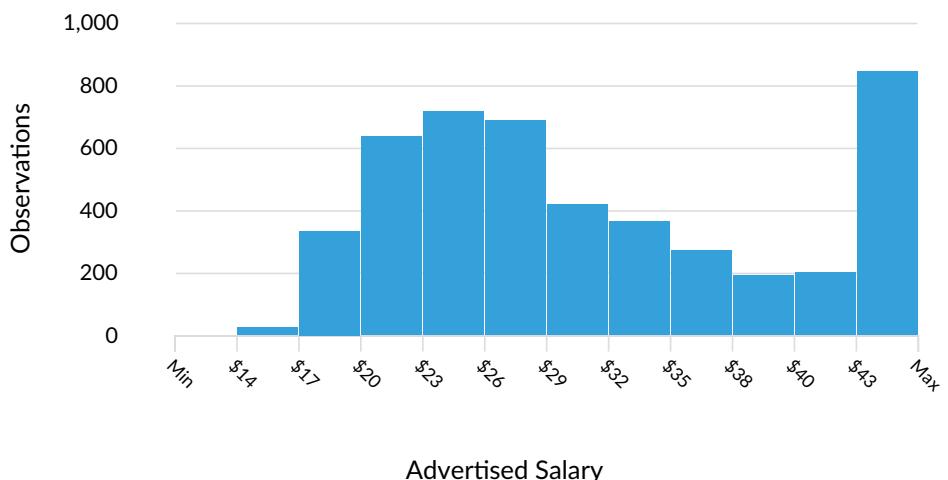
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 4,684 advertised salary observations (76% of the 6,179 matching postings).

\$28.43/hr

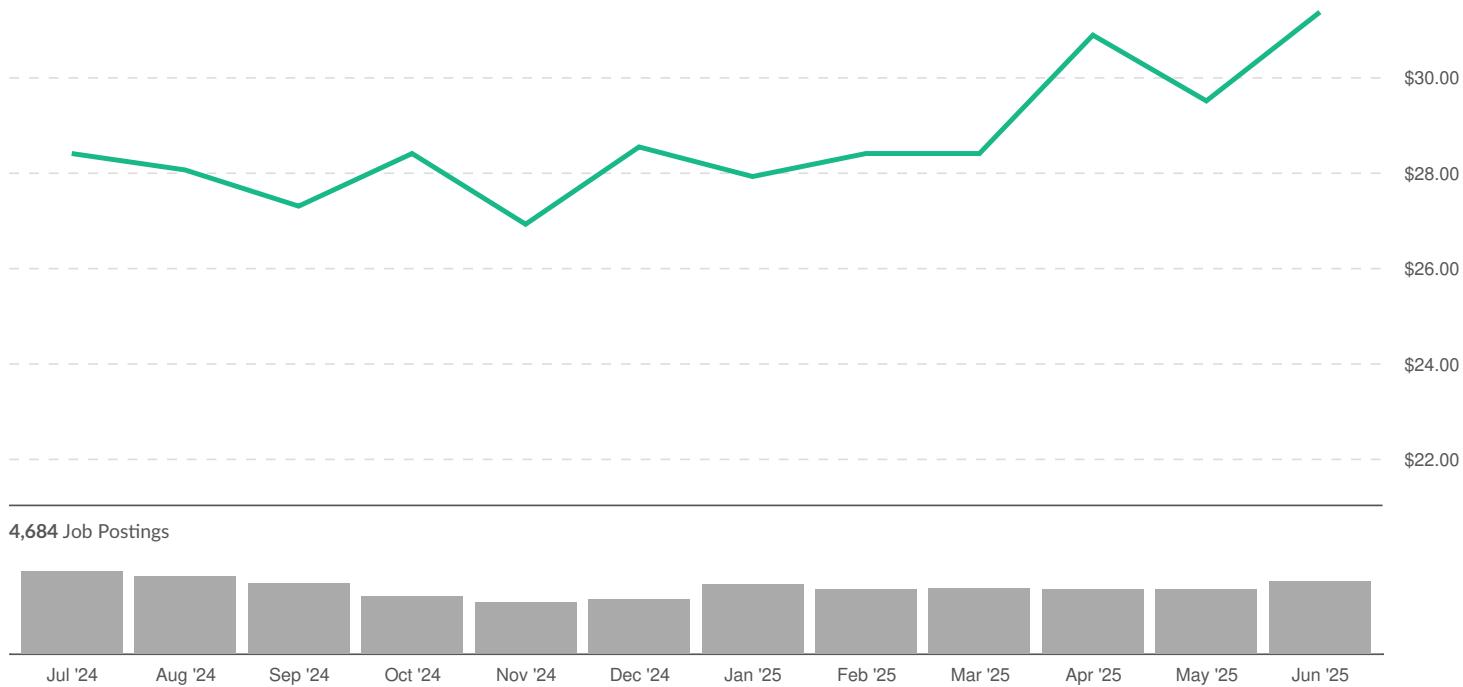
Median Advertised Salary



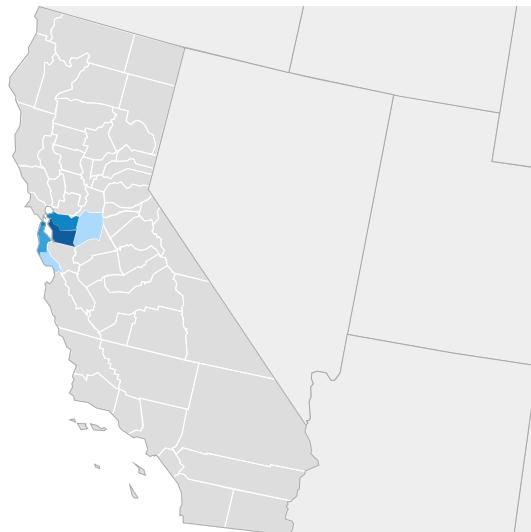
Advertised Salary Trend

▲ 10.4% Jul 2024 – Jun 2025

\$28.43 Median

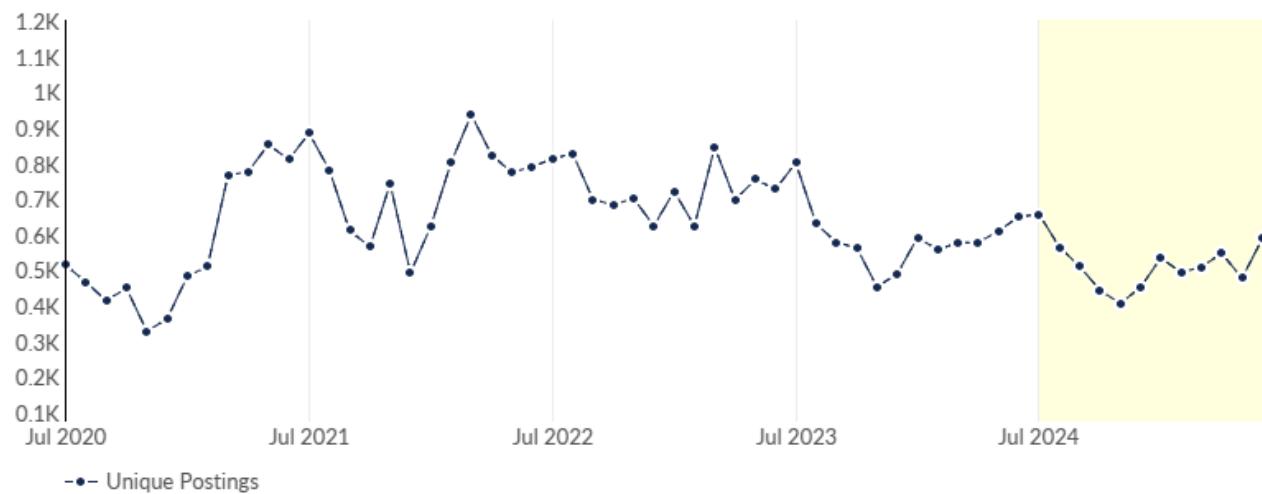


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	2,083
Contra Costa County, CA	1,313
San Francisco County, CA	1,165
San Mateo County, CA	939
San Joaquin County, CA	410

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	588	2 : 1
May 2025	477	2 : 1
Apr 2025	547	2 : 1
Mar 2025	509	3 : 1
Feb 2025	493	3 : 1
Jan 2025	534	3 : 1
Dec 2024	452	3 : 1
Nov 2024	406	3 : 1
Oct 2024	443	3 : 1
Sep 2024	510	3 : 1
Aug 2024	564	3 : 1
Jul 2024	656	3 : 1
Jun 2024	650	3 : 1
May 2024	610	3 : 1
Apr 2024	577	3 : 1
Mar 2024	577	3 : 1
Feb 2024	557	3 : 1
Jan 2024	591	3 : 1
Dec 2023	489	4 : 1
Nov 2023	453	4 : 1

Oct 2023	563	3 : 1
Sep 2023	577	4 : 1
Aug 2023	630	5 : 1
Jul 2023	801	4 : 1
Jun 2023	727	4 : 1
May 2023	754	5 : 1
Apr 2023	697	5 : 1
Mar 2023	845	5 : 1
Feb 2023	624	5 : 1
Jan 2023	721	5 : 1
Dec 2022	624	5 : 1
Nov 2022	701	3 : 1
Oct 2022	683	4 : 1
Sep 2022	698	3 : 1
Aug 2022	827	3 : 1
Jul 2022	812	3 : 1
Jun 2022	790	3 : 1
May 2022	774	3 : 1
Apr 2022	823	3 : 1
Mar 2022	936	3 : 1
Feb 2022	801	3 : 1
Jan 2022	622	3 : 1
Dec 2021	492	3 : 1
Nov 2021	742	3 : 1
Oct 2021	565	4 : 1
Sep 2021	611	4 : 1
Aug 2021	781	4 : 1
Jul 2021	884	4 : 1
Jun 2021	810	4 : 1
May 2021	852	3 : 1
Apr 2021	777	4 : 1

Mar 2021	765	4 : 1
Feb 2021	511	5 : 1
Jan 2021	482	4 : 1
Dec 2020	363	4 : 1
Nov 2020	328	4 : 1
Oct 2020	449	4 : 1
Sep 2020	414	4 : 1
Aug 2020	466	4 : 1
Jul 2020	514	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	2,180	35%
High school or GED	1,338	22%
Associate's degree	918	15%
Bachelor's degree	2,657	43%
Master's degree	1,007	16%
Ph.D. or professional degree	271	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1,338	0	22%
Associate's degree	586	161	9%
Bachelor's degree	1,718	792	28%
Master's degree	300	615	5%
Ph.D. or professional degree	57	214	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	3,492	57%
0 - 1 Years	824	13%
2 - 3 Years	1,263	20%
4 - 6 Years	406	7%
7 - 9 Years	51	1%
10+ Years	143	2%

Job Postings vs. Hires

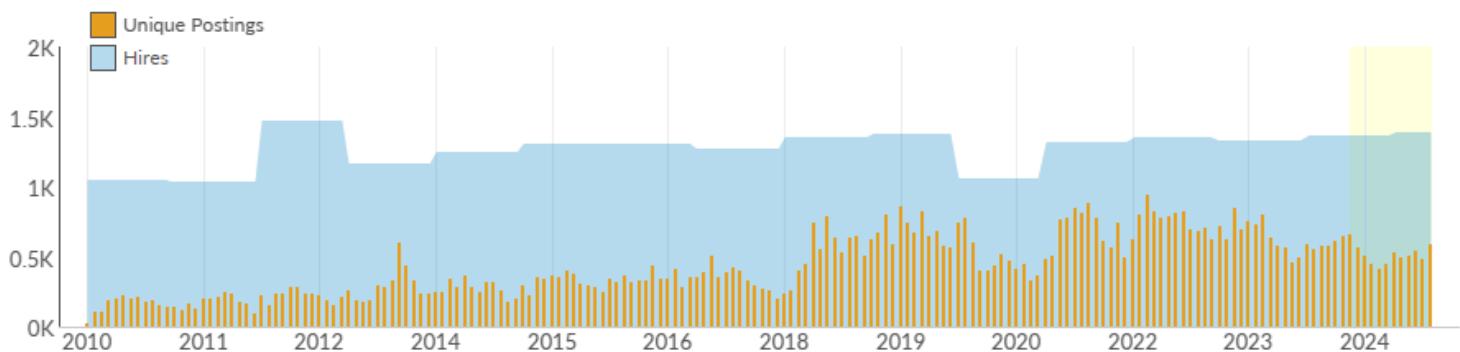
515

Avg. Monthly Postings (Jul 2024 - Jun 2025)

1,377

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 515 newly posted job postings for 8 Occupations, and 1,377 actually hired. This means there were approximately 3 hires for 8 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Preschool Teachers, Except Special Education	202	506
Educational, Guidance, and Career Counselors and Advisors	122	251
Education Administrators, Postsecondary	118	68
Education and Childcare Administrators, Preschool and Daycare	27	49
Social and Human Service Assistants	17	408
Kindergarten Teachers, Except Special Education	14	45
Special Education Teachers, Kindergarten and Elementary School	10	42
Special Education Teachers, Preschool	4	8

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
KinderCare Education	2,038 / 370	6 : 1	 29 days
University of California-Berkeley	544 / 181	3 : 1	 32 days
Oakland Unified School District	275 / 143	2 : 1	 25 days
Bright Horizons	901 / 124	7 : 1	 27 days
Year Up	239 / 115	2 : 1	 30 days
University of the Pacific	286 / 75	4 : 1	 34 days
YMCA	238 / 67	4 : 1	 16 days
Stratford School	230 / 50	5 : 1	 29 days
San Mateo County Community College District	142 / 49	3 : 1	 32 days
West Contra Costa Unified School District	77 / 48	2 : 1	 14 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	3,238 / 1,170	3 : 1	 30 days
Oakland, CA	1,411 / 603	2 : 1	 31 days
Berkeley, CA	968 / 355	3 : 1	 32 days
Stockton, CA	895 / 286	3 : 1	 28 days
San Mateo, CA	652 / 227	3 : 1	 28 days
Fremont, CA	741 / 220	3 : 1	 33 days
Alameda, CA	449 / 201	2 : 1	 30 days
Concord, CA	435 / 180	2 : 1	 27 days
Hayward, CA	445 / 177	3 : 1	 23 days
Richmond, CA	362 / 163	2 : 1	 28 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Preschool Teachers, Except Special Education	7,633 / 2,425	3 : 1	30 days
Educational, Guidance, and Career Counselors and Advisors	3,662 / 1,461	3 : 1	28 days
Education Administrators, Postsecondary	3,646 / 1,421	3 : 1	31 days
Education and Childcare Administrators, Preschool and Daycare	841 / 319	3 : 1	25 days
Social and Human Service Assistants	540 / 206	3 : 1	26 days
Kindergarten Teachers, Except Special Education	300 / 173	2 : 1	21 days
Special Education Teachers, Kindergarten and Elementary School	252 / 124	2 : 1	24 days
Special Education Teachers, Preschool	72 / 50	1 : 1	31 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Preschool Teachers, Except Special Education	7,633 / 2,425	3 : 1	30 days
Educational, Guidance, and Career Counselors and Advisors	3,662 / 1,461	3 : 1	28 days
Education Administrators, Postsecondary	3,646 / 1,421	3 : 1	31 days
Education and Childcare Administrators, Preschool and Daycare	841 / 319	3 : 1	25 days
Social and Human Service Assistants	540 / 206	3 : 1	26 days
Kindergarten Teachers, Except Special Education	300 / 173	2 : 1	21 days
Special Education Teachers, Elementary School	242 / 120	2 : 1	24 days
Special Education Teachers, Preschool	72 / 50	1 : 1	31 days
Special Education Teachers, Kindergarten	10 / 4	3 : 1	49 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Preschool / Childcare Teacher	7,633 / 2,425	3 : 1	30 days
Higher Education Administrator	3,631 / 1,417	3 : 1	31 days
Career Counselor	2,715 / 1,014	3 : 1	29 days
Academic / Guidance Counselor	664 / 339	2 : 1	23 days
Preschool / Childcare Director	841 / 319	3 : 1	25 days
Social / Human Services Assistant	510 / 195	3 : 1	26 days
Special Education Teacher	324 / 174	2 : 1	25 days
Elementary School Teacher	300 / 173	2 : 1	21 days
Enrollment / Admission Counselor	283 / 108	3 : 1	34 days
Social / Human Services Specialist	30 / 11	3 : 1	23 days
Researcher / Research Associate	15 / 4	4 : 1	n/a

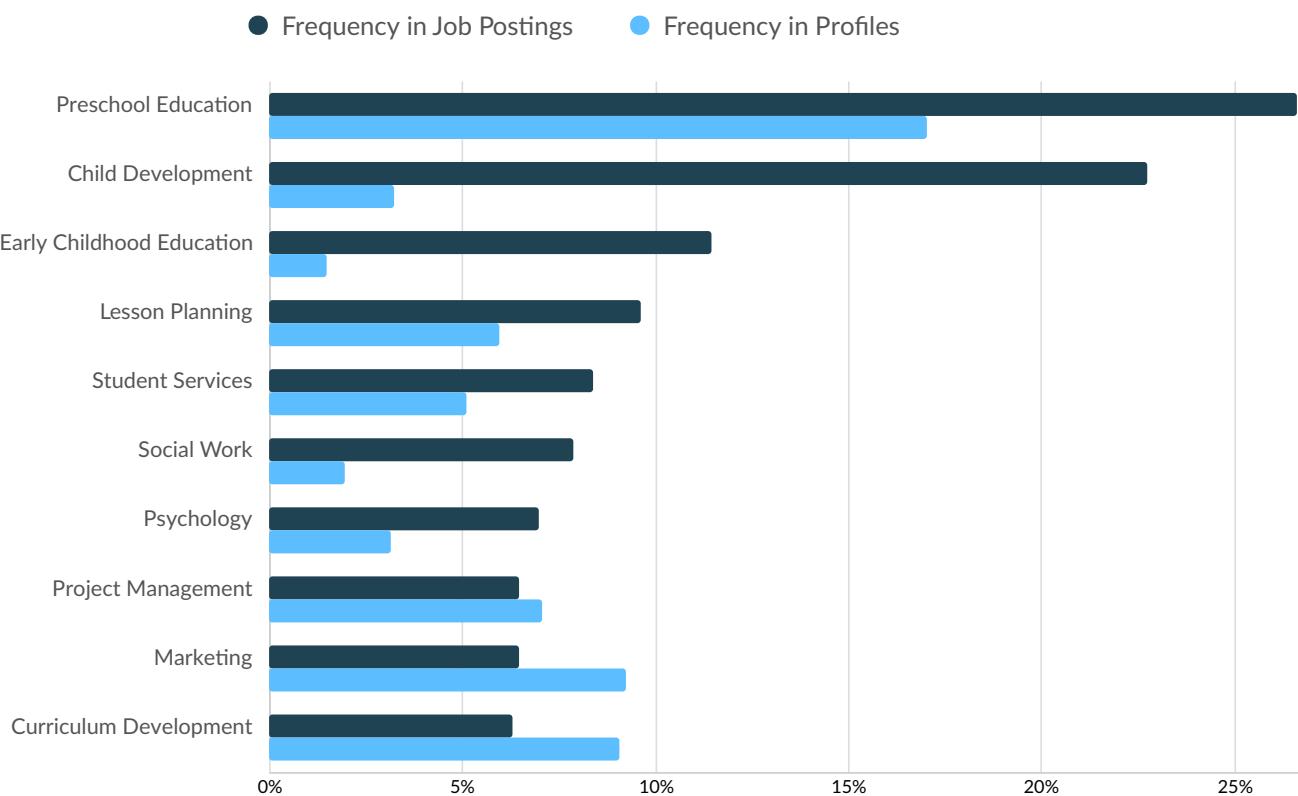
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Preschool Teachers	1,521 / 599	3 : 1	30 days
Teachers	1,142 / 189	6 : 1	31 days
Early Childhood Teachers	787 / 170	5 : 1	30 days
Infant/Toddler Teachers	683 / 167	4 : 1	26 days
Child Care Teachers	256 / 84	3 : 1	28 days
Preschool Directors	163 / 77	2 : 1	24 days
Directors of Early Childhood Education	153 / 72	2 : 1	37 days
School Counselors	150 / 72	2 : 1	22 days
Substitute Preschool Teachers	193 / 67	3 : 1	32 days
Directors of Admissions	144 / 63	2 : 1	28 days

Top Industries

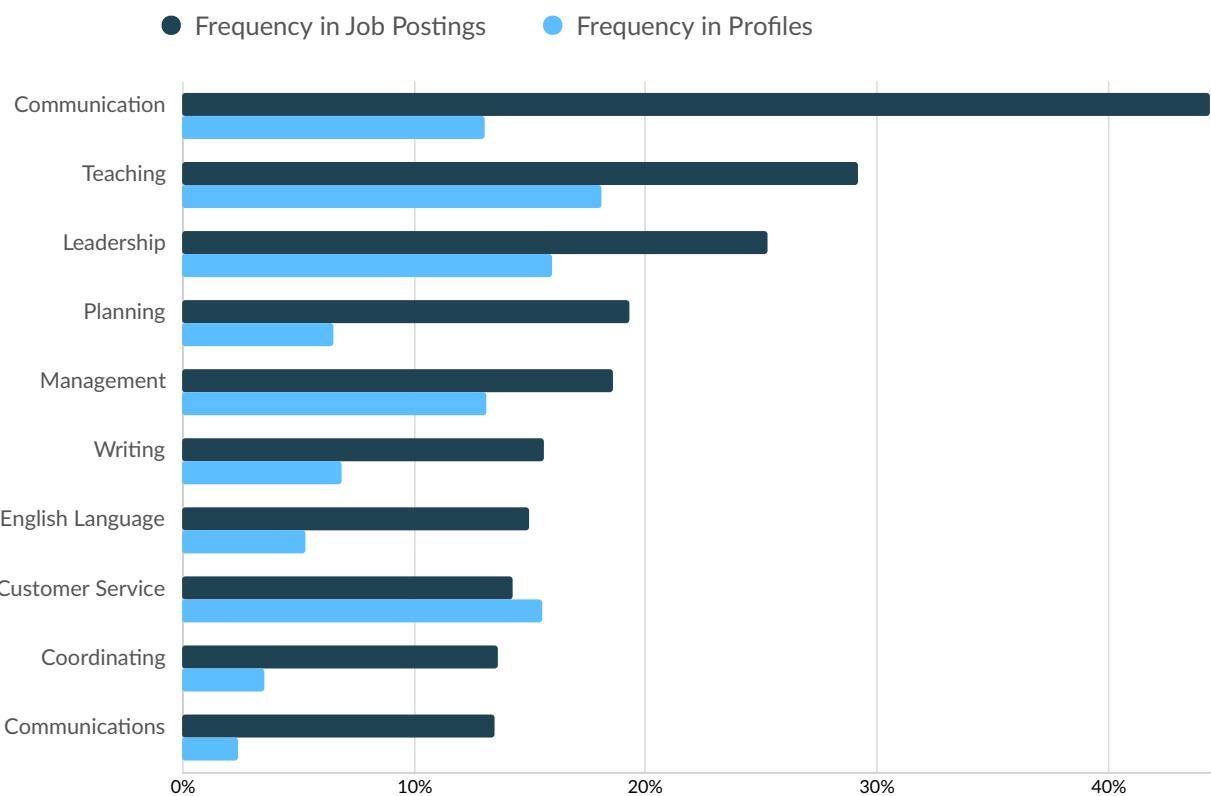
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Unclassified Industry	2,857 / 1,263	2 : 1	 31 days
Child Care Services	4,675 / 1,177	4 : 1	 29 days
Elementary and Secondary Schools	1,837 / 895	2 : 1	 26 days
Colleges, Universities, and Professional Schools	2,072 / 710	3 : 1	 31 days
Junior Colleges	592 / 213	3 : 1	 33 days
Vocational Rehabilitation Services	509 / 201	3 : 1	 30 days
Other Individual and Family Services	459 / 154	3 : 1	 33 days
Child and Youth Services	384 / 136	3 : 1	 32 days
Employment Placement Agencies	169 / 85	2 : 1	 24 days
Religious Organizations	182 / 78	2 : 1	 24 days

Top Specialized Skills



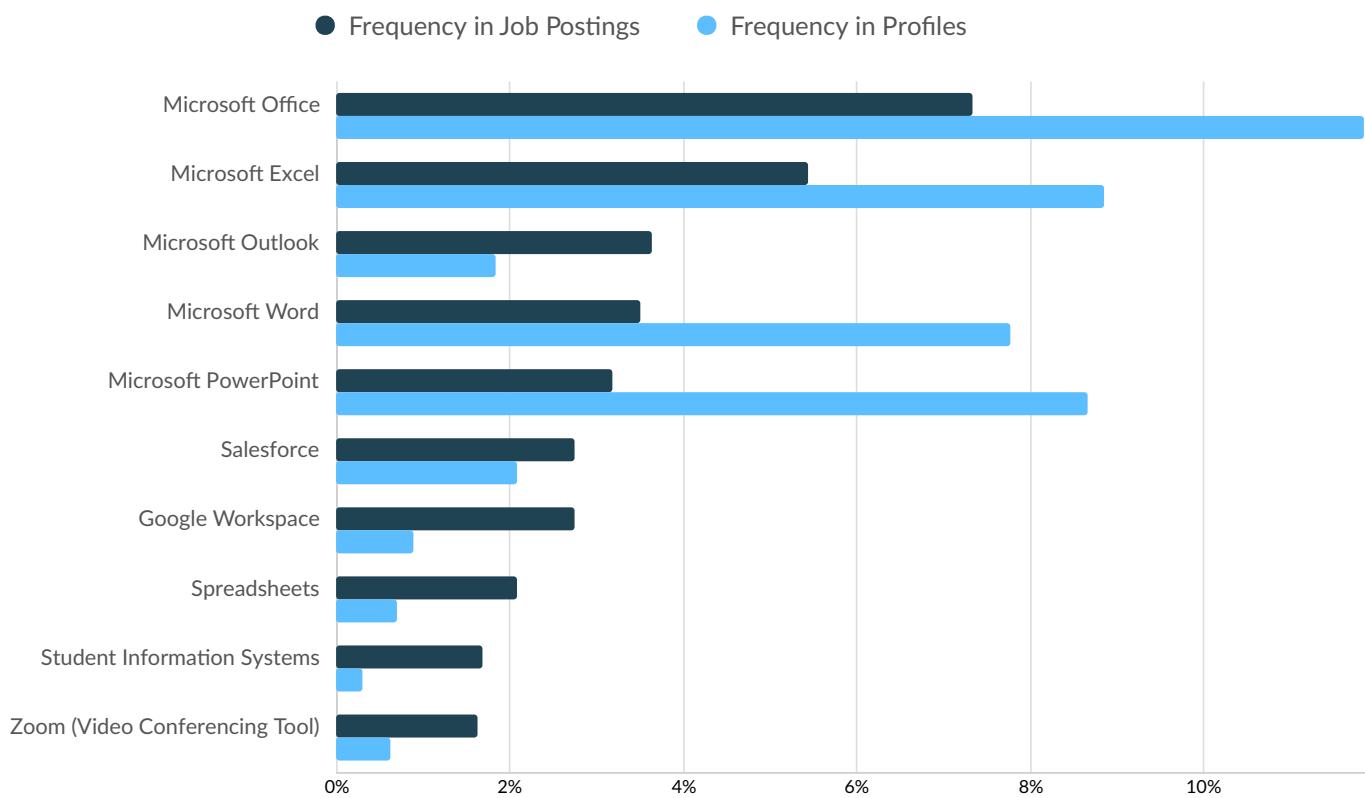
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Preschool Education	1,646	27%	2,209	17%	+10.2%	Growing
Child Development	1,406	23%	417	3%	+3.5%	Lagging
Early Childhood Education	709	11%	194	1%	+5.9%	Stable
Lesson Planning	596	10%	772	6%	+12.6%	Growing
Student Services	518	8%	664	5%	+7.1%	Stable
Social Work	487	8%	256	2%	+9.7%	Growing
Psychology	431	7%	406	3%	+6.8%	Stable
Project Management	401	6%	917	7%	+19.8%	Rapidly Growing
Marketing	399	6%	1,200	9%	+23.0%	Rapidly Growing
Curriculum Development	389	6%	1,176	9%	+14.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	2,744	44%	1,693	13%	+3.6%	Lagging
Teaching	1,804	29%	2,351	18%	+18.8%	Growing
Leadership	1,562	25%	2,067	16%	+8.5%	Stable
Planning	1,195	19%	846	7%	+10.9%	Growing
Management	1,151	19%	1,704	13%	+5.3%	Stable
Writing	965	16%	893	7%	+11.8%	Growing
English Language	925	15%	687	5%	+15.3%	Growing
Customer Service	882	14%	2,013	16%	+5.2%	Stable
Coordinating	843	14%	456	4%	+14.7%	Growing
Interpersonal Communications	834	13%	312	2%	+12.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	454	7%	1,536	12%	+18.5%	Growing
Microsoft Excel	336	5%	1,147	9%	+17.7%	Growing
Microsoft Outlook	225	4%	239	2%	+25.0%	Rapidly Growing
Microsoft Word	217	4%	1,007	8%	+7.2%	Stable
Microsoft PowerPoint	197	3%	1,124	9%	+26.1%	Rapidly Growing
Salesforce	170	3%	271	2%	+24.7%	Rapidly Growing
Google Workspace	170	3%	116	1%	+18.8%	Growing
Spreadsheets	129	2%	91	1%	+22.2%	Rapidly Growing
Student Information Systems	104	2%	39	0%	+10.8%	Growing
Zoom (Video Conferencing Tool)	101	2%	81	1%	+13.1%	Growing

Top Qualifications

	Postings with Qualification
Cardiopulmonary Resuscitation (CPR) Certification	796
First Aid Certification	732
Valid Driver's License	658
English Learner Authorization	109
Teaching Certificate	79
Licensed Clinical Social Worker (LCSW)	40
American Society For Quality (ASQ) Certified	30
Licensed Marriage And Family Therapist (LMFT)	30
CDL Class C License	28
Automated External Defibrillator (AED) Certification	25

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
indeed.com	3,672
simplyhired.com	3,549
glassdoor.com	535
hercjobs.org	330
edjoin.org	293
dejobs.org	267
disabledperson.com	253
craigslist.org	198
chronicle.com	169
higheredjobs.com	149
jobit.com	145
kcecareers.com	135
myworkdayjobs.com	132
diversityjobs.com	124
academiccareers.com	102
jobserve.com	85
themuse.com	77
peopleadmin.com	72
snagajob.com	71
taleo.net	66
madison.com	63
schoolspring.com	63
paycomonline.net	58
rapidcityjournal.com	54
scholarshipdb.net	52

Appendix B

Sample Postings

Academic Mentors – City Year in Loma Mar, CA (Jun 2025 - Jul 2025)

Commit to Serve Your City Year! (Full Pay/Benefits Academic Mentor)

Link to Live Job Posting: Posting is no longer active

Location: Loma Mar, CA	O*NET: 11-9033.00
Company: City Year	Job Title: Academic Mentors

Job Description:

Student success coach and mentor (entry level, paid, full-time)City Year AmeriCorps Member About City Year City Year, anAmeriCorps program, helps students across schools succeed. Teams ofCity Year AmeriCorps members provide support to students, classrooms and the whole school, helping to ensure that students inschools receive a high-quality education that prepares them withthe skills and mindset to thrive and contribute to their community.

What You'll Do As a City Year AmeriCorps member, your service willfocus on coaching and mentoring elementary, middle and/or highschool students. You will help these students earn academicsuccess, improve their attendance, and develop positive behaviorsat school. You will plan and monitor individual student progressand work with teachers on whole class instruction, breakout spacesand other in-class student assistance. Role and ResponsibilitiesExperience in all these tasks is not necessary. We provide 2-4weeks of training at the beginning of the year to support you.

Plus, you will work with partner teachers and school staff everystep of the way. Support academic coaching and interpersonaldevelopment for students:

- Work with identified students 1:1 and in small groups
- Develop literacy and/or math skills varyinglearning activities by student level, answering student questionsand encouraging assignment completion
- Create and implement abehavior management system for students
- Develop interpersonalskills throughout their day, using proven strategies of learning,practicing, reflection and repetition
- Collaborate with teachersand team members to collect, record, analyze and monitor individualstudent progress, participating in facilitated reviews of studentdata collected and entered into City Year's student data system
- Create an engaging, safe and healthy classroom space incollaboration with the teacher Support Whole School initiatives toincrease engagement with students and families:
- Support and/orconduct extended day and virtual programming for students before,during and after school including, but not limited to, academicenrichment and intervention, homework support, recreation andstudent clubs, service learning, and leadership development
- Create, support and/or co-lead events or programs that recognizeand appreciate student growth and/or achievement in math, literacy,attendance, and behavior City Year benefits You will receive:
- Health, Dental, and Vision Insurance
- Curalinc Employee AssistanceProgram
- Talkspace Therapy Program
- Free 3-year membership toHappier
- Benefit Advocate Center
- Bi-weekly living stipend
- Workers' compensation
- Relocation support
- Benefits specific toCity Year location

- Career and University partnerships and scholarships
- City Year / AmeriCorps Uniform parts AmeriCorps and other federally-issued benefits You will be eligible for:
- SegalAmeriCorps Education Award
- Child care benefits paid byAmeriCorps
- Loan forbearance and interest accrual payments for qualified student loans
- Time accrual toward the U.S. Department of Education's Public Service Loan Forgiveness Program, (see Reduction of Education Costs)
- Income-based Loan Repayment Plan(IBR) Eligibility Requirements City Year AmeriCorps members are as varied as the communities we serve. We're looking for you if you want to build yourself, give back and are ready to change the world.
- Be a U.S. citizen or legal permanent resident(Authorization to work in the U.S. is not sufficient. Those with DACA status unfortunately are not eligible at this time)
- Be 17-25 by July 1, 2025
- Have a GED or high school diploma, some college experience, or college degree
- Have served no more than three terms in an AmeriCorps state or national program
- Agree to and complete a background check
- Be able to begin City Year by July/August 2025 (specific start date varies by location) How to Apply Visit https://joincityyear.force.com/TX_CommunitiesSelfReg and submit your completed application online. For more information on how to apply, visit: <https://www.cityyear.org/apply-now> . For more information about this role visit our website.

Academic Mentors – City Year in San Carlos, CA (Jun 2025 - Jul 2025)

Commit to Serve Your City Year! (Full Pay/Benefits Academic Mentor)

Link to Live Job Posting: Posting is no longer active

Location: San Carlos, CA	O*NET: 11-9033.00
Company: City Year	Job Title: Academic Mentors

Job Description:

Student success coach and mentor (entry level, paid, full-time)City Year AmeriCorps Member About City Year City Year, anAmeriCorps program, helps students across schools succeed. Teams ofCity Year AmeriCorps members provide support to students, classrooms and the whole school, helping to ensure that students inschools receive a high-quality education that prepares them withthe skills and mindset to thrive and contribute to their community.

What You'll Do As a City Year AmeriCorps member, your service willfocus on coaching and mentoring elementary, middle and/or highschool students. You will help these students earn academicsuccess, improve their attendance, and develop positive behaviorsat school. You will plan and monitor individual student progressand work with teachers on whole class instruction, breakout spacesand other in-class student assistance. Role and ResponsibilitiesExperience in all these tasks is not necessary. We provide 2-4weeks of training at the beginning of the year to support you.

Plus, you will work with partner teachers and school staff everystep of the way. Support academic coaching and interpersonaldevelopment for students:

- Work with identified students 1:1 and in small groups
- Develop literacy and/or math skills varyinglearning activities by student level, answering student questionsand encouraging assignment completion
- Create and implement abehavior management system for students
- Develop interpersonalskills throughout their day, using proven strategies of learning,practicing, reflection and repetition
- Collaborate with teachersand team members to collect, record, analyze and monitor individualstudent progress, participating in facilitated reviews of studentdata collected and entered into City Year's student data system
- Create an engaging, safe and healthy classroom space incollaboration with the teacher Support Whole School initiatives toincrease engagement with students and families:
- Support and/orconduct extended day and virtual programming for students before,during and after school including, but not limited to, academicenrichment and intervention, homework support, recreation andstudent clubs, service learning, and leadership development
- Create, support and/or co-lead events or programs that recognizeand appreciate student growth and/or achievement in math, literacy,attendance, and behavior City Year benefits You will receive:
- Health, Dental, and Vision Insurance
- Curalinc Employee AssistanceProgram
- Talkspace Therapy Program
- Free 3-year membership toHappier
- Benefit Advocate Center
- Bi-weekly living stipend
- Workers' compensation
- Relocation support
- Benefits specific toCity Year location

- Career and University partnerships and scholarships
- City Year / AmeriCorps Uniform parts AmeriCorps and other federally-issued benefits You will be eligible for:
- SegalAmeriCorps Education Award
- Child care benefits paid byAmeriCorps
- Loan forbearance and interest accrual payments for qualified student loans
- Time accrual toward the U.S. Department of Education's Public Service Loan Forgiveness Program, (see Reduction of Education Costs)
- Income-based Loan Repayment Plan(IBR) Eligibility Requirements City Year AmeriCorps members are as varied as the communities we serve. We're looking for you if you want to build yourself, give back and are ready to change the world.
- Be a U.S. citizen or legal permanent resident(Authorization to work in the U.S. is not sufficient. Those with DACA status unfortunately are not eligible at this time)
- Be 17-25 by July 1, 2025
- Have a GED or high school diploma, some college experience, or college degree
- Have served no more than three terms in an AmeriCorps state or national program
- Agree to and complete a background check
- Be able to begin City Year by July/August 2025 (specific start date varies by location) How to Apply Visit https://joincityyear.force.com/TX_CommunitiesSelfReg and submit your completed application online. For more information on how to apply, visit: <https://www.cityyear.org/apply-now> . For more information about this role visit our website.

Academic Mentors – City Year in Fremont, CA (Jun 2025 - Jul 2025)

Commit to Serve Your City Year! (Full Pay/Benefits Academic Mentor)

Link to Live Job Posting: Posting is no longer active

Location: Fremont, CA	O*NET: 11-9033.00
Company: City Year	Job Title: Academic Mentors

Job Description:

Student success coach and mentor (entry level, paid, full-time)City Year AmeriCorps Member About City Year City Year, anAmeriCorps program, helps students across schools succeed. Teams ofCity Year AmeriCorps members provide support to students, classrooms and the whole school, helping to ensure that students inschools receive a high-quality education that prepares them withthe skills and mindset to thrive and contribute to their community.

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Plus, you will work with partner teachers and school staff everystep of the way. Support academic coaching and interpersonaldevelopment for students:

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- Develop literacy and/or math skills varyinglearning activities by student level, answering student questionsand encouraging assignment completion
- Create and implement abehavior management system for students
- Develop interpersonalskills throughout their day, using proven strategies of learning,practicing, reflection and repetition
- Collaborate with teachersand team members to collect, record, analyze and monitor individualstudent progress, participating in facilitated reviews of studentdata collected and entered into City Year's student data system
- Create an engaging, safe and healthy classroom space incollaboration with the teacher Support Whole School initiatives toincrease engagement with students and families:
- Support and/orconduct extended day and virtual programming for students before,during and after school including, but not limited to, academicenrichment and intervention, homework support, recreation andstudent clubs, service learning, and leadership development
- Create, support and/or co-lead events or programs that recognizeand appreciate student growth and/or achievement in math, literacy,attendance, and behavior City Year benefits You will receive:
- Health, Dental, and Vision Insurance
- Curalinc Employee AssistanceProgram
- Talkspace Therapy Program
- Free 3-year membership toHappier
- Benefit Advocate Center
- Bi-weekly living stipend
- Workers' compensation
- Relocation support
- Benefits specific toCity Year location

- Career and University partnerships and scholarships
- City Year / AmeriCorps Uniform parts AmeriCorps and other federally-issued benefits You will be eligible for:
- SegalAmeriCorps Education Award
- Child care benefits paid byAmeriCorps
- Loan forbearance and interest accrual payments for qualified student loans
- Time accrual toward the U.S. Department of Education's Public Service Loan Forgiveness Program, (see Reduction of Education Costs)
- Income-based Loan Repayment Plan(IBR) Eligibility Requirements City Year AmeriCorps members are as varied as the communities we serve. We're looking for you if you want to build yourself, give back and are ready to change the world.
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- Have served no more than three terms in an AmeriCorps state or national program
- Agree to and complete a background check
- Be able to begin City Year by July/August 2025 (specific start date varies by location) How to Apply Visit https://joincityyear.force.com/TX_CommunitiesSelfReg and submit your completed application online. For more information on how to apply, visit: <https://www.cityyear.org/apply-now> . For more information about this role visit our website.

Early Childhood Teacher

Link to Live Job Posting: Posting is no longer active

Location: Pleasanton, CA

O*NET: 25-2011.00

Company: La Petite Academy

Job Title: Early Childhood Teachers

Early Childhood Teacher La Petite Academy 5725 Valley Avenue, Pleasanton, CA 94566 At Learning Care Group, we are more than a daycare! A Teaching career with La Petite Academy offers job stability, longevity, and a network of early childhood professionals from over 1,070 Schools nationwide! Health Insurance (Medical, Dental, Vision) on DAY 1 for full-time employees Paid Time Off + Paid Holidays

FREE CDA

credentialing or \$1,000 Annual Tuition Reimbursement for eligible employees Career growth opportunities (at

MULTIPLE

locations) including our Master Teacher program and school management positions. Generous Child Care Discount Referral and Reward Programs Company paid Professional Development Training 401K Match and Daily Pay We want energetic, dependable, passionate Teachers who are at least 18 and have: Experience in a licensed childcare center or related field. The ability to meet state requirements for education and our center requirements. Able to work indoors or outdoors and engage in physical activity with children.

Compensation and Benefits:

Compensation based on Position, Education and Experience. Bi-weekly and Daily Pay options Assistant Teacher

- \$22 Teacher
- \$23-\$25 Lead Teacher
- \$23-\$27 Health insurance (medical, dental, vision, and FSA) provided for full-time employees, Limited medical offered for part-time workers
- Education assistance including tuition reimbursement and certification, 401K (plus company match), life and disability insurance and child care discount available to all employees Monday through Friday work week.

Job Types:

Full-time, Part-time Pay:

\$23.00

- \$27.

00 per hour

Benefits:

401(k) 401(k) matching Dental insurance Employee discount Health insurance Life insurance Paid time off Professional development assistance Referral program Tuition reimbursement Vision insurance

Schedule:

4 hour shift 8 hour shift Day shift Monday to Friday No nights No weekends Ability to

Commute:

Pleasanton, CA 94566 (Required) Ability to

Relocate:

Pleasanton, CA 94566: Relocate before starting work (Required)

Work Location:

In person

Deaf and Hard of Hearing (DHH) Instructor Elementary Level

Link to Live Job Posting: Posting is no longer active

Location: Daly City, CA	O*NET: 25-2056.00
Company: Unclassified	Job Title: Deaf and Hard of Hearing Teachers

Deaf and Hard of Hearing (DHH) Instructor

- Elementary Level After School Specials Daly City, CA Deaf and Hard of Hearing (DHH) Instructor
- Elementary Level Rate:
 - \$33
 - 37 per hour

Schedule:

Once a week

Location:

San Francisco, CA Job description: We're hiring a passionate DHH Instructor to lead a once-a-week class designed for young learners who are Deaf or Hard of Hearing, or those curious about learning ASL and deaf culture. The class will use fun, interactive methods to build communication skills, cultural awareness, and inclusion.

Responsibilities Include:

Lead once a week 45-60 minute class highlighting ASL and DHH topics Design interactive lessons with games, stories, and hands-on activities Teach beginner-level ASL in a supportive, fun setting Use visuals and inclusive tools for a variety of learners Ensure classroom safety, inclusion, and behavior standards Collaborate with program staff regarding logistics and student needs

Qualifications:

Experience with DHH students or inclusive education Working knowledge or fluency in American Sign Language (ASL) Strong communication and classroom management skills Educational background in special education or communication fields preferred Must pass a background check and meet fingerprinting standards

Ideal Traits:

Passion for representation and inclusive learning Awareness of Deaf community values Adaptability in lesson delivery across ages and skill levels

Job Types:

Part-time, Contract Pay:

\$33.00

- \$37.00 per hour Expected hours: 1
- 2 per week

Schedule:

Day shift Application Question(s): Do you have experience working with Deaf and Hard of Hearing (DHH) students or in inclusive classroom environments? What is your current level of proficiency in American Sign Language (ASL)? How familiar are you with Deaf culture and related topics such as accessibility and inclusion? Please briefly describe your experience leading inclusive activities or adapting lessons for diverse learners. Why are you interested in teaching ASL and Deaf culture to young students? Can you confirm that you are comfortable working in-person at school sites in San Francisco?

Work Location:

On the road

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
25-1099	Postsecondary Teachers

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
19-3093	Historians

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

3,372

Unique Postings

8,951 Total Postings

271

Employers Competing

40,055 Total Employers

31 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

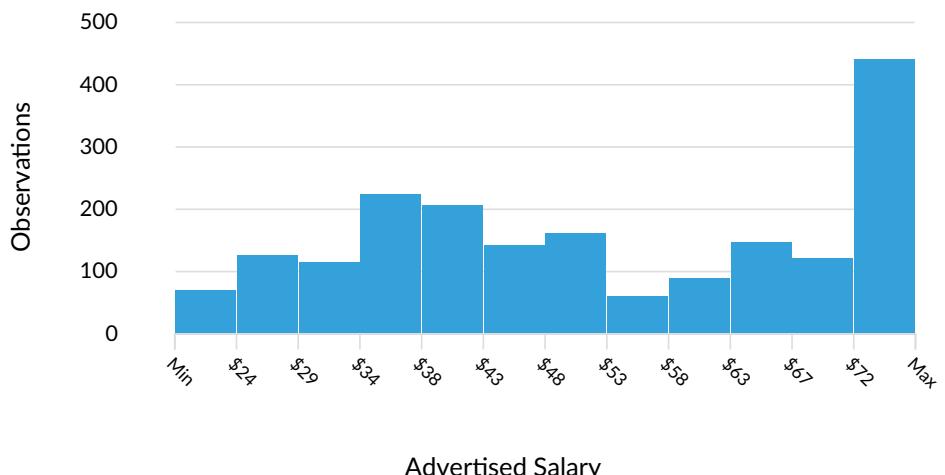
Regional Average: 3 : 1

Advertised Salary

There are 1,885 advertised salary observations (56% of the 3,372 matching postings).

\$48.62/hr

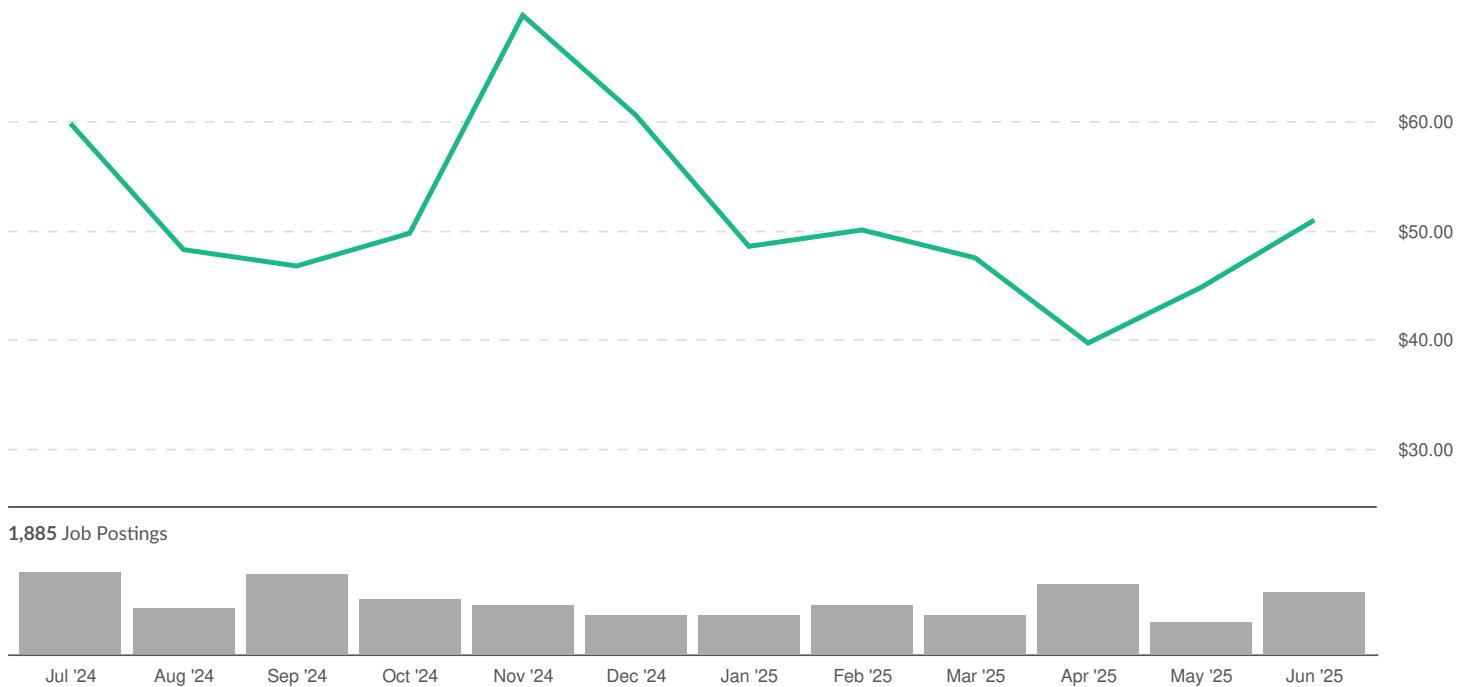
Median Advertised Salary



Advertised Salary Trend

▼ 14.8% Jul 2024 – Jun 2025

\$48.62 Median

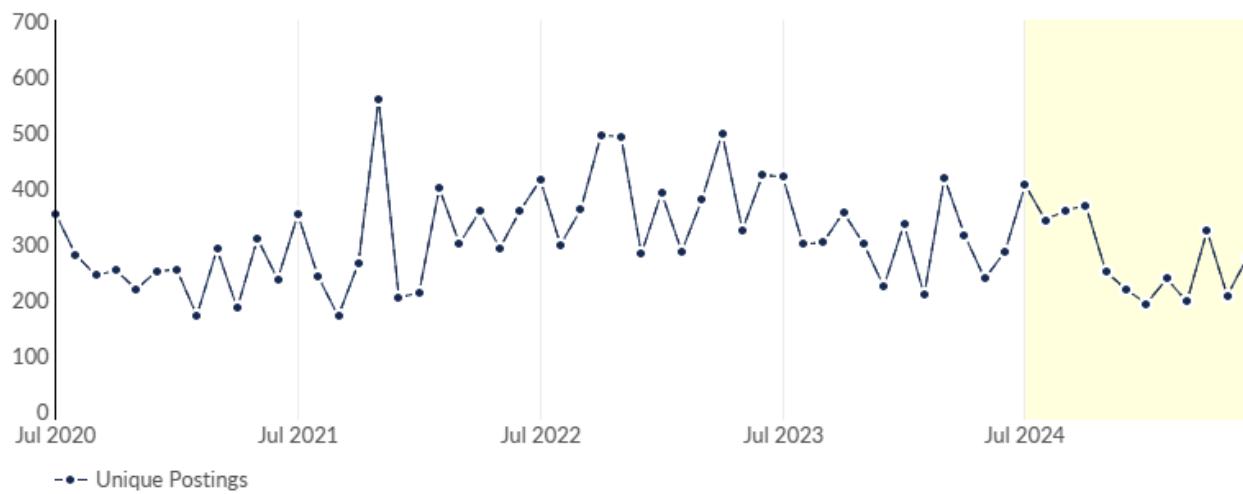


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	970
San Francisco County, CA	926
Contra Costa County, CA	608
San Joaquin County, CA	420
Santa Cruz County, CA	253

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	275	2 : 1
May 2025	207	3 : 1
Apr 2025	323	3 : 1
Mar 2025	196	3 : 1
Feb 2025	237	2 : 1
Jan 2025	192	3 : 1
Dec 2024	218	2 : 1
Nov 2024	249	3 : 1
Oct 2024	368	3 : 1
Sep 2024	360	2 : 1
Aug 2024	342	3 : 1
Jul 2024	405	3 : 1
Jun 2024	286	3 : 1
May 2024	237	3 : 1
Apr 2024	315	2 : 1
Mar 2024	418	2 : 1
Feb 2024	208	3 : 1
Jan 2024	335	3 : 1
Dec 2023	223	4 : 1
Nov 2023	300	3 : 1

Oct 2023	356	3 : 1
Sep 2023	302	3 : 1
Aug 2023	299	3 : 1
Jul 2023	420	2 : 1
Jun 2023	423	3 : 1
May 2023	324	3 : 1
Apr 2023	498	2 : 1
Mar 2023	379	3 : 1
Feb 2023	286	3 : 1
Jan 2023	391	3 : 1
Dec 2022	282	2 : 1
Nov 2022	492	3 : 1
Oct 2022	494	3 : 1
Sep 2022	361	2 : 1
Aug 2022	298	2 : 1
Jul 2022	414	2 : 1
Jun 2022	359	2 : 1
May 2022	292	3 : 1
Apr 2022	358	3 : 1
Mar 2022	300	2 : 1
Feb 2022	399	2 : 1
Jan 2022	212	3 : 1
Dec 2021	203	3 : 1
Nov 2021	559	2 : 1
Oct 2021	265	4 : 1
Sep 2021	170	3 : 1
Aug 2021	241	3 : 1
Jul 2021	352	2 : 1
Jun 2021	236	3 : 1
May 2021	309	2 : 1
Apr 2021	184	3 : 1

Mar 2021	290	3 : 1
Feb 2021	171	4 : 1
Jan 2021	254	3 : 1
Dec 2020	250	3 : 1
Nov 2020	218	3 : 1
Oct 2020	252	3 : 1
Sep 2020	243	3 : 1
Aug 2020	280	3 : 1
Jul 2020	354	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	653	19%
High school or GED	128	4%
Associate's degree	278	8%
Bachelor's degree	1,023	30%
Master's degree	1,755	52%
Ph.D. or professional degree	1,358	40%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	128	0	4%
Associate's degree	265	7	8%
Bachelor's degree	754	101	22%
Master's degree	969	515	29%
Ph.D. or professional degree	603	755	18%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,272	67%
0 - 1 Years	111	3%
2 - 3 Years	425	13%
4 - 6 Years	489	15%
7 - 9 Years	6	0%
10+ Years	69	2%

Job Postings vs. Hires

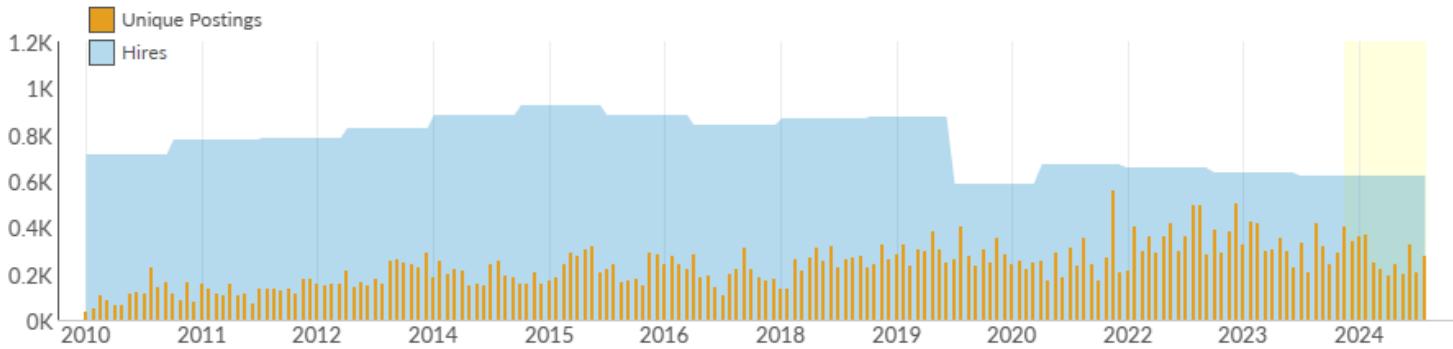
281

Avg. Monthly Postings (Jul 2024 - Jun 2025)

622

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 281 newly posted job postings for 2 Occupations, and 622 actually hired. This means there were approximately 2 hires for 2 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619
Historians	4	3

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,163 / 446	3 : 1	 22 days
Saint Mary's College of California	710 / 293	2 : 1	 22 days
University of Maryland Global Campus	996 / 265	4 : 1	 32 days
University of California-San Francisco	393 / 248	2 : 1	 22 days
University of the Pacific	700 / 210	3 : 1	 34 days
University of California-Santa Cruz	762 / 191	4 : 1	 31 days
San Joaquin Delta College	237 / 101	2 : 1	 27 days
Contra Costa Community College	203 / 89	2 : 1	 32 days
San Mateo County Community College District	159 / 60	3 : 1	 13 days
Wilfrid Laurier University	64 / 60	1 : 1	 18 days

Top Cities Posting

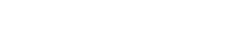
City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	2,426 / 932	3 : 1	 32 days
Berkeley, CA	1,233 / 416	3 : 1	 35 days
Stockton, CA	951 / 353	3 : 1	 30 days
Moraga, CA	710 / 293	2 : 1	 22 days
Santa Cruz, CA	890 / 246	4 : 1	 31 days
Oakland, CA	466 / 215	2 : 1	 35 days
Fremont, CA	330 / 121	3 : 1	 34 days
Hayward, CA	249 / 108	2 : 1	 31 days
Concord, CA	300 / 99	3 : 1	 29 days
San Mateo, CA	195 / 70	3 : 1	 17 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days
Historians	106 / 46	2 : 1 	22 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers, All Other	1,145 / 461	2 : 1	31 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1	31 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1	25 days
History Teachers, Postsecondary	241 / 75	3 : 1	32 days
Law Teachers, Postsecondary	184 / 63	3 : 1	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1	34 days
Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1	30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1	29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1	21 days
Engineering Teachers, Postsecondary	135 / 52	3 : 1	22 days
Historians	106 / 46	2 : 1	22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1	31 days

Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1 	33 days
Physics Teachers, Postsecondary	119 / 43	3 : 1 	28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1 	30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1 	22 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1 	22 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1 	17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1 	16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1 	17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1 	16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1 	17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1 	7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1 	n/a
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1 	16 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration	
College Professor (Other)	1,311 / 531	2 : 1		31 days
Health Sciences Professor	900 / 383	2 : 1		27 days
Nursing Instructor / Professor	735 / 255	3 : 1		32 days
Driving Instructor	698 / 222	3 : 1		32 days
Business Professor	555 / 209	3 : 1		26 days
Mathematics Professor	334 / 125	3 : 1		34 days
Psychology Professor	352 / 123	3 : 1		31 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1		32 days
Biology Professor	253 / 95	3 : 1		28 days
English Language / Literature Professor	244 / 92	3 : 1		31 days
Art / Music Professor	245 / 85	3 : 1		31 days
Economics Professor	265 / 85	3 : 1		32 days
Computer Science Professor	219 / 80	3 : 1		31 days
Education Professor	175 / 75	2 : 1		25 days
History Professor	241 / 75	3 : 1		32 days
Language / Literature Professor	197 / 72	3 : 1		32 days
Communications Professor	192 / 63	3 : 1		34 days
Law Professor	184 / 63	3 : 1		29 days
Philosophy / Religion Professor	156 / 60	3 : 1		30 days
Social Work Professor	99 / 51	2 : 1		21 days
Architecture Professor	116 / 49	2 : 1		22 days
Sociology Professor	110 / 46	2 : 1		31 days
Social Science Researcher	106 / 46	2 : 1		22 days
Criminal Justice Professor	92 / 45	2 : 1		33 days
Physics Professor	119 / 43	3 : 1		28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1		30 days

Geosciences Professor	104 / 33	3 : 1		22 days
Engineering Professor	89 / 32	3 : 1		22 days
Chemistry Professor	98 / 31	3 : 1		22 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Geography Professor	25 / 14	2 : 1		17 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a

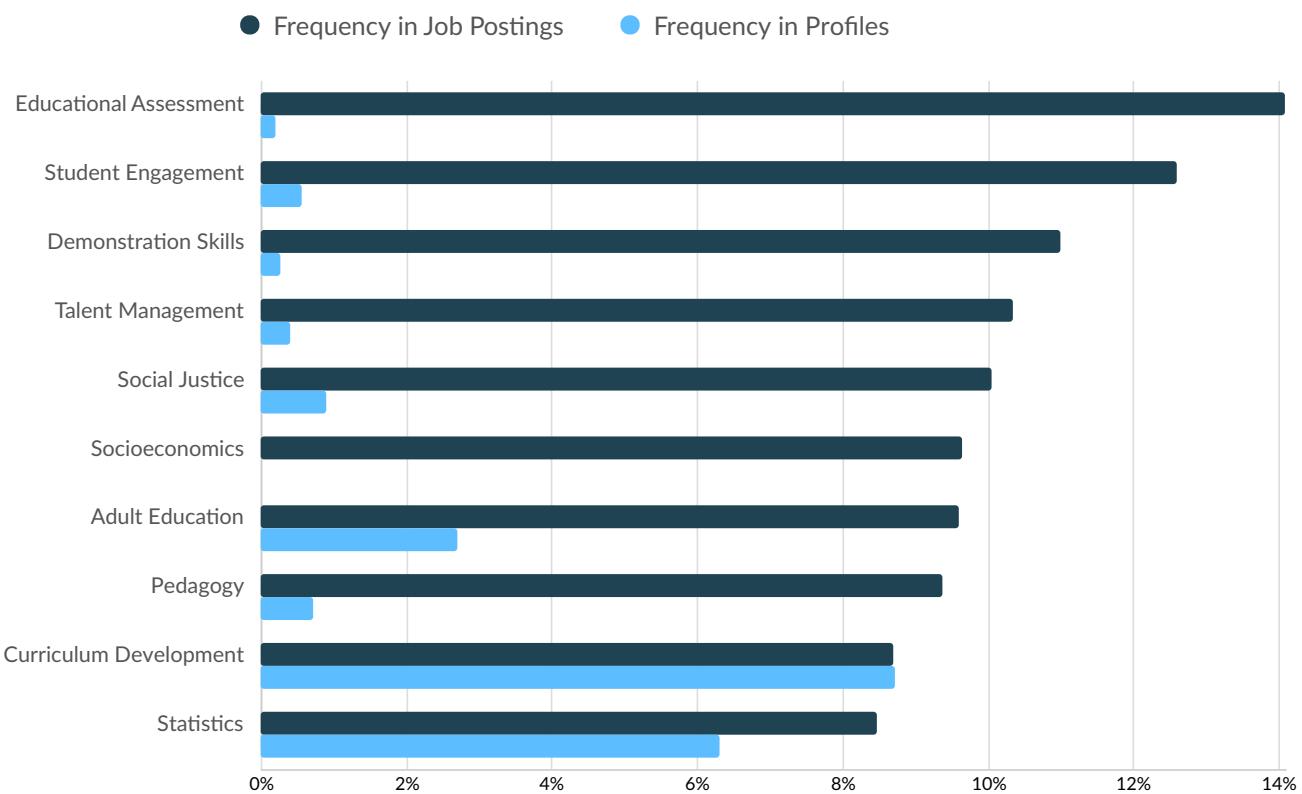
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Adjunct Faculties	511 / 203	3 : 1	
Adjunct Graduate Faculties	561 / 159	4 : 1	
Driving Instructors	308 / 75	4 : 1	
College Lecturers	181 / 68	3 : 1	
Adjunct Clinical Faculties	73 / 50	1 : 1	
Adjunct Associate Professors	124 / 49	3 : 1	
Clinical Faculties	143 / 49	3 : 1	
Vocational Nursing Instructors	133 / 43	3 : 1	
Biology Adjunct Faculties	119 / 42	3 : 1	

Top Industries

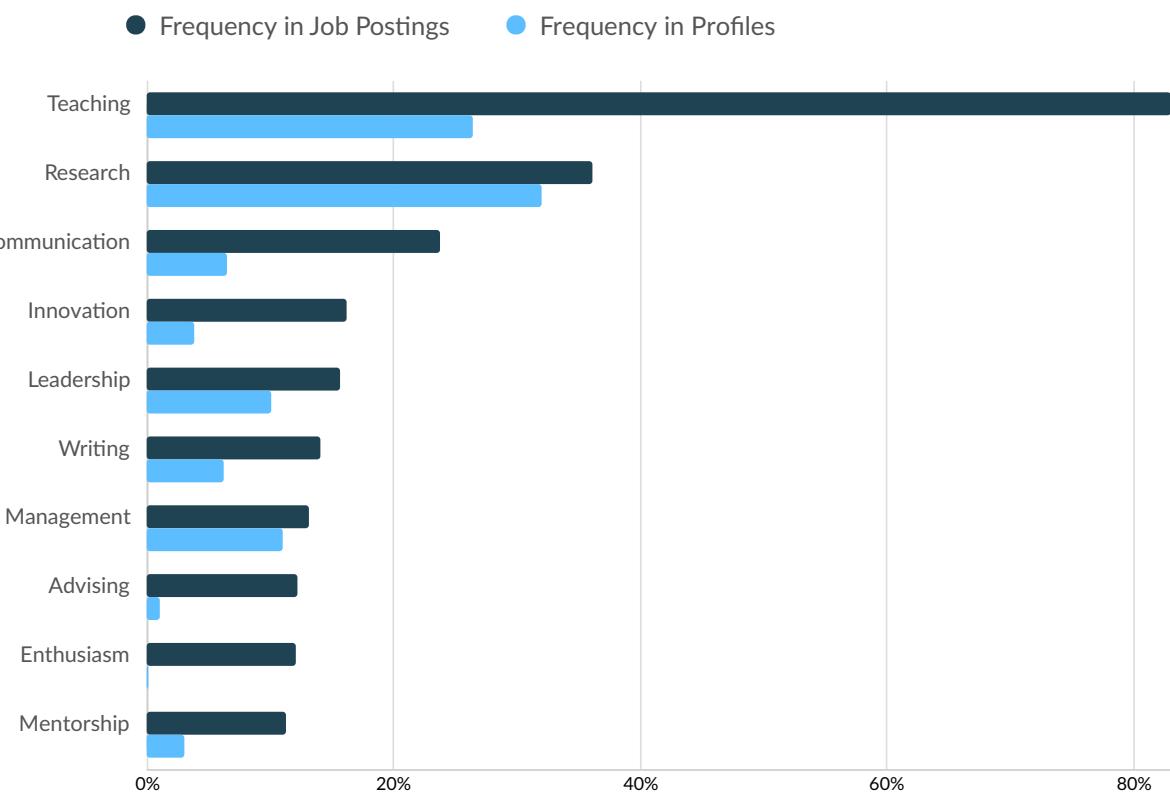
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,543 / 2,043	3 : 1 	31 days
Junior Colleges	1,084 / 457	2 : 1 	32 days
Unclassified Industry	765 / 348	2 : 1 	32 days
All Other Miscellaneous Schools and Instruction	173 / 56	3 : 1 	31 days
Elementary and Secondary Schools	84 / 49	2 : 1 	27 days
Employment Placement Agencies	86 / 43	2 : 1 	23 days
Fine Arts Schools	144 / 39	4 : 1 	27 days
Libraries and Archives	74 / 35	2 : 1 	33 days
Other Technical and Trade Schools	60 / 32	2 : 1 	26 days
Industrial Machinery and Equipment Merchant Wholesalers	176 / 23	8 : 1 	40 days

Top Specialized Skills



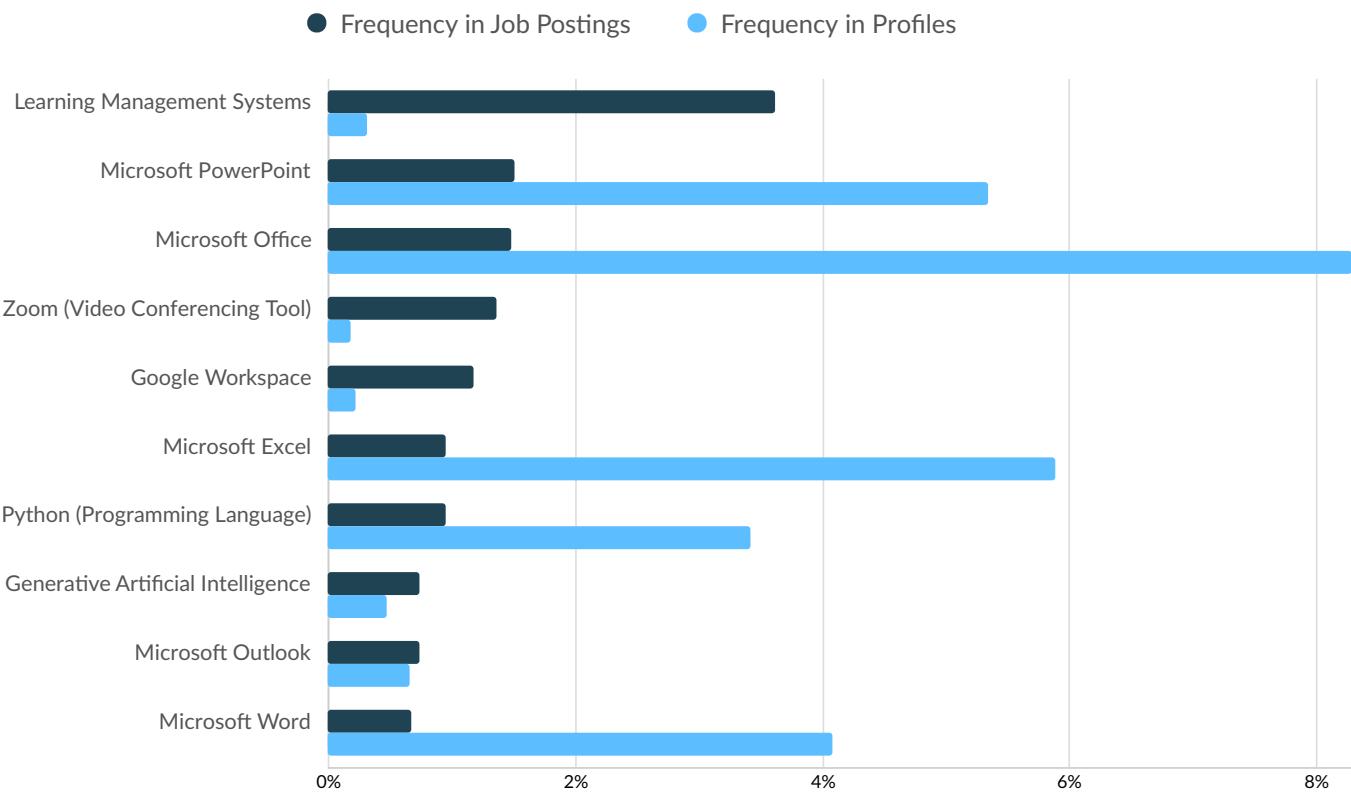
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Educational Assessment	475	14%	47	0%	+20.6%	Rapidly Growing
Student Engagement	425	13%	131	1%	+23.1%	Rapidly Growing
Demonstration Skills	371	11%	62	0%	+10.2%	Growing
Talent Management	349	10%	92	0%	+21.3%	Rapidly Growing
Social Justice	339	10%	206	1%	+19.4%	Growing
Socioeconomics	325	10%	0	0%	+14.1%	Growing
Adult Education	324	10%	617	3%	+9.7%	Growing
Pedagogy	316	9%	167	1%	+11.6%	Growing
Curriculum Development	293	9%	1,996	9%	+14.6%	Growing
Statistics	286	8%	1,442	6%	+22.7%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,801	83%	6,040	26%	+18.8%	Growing
Research	1,218	36%	7,333	32%	+17.2%	Growing
Communication	802	24%	1,482	6%	+3.6%	Lagging
Innovation	545	16%	889	4%	+25.8%	Rapidly Growing
Leadership	530	16%	2,306	10%	+8.5%	Stable
Writing	476	14%	1,440	6%	+11.8%	Growing
Management	442	13%	2,520	11%	+5.3%	Stable
Advising	413	12%	236	1%	+17.2%	Growing
Enthusiasm	409	12%	23	0%	+22.2%	Rapidly Growing
Mentorship	383	11%	686	3%	+16.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Learning Management Systems	122	4%	74	0%	+6.6%	Stable
Microsoft PowerPoint	51	2%	1,222	5%	+26.1%	Rapidly Growing
Microsoft Office	50	1%	1,897	8%	+18.5%	Growing
Zoom (Video Conferencing Tool)	46	1%	44	0%	+13.1%	Growing
Google Workspace	40	1%	51	0%	+18.8%	Growing
Microsoft Excel	32	1%	1,347	6%	+17.7%	Growing
Python (Programming Language)	32	1%	784	3%	+24.5%	Rapidly Growing
Generative Artificial Intelligence	25	1%	110	0%	+18.1%	Growing
Microsoft Outlook	25	1%	153	1%	+25.0%	Rapidly Growing
Microsoft Word	23	1%	934	4%	+7.2%	Stable

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	234
Board Certified/Board Eligible	175
Valid Driver's License	125
Basic Life Support (BLS) Certification	121
Cardiopulmonary Resuscitation (CPR) Certification	85
Certified Associate In Project Management	79
Licensed Vocational Nurse (LVN)	63
Licensed Marriage And Family Therapist (LMFT)	62
Medical License	44
Bachelor Of Science in Nursing (BSN)	43

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
hercjobs.org	834
simplyhired.com	684
indeed.com	683
chronicle.com	552
madison.com	499
rapidcityjournal.com	410
higheredjobs.com	342
diversityjobs.com	281
academiccareers.com	242
universityjobs.com	147
scholarshipdb.net	116
salinasrecruiter.com	113
schooljobs.com	109
peopleadmin.com	97
ucsc.edu	82
glassdoor.com	81
smartrecruiters.com	76
disabledperson.com	64
edjoin.org	64
myworkdayjobs.com	64
watsonvillerecruiter.com	63
wlu.ca	60
craigslist.org	59
diversityinresearch.careers	53
4cdcareers.net	46

Appendix B

Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads

Part-Time Lecturer Pool for the Department of Liberal Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.

DUTIES OF THE POSITION

Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)

- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Lecturers in Ethnic Studies – California State University-East Bay in Hayward, CA (J...

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies

Part-time Lecturer Pool for Department of Ethnic Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.

DUTIES OF THE POSITION

Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)
- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see "Now") through Page Up (CSU Career Opportunities).

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation, or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Professors of Music – San Francisco Conservatory of Music in San Francisco, CA (J...)

Professor, Foundations of Music Teaching

Link to Live Job Posting: recruiting.paylocity.com

Location: San Francisco, CA	O*NET: 25-1121.00
Company: San Francisco Conservatory of Music	Job Title: Professors of Music

Professor, Foundations of Music Teaching
San Francisco, CA
Description The San Francisco Conservatory of Music seeks a part-time professor in our Professional Development Department to teach PDV 434 Foundations of Music Teaching beginning in Fall 2025. PDV 434 is a 1-credit, half-semester module course and will run from September 2, 2025 through December 15, 2025. PDV 434: 14 load hours over 7 weeks (Fall semester)
Rate of Pay for 2025-2026

Academic Year:

\$148.51/hr This course will be taught in person. No aspect of the course will be taught online or in a hybrid format. PDV 434 Foundations of Music Teaching introduces musicians to pedagogical strategies for both individual and group lessons across a wide range of ages and experience levels, to be carried out with confidence and clarity.

Topics currently covered include:

Instructional design for multiple learning modalities
Creating lesson plans, teaching procedures, and assessment strategies
Adjusting for age groups and lesson size (private versus group lessons)
Classroom management techniques
Inclusive pedagogy practices
This course is eligible for revision due to the ongoing evolution of the industry and the instructor's subject-matter expertise, which together create an opportunity to ensure the course content remains relevant and continues to develop meaningfully over time.
The Professional Development Department upholds the following

Program Learning Outcomes:

Identify career-related resources, terminology, and concepts to employ in a professional setting.
Demonstrate a professional demeanor in both physical and digital settings.
Learn business and personal skills to build and strengthen their careers.
Develop lifelong habits that support mental and physical health.
Adapt to a changing job market by drawing on a diverse skill set.
Requirements
Required Qualifications
Bachelor's degree (music or education strongly preferred)
Professional experience and deep knowledge within the music pedagogy
Clear understanding of skill sets necessary for careers within music teaching today
Knowledge of best practices in inclusive pedagogy practice and excellence in teaching
Based in The Bay Area/able to travel to San Francisco for in-person instruction
Strong communication skills and engaging classroom leadership
Preferred Qualifications
Collegiate teaching experience
Experience with Google Suite including Google Classroom
Knowledge of multiple career paths within different musical genres
An understanding of the unique challenges inherent in crafting a career within each one
Professional experience as a musician and/or educator
Salary Description
\$148.51 per Hour

Pediatric Endocrinologists – Unclassified in San Francisco, CA (Jun 2025 - Active)

Miller Endowed Chair in Pediatric Endocrinology Clinical X or In Residence Faculty Series

Link to Live Job Posting: careers.jamanetwork.com

Location: San Francisco, CA	O*NET: 25-1071.00
Company: Unclassified	Job Title: Pediatric Endocrinologists

Miller Endowed Chair in Pediatric Endocrinology

- Clinical X or In Residence Faculty Series UC San Francisco Academic
- 5.0 San Francisco, CA Job Details \$127,000
- \$333,700 a year 9 hours ago Qualifications Medicine Doctoral degree Research Supervising experience Doctor of Philosophy Mentoring Pediatrics Medical License Senior level Endocrinology Communication skills Maya Full Job Description Application Window Open date: June 30, 2025 Next review date: Wednesday, Jul 30, 2025 at 11:59pm (Pacific Time) Apply by this date to ensure full consideration by the committee.

Final date:

Wednesday, Dec 30, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description UCSF School of Medicine and UCSF Benioff Children's Hospitals Division of Endocrinology, Department of Pediatrics Clinical X or In Residence Series The Division of Endocrinology in the Department of Pediatrics at the University of California, San Francisco (UCSF), in partnership with UCSF Benioff Children's Hospitals, is recruiting for an endowed faculty position supported by the Miller Endowed Chair in Pediatric Endocrinology. This is a unique opportunity to join a world-class academic environment at the Assistant, Associate, or Full Professor level in either the Clinical X or In Residence faculty series. Academic rank will be commensurate with experience. This search seeks one outstanding investigator across the translational research spectrum—including basic, translational, or clinical science—who is committed to advancing discovery and improving outcomes in pediatric endocrinology. The ideal candidate will have a strong record of research excellence, extramural funding, and scientific innovation, with the potential or proven ability to lead a high-impact, independent research program. We welcome applicants at all career stages, including early-stage, mid-career, and senior faculty, and offer a start-up package to support success. Selected candidates will join a major academic medical center and established fellowship training program. This position may have clinical responsibilities at both the San Francisco and Oakland campuses and would actively contribute to the Department's mission of excellence in research, education, and patient care.

Minimum Qualifications:

MD or MD/PhD with training in pediatrics and/or a pediatric subspecialty Medical license (or eligibility for a CA medical license) Board eligibility or certification in Pediatrics Board eligibility or certification in

Pediatric Endocrinology Preferred Qualifications:

Demonstrated ability to obtain or sustain NIH R01 or equivalent funding Experience with collaborative team science Commitment to academic pediatrics and research mentorship Experience supervising residents or students Excellent communication and interpersonal skills The posted UC salary scales set the minimum pay determined by rank and step at appointment. See Table 5. The minimum base salary range for this position is \$127,000

- 333,700.

This position includes membership in the health sciences compensation plan which provides for eligibility for additional compensation. Interested candidates can apply online at <https://aprecruit.ucsf.edu/JPF05618> with a cover letter, curriculum vitae, statement of research accomplishments, and contact information for 3 references. Applicant materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.

For more information contact:

Maya Lodish, M.D. Professor of Clinical Pediatrics The University of California, San Francisco (UCSF) is one of the nation's leading biomedical research institutions. UCSF has consistently ranked among the top public institutions in National Institutes of Health (NIH) funding, reflecting a long-standing commitment to advancing scientific discovery and improving health. The Department's clinical enterprise spans UCSF Benioff Children's Hospital San Francisco, UCSF Benioff Children's Hospital Oakland, Mount Zion, Zuckerberg San Francisco General, and multiple outreach clinics throughout Northern California, providing unparalleled opportunities to serve infants, children, and young adults across the Bay Area. For 2024-2025, UCSF Benioff Children's Hospitals ranked in all 10 children's specialties in U.S. News & World Report. Located in a region renowned for groundbreaking innovation, UCSF and the Department of Pediatrics bridge research and industry to drive the future of medicine. Application Requirements Document requirements Cover Letter Curriculum Vitae

- CV must clearly list current and/or pending qualifications (e.

g. board eligibility/certification, medical licensure, etc.). Statement of Research Statement of Teaching (Optional) Reference requirements 3 required (contact information only) About UC San Francisco As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM

- 035: Affirmative Action and Nondiscrimination in Employment Job location San Francisco and/or Oakland, CA

MA350-MA550: Real Analysis (Winter 2026)

Link to Live Job Posting: Posting is no longer active

Location: Waterloo, CA

O*NET: 25-1022.00

Company: Wilfrid Laurier University

Job Title: Unclassified

Faculty/Academic Area:

Faculty of Science Department:

Mathematics Campus:

Waterloo Employee Group:

WLUFA Requisition ID:

10018

Position Title:

MA350-MA550

Real Analysis (Winter 2026)

Term:

Winter 2026 (Jan 1st•April 31st)

Days/Times:

Monday, Wednesday 5:30-6:20 PMHours per week/

Hours Total:

36

Type of Course:

In-person Anticipated Class Size:

40

Additional Course Requirements:

NonePosted on: June 30th 2025Posting ends: July 14th 2025

Position Summary:

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form

is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored.CTF Members (those who have taught a Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3 Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting.Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors.Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at indigenous@wlu.ca. Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca. We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at hr@wlu.ca.All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada.Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity.All course offerings will be contingent on adequate student registration and subject to budgetary funding.Members of the Contract Teaching Faculty bargaining unit:Should you be interested in learning more about this opportunity, please visit www.wlu.ca/careers for additional information and the online application system. All applications must be submitted online.All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
19-3093	Historians
25-1099	Postsecondary Teachers

Code	Description
39-7018	Tour and Travel Guides
25-2022	Middle School Teachers, Except Special and Career/Technical Education

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

4,137

Unique Postings

10,554 Total Postings

537

Employers Competing

40,055 Total Employers

31 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

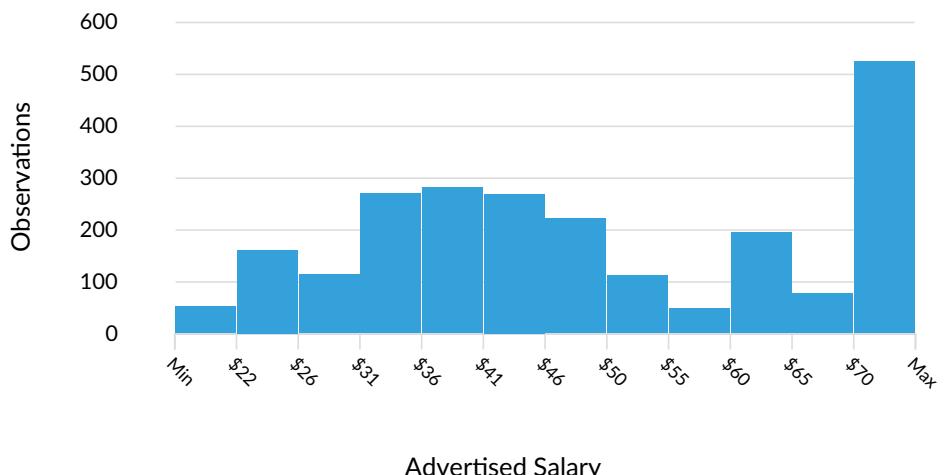
Regional Average: 3 : 1

Advertised Salary

There are 2,313 advertised salary observations (56% of the 4,137 matching postings).

\$46.15/hr

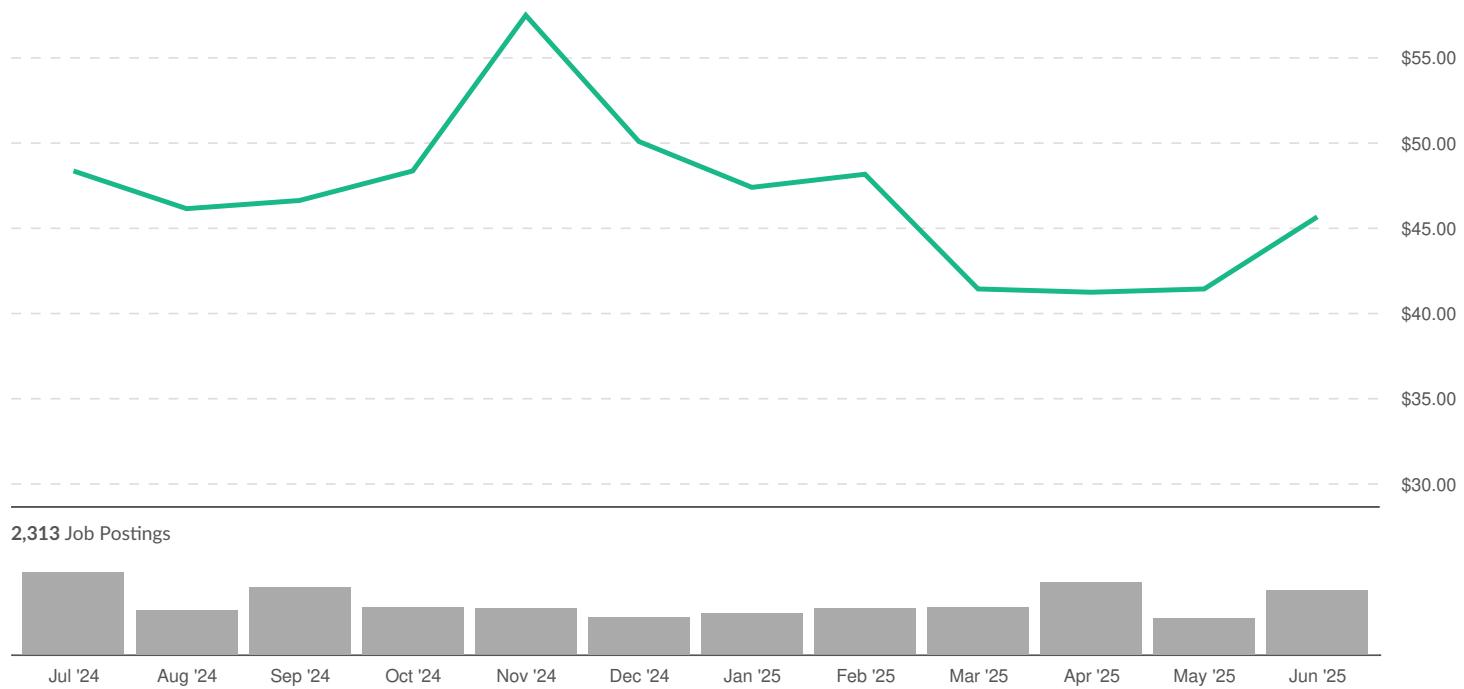
Median Advertised Salary



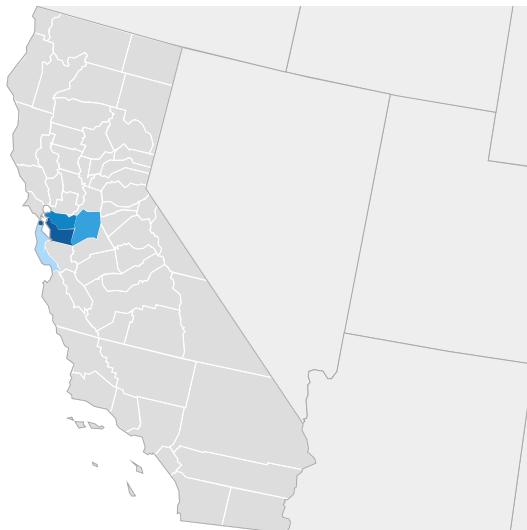
Advertised Salary Trend

▼ 5.6% Jul 2024 – Jun 2025

\$46.15 Median

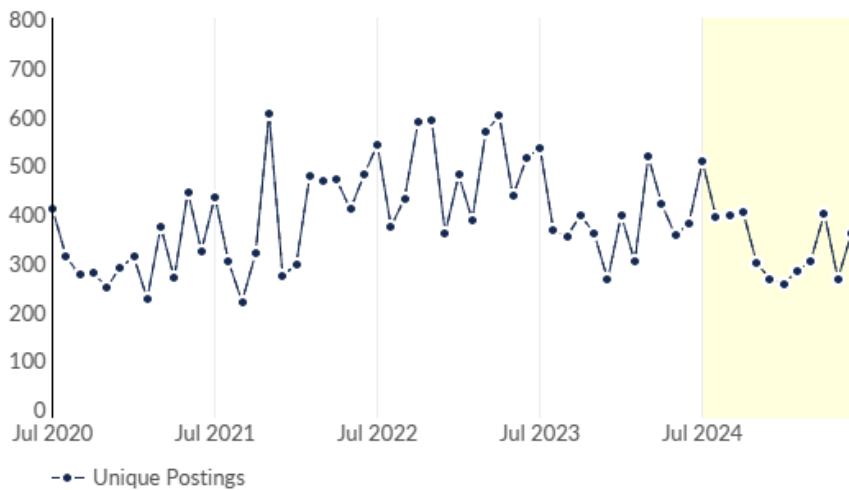


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	1,238
San Francisco County, CA	1,110
Contra Costa County, CA	731
San Joaquin County, CA	469
San Mateo County, CA	302

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	359	2 : 1
May 2025	267	2 : 1
Apr 2025	401	3 : 1
Mar 2025	304	2 : 1
Feb 2025	283	2 : 1
Jan 2025	256	3 : 1
Dec 2024	266	2 : 1
Nov 2024	299	3 : 1
Oct 2024	404	3 : 1
Sep 2024	397	2 : 1
Aug 2024	394	3 : 1
Jul 2024	507	2 : 1
Jun 2024	381	3 : 1
May 2024	355	2 : 1
Apr 2024	419	2 : 1
Mar 2024	517	2 : 1
Feb 2024	302	3 : 1
Jan 2024	397	3 : 1
Dec 2023	265	4 : 1
Nov 2023	360	3 : 1

Oct 2023	397	3 : 1
Sep 2023	354	3 : 1
Aug 2023	365	3 : 1
Jul 2023	536	2 : 1
Jun 2023	513	3 : 1
May 2023	436	3 : 1
Apr 2023	601	2 : 1
Mar 2023	568	3 : 1
Feb 2023	388	4 : 1
Jan 2023	479	3 : 1
Dec 2022	360	2 : 1
Nov 2022	593	3 : 1
Oct 2022	588	3 : 1
Sep 2022	431	3 : 1
Aug 2022	374	3 : 1
Jul 2022	542	2 : 1
Jun 2022	479	2 : 1
May 2022	409	3 : 1
Apr 2022	469	3 : 1
Mar 2022	467	2 : 1
Feb 2022	478	2 : 1
Jan 2022	296	3 : 1
Dec 2021	273	2 : 1
Nov 2021	604	2 : 1
Oct 2021	318	4 : 1
Sep 2021	220	4 : 1
Aug 2021	302	3 : 1
Jul 2021	435	3 : 1
Jun 2021	324	3 : 1
May 2021	445	3 : 1
Apr 2021	268	3 : 1

Mar 2021	374	3 : 1
Feb 2021	226	4 : 1
Jan 2021	312	3 : 1
Dec 2020	289	3 : 1
Nov 2020	249	3 : 1
Oct 2020	280	3 : 1
Sep 2020	274	3 : 1
Aug 2020	313	3 : 1
Jul 2020	410	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	970	23%
High school or GED	196	5%
Associate's degree	288	7%
Bachelor's degree	1,398	34%
Master's degree	1,891	46%
Ph.D. or professional degree	1,385	33%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	196	0	5%
Associate's degree	269	13	7%
Bachelor's degree	1,108	119	27%
Master's degree	986	623	24%
Ph.D. or professional degree	608	777	15%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,780	67%
0 - 1 Years	171	4%
2 - 3 Years	537	13%
4 - 6 Years	504	12%
7 - 9 Years	7	0%
10+ Years	138	3%

Job Postings vs. Hires

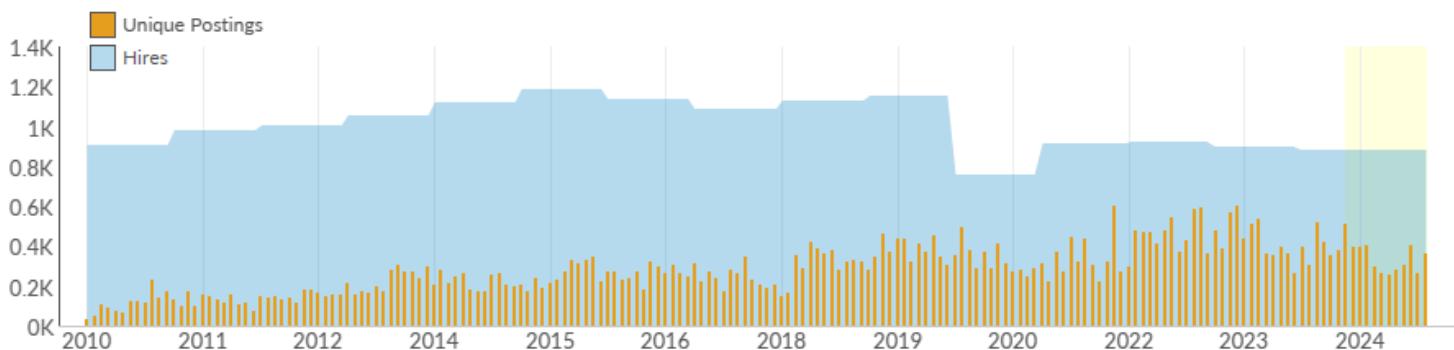
345

Avg. Monthly Postings (Jul 2024 - Jun 2025)

882

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 345 newly posted job postings for 4 Occupations, and 882 actually hired. This means there were approximately 3 hires for 4 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619
Middle School Teachers, Except Special and Career/Technical Education	40	194
Tour and Travel Guides	24	67
Historians	4	3

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,170 / 447	3 : 1 	22 days
Saint Mary's College of California	710 / 293	2 : 1 	22 days
University of Maryland Global Campus	996 / 265	4 : 1 	32 days
University of California-San Francisco	393 / 248	2 : 1 	22 days
University of the Pacific	700 / 210	3 : 1 	34 days
University of California-Santa Cruz	762 / 191	4 : 1 	31 days
San Joaquin Delta College	237 / 101	2 : 1 	27 days
Contra Costa Community College	203 / 89	2 : 1 	32 days
Oakland Unified School District	128 / 65	2 : 1 	24 days
San Mateo County Community College District	159 / 60	3 : 1 	13 days

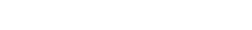
Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	2,866 / 1,117	3 : 1 	32 days
Berkeley, CA	1,266 / 430	3 : 1 	35 days
Stockton, CA	1,061 / 391	3 : 1 	29 days
Oakland, CA	789 / 365	2 : 1 	33 days
Moraga, CA	710 / 293	2 : 1 	22 days
Santa Cruz, CA	923 / 266	3 : 1 	31 days
Fremont, CA	359 / 131	3 : 1 	34 days
Hayward, CA	259 / 114	2 : 1 	31 days
Concord, CA	308 / 104	3 : 1 	29 days
San Mateo, CA	219 / 88	2 : 1 	19 days

Top Posted Occupations

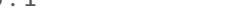
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days
Middle School Teachers, Except Special and Career/Technical Education	965 / 480	2 : 1 	27 days
Tour and Travel Guides	638 / 285	2 : 1 	31 days
Historians	106 / 46	2 : 1 	22 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Middle School Teachers, Except Special and Career/Technical Education	965 / 480	2 : 1 	27 days
Postsecondary Teachers, All Other	1,145 / 461	2 : 1 	31 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1 	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1 	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1 	31 days
Travel Guides	480 / 215	2 : 1 	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1 	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1 	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1 	31 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1 	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1 	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1 	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1 	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1 	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1 	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1 	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1 	25 days
History Teachers, Postsecondary	241 / 75	3 : 1 	32 days
Tour Guides and Escorts	158 / 70	2 : 1 	27 days
Law Teachers, Postsecondary	184 / 63	3 : 1 	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1 	34 days
Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1 	30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1 	29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1 	21 days

Engineering Teachers, Postsecondary	135 / 52	3 : 1		22 days
Historians	106 / 46	2 : 1		22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1		31 days
Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1		33 days
Physics Teachers, Postsecondary	119 / 43	3 : 1		28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1		30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1		22 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1		22 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1		17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1		16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1		17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1		16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1		17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1		7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1		n/a
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1		16 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
College Professor (Other)	1,311 / 531	2 : 1 	31 days
Middle / High School Teacher (Other)	835 / 415	2 : 1 	28 days
Health Sciences Professor	900 / 383	2 : 1 	27 days
Travel / Tour Guide	638 / 285	2 : 1 	31 days
Nursing Instructor / Professor	735 / 255	3 : 1 	32 days
Driving Instructor	698 / 222	3 : 1 	32 days
Business Professor	555 / 209	3 : 1 	26 days
Mathematics Professor	334 / 125	3 : 1 	34 days
Psychology Professor	352 / 123	3 : 1 	31 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1 	32 days
Biology Professor	253 / 95	3 : 1 	28 days
English Language / Literature Professor	244 / 92	3 : 1 	31 days
Art / Music Professor	245 / 85	3 : 1 	31 days
Economics Professor	265 / 85	3 : 1 	32 days
Computer Science Professor	219 / 80	3 : 1 	31 days
Education Professor	175 / 75	2 : 1 	25 days
History Professor	241 / 75	3 : 1 	32 days
Language / Literature Professor	197 / 72	3 : 1 	32 days
Communications Professor	192 / 63	3 : 1 	34 days
Law Professor	184 / 63	3 : 1 	29 days
Philosophy / Religion Professor	156 / 60	3 : 1 	30 days
Social Work Professor	99 / 51	2 : 1 	21 days
Architecture Professor	116 / 49	2 : 1 	22 days
Sociology Professor	110 / 46	2 : 1 	31 days
Social Science Researcher	106 / 46	2 : 1 	22 days
Criminal Justice Professor	92 / 45	2 : 1 	33 days

Physics Professor	119 / 43	3 : 1		28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1		30 days
Geosciences Professor	104 / 33	3 : 1		22 days
Engineering Professor	89 / 32	3 : 1		22 days
Chemistry Professor	98 / 31	3 : 1		22 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Music Teacher	40 / 24	2 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Physical Education Teacher	43 / 19	2 : 1		33 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Art Teacher	30 / 16	2 : 1		36 days
Geography Professor	25 / 14	2 : 1		17 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Drama Teacher	17 / 6	3 : 1		40 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a

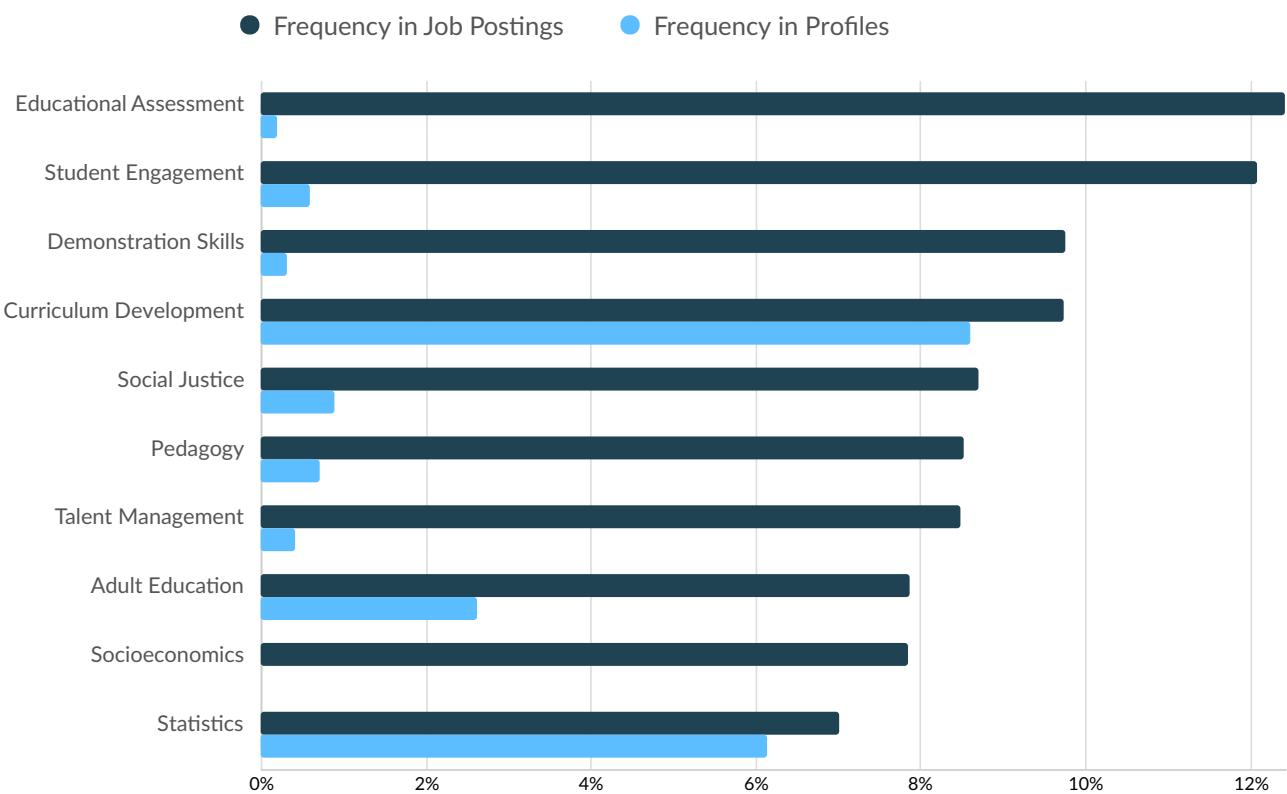
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Adjunct Faculties	511 / 203	3 : 1	22 days
Adjunct Graduate Faculties	561 / 159	4 : 1	32 days
Middle School Teachers	208 / 113	2 : 1	27 days
Middle School Science Teachers	160 / 77	2 : 1	29 days
Driving Instructors	308 / 75	4 : 1	34 days
College Lecturers	181 / 68	3 : 1	29 days
Middle School Math Teachers	144 / 60	2 : 1	24 days
Tour Guides	125 / 53	2 : 1	25 days
Adjunct Clinical Faculties	73 / 50	1 : 1	19 days
Adjunct Associate Professors	124 / 49	3 : 1	17 days

Top Industries

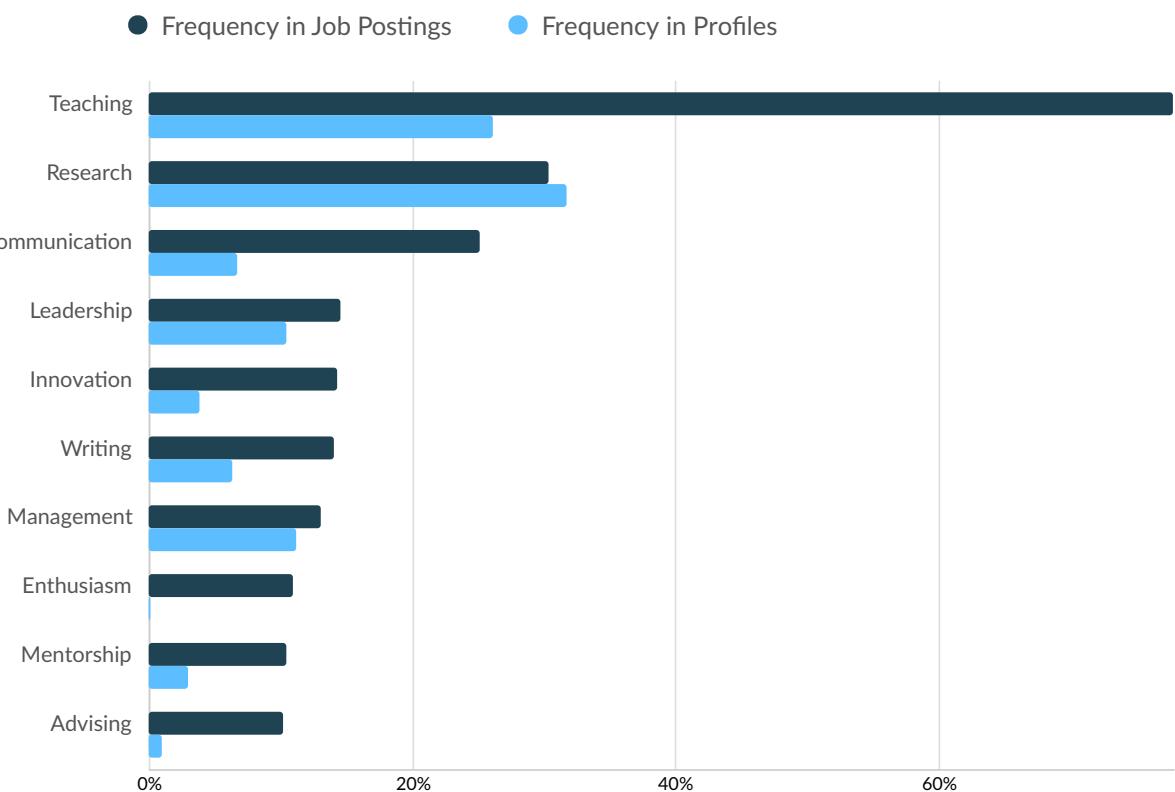
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,580 / 2,056	3 : 1	31 days
Unclassified Industry	1,169 / 551	2 : 1	31 days
Junior Colleges	1,084 / 457	2 : 1	32 days
Elementary and Secondary Schools	611 / 331	2 : 1	26 days
All Other Miscellaneous Schools and Instruction	225 / 73	3 : 1	41 days
Employment Placement Agencies	94 / 48	2 : 1	23 days
Fine Arts Schools	151 / 43	4 : 1	27 days
Libraries and Archives	74 / 35	2 : 1	33 days
Administrative Management and General Management Consulting Services	64 / 35	2 : 1	35 days
Other Technical and Trade Schools	60 / 32	2 : 1	26 days

Top Specialized Skills



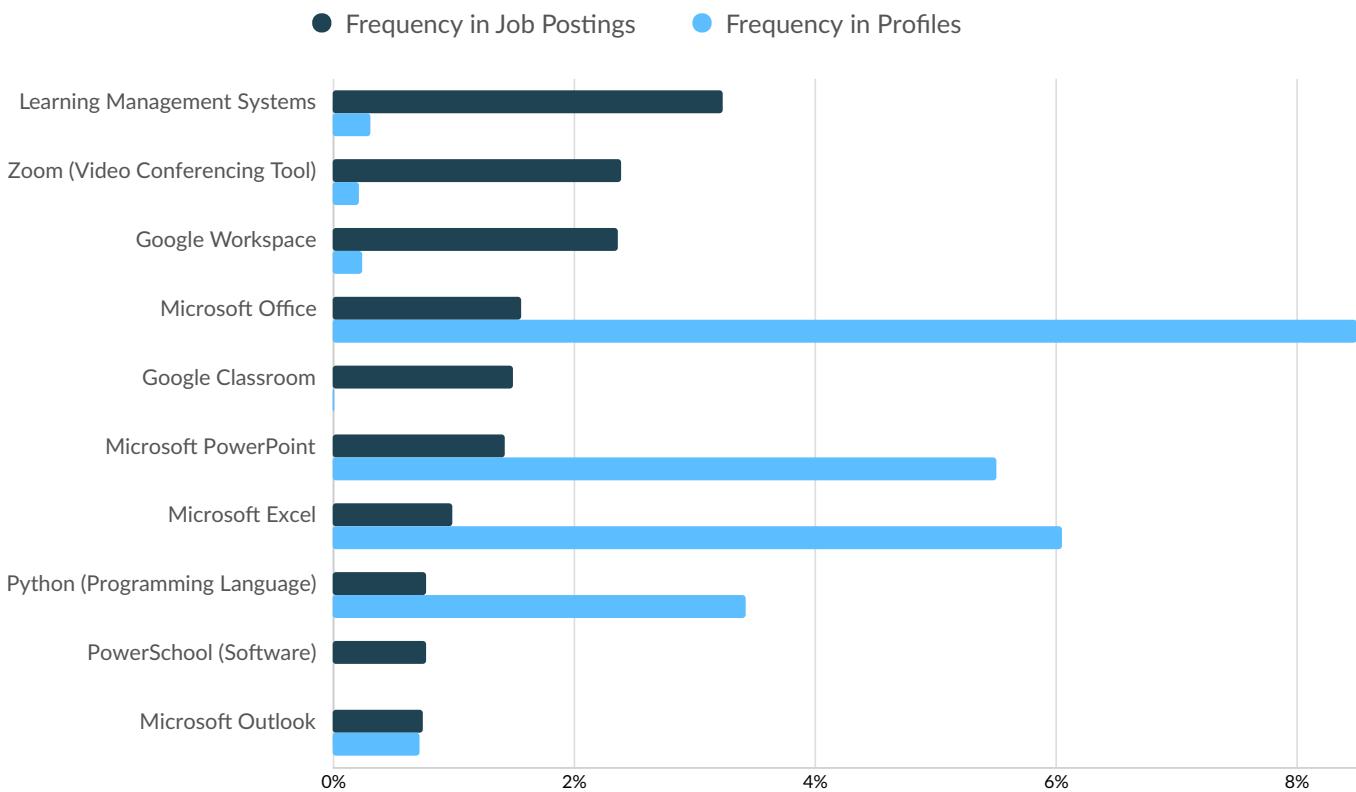
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Educational Assessment	514	12%	47	0%	+20.6%	Rapidly Growing
Student Engagement	500	12%	141	1%	+23.1%	Rapidly Growing
Demonstration Skills	404	10%	73	0%	+10.2%	Growing
Curriculum Development	403	10%	2,036	9%	+14.6%	Growing
Social Justice	360	9%	212	1%	+19.4%	Growing
Pedagogy	353	9%	170	1%	+11.6%	Growing
Talent Management	351	8%	97	0%	+21.3%	Rapidly Growing
Adult Education	326	8%	622	3%	+9.7%	Growing
Socioeconomics	325	8%	0	0%	+14.1%	Growing
Statistics	290	7%	1,453	6%	+22.7%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	3,220	78%	6,181	26%	+18.8%	Growing
Research	1,259	30%	7,514	32%	+17.2%	Growing
Communication	1,043	25%	1,605	7%	+3.6%	Lagging
Leadership	605	15%	2,465	10%	+8.5%	Stable
Innovation	592	14%	918	4%	+25.8%	Rapidly Growing
Writing	582	14%	1,506	6%	+11.8%	Growing
Management	539	13%	2,656	11%	+5.3%	Stable
Enthusiasm	451	11%	32	0%	+22.2%	Rapidly Growing
Mentorship	435	11%	710	3%	+16.5%	Growing
Advising	420	10%	243	1%	+17.2%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Learning Management Systems	134	3%	75	0%	+6.6%	Stable
Zoom (Video Conferencing Tool)	99	2%	50	0%	+13.1%	Growing
Google Workspace	98	2%	59	0%	+18.8%	Growing
Microsoft Office	65	2%	2,011	9%	+18.5%	Growing
Google Classroom	62	1%	4	0%	-5.2%	Lagging
Microsoft PowerPoint	59	1%	1,302	6%	+26.1%	Rapidly Growing
Microsoft Excel	41	1%	1,431	6%	+17.7%	Growing
Python (Programming Language)	32	1%	810	3%	+24.5%	Rapidly Growing
PowerSchool (Software)	32	1%	0	0%	+8.5%	Stable
Microsoft Outlook	31	1%	171	1%	+25.0%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	234
Board Certified/Board Eligible	184
Valid Driver's License	157
Basic Life Support (BLS) Certification	122
English Learner Authorization	105
Cardiopulmonary Resuscitation (CPR) Certification	105
Certified Associate In Project Management	79
Licensed Vocational Nurse (LVN)	63
Licensed Marriage And Family Therapist (LMFT)	62
Teaching Certificate	58

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
simplyhired.com	1,111
indeed.com	1,108
hercjobs.org	835
chronicle.com	552
madison.com	499
rapidcityjournal.com	410
higheredjobs.com	342
diversityjobs.com	281
academiccareers.com	242
edjoin.org	162
universityjobs.com	147
glassdoor.com	125
salinasrecruiter.com	118
scholarshipdb.net	116
schooljobs.com	109
craigslist.org	101
peopleadmin.com	97
smartrecruiters.com	91
disabledperson.com	88
ucsc.edu	82
dejobs.org	73
myworkdayjobs.com	71
watsonvillerecruiter.com	65
wlu.ca	60
diversityinresearch.careers	53

Appendix B

Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads

Part-Time Lecturer Pool for the Department of Liberal Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.

DUTIES OF THE POSITION

Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)

- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Lecturers in Ethnic Studies – California State University-East Bay in Hayward, CA (J...

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies

Part-time Lecturer Pool for Department of Ethnic Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.

DUTIES OF THE POSITION

Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)
- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see "Now") through Page Up (CSU Career Opportunities).

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation, or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Professors of Music – San Francisco Conservatory of Music in San Francisco, CA (J...)

Professor, Foundations of Music Teaching

Link to Live Job Posting: recruiting.paylocity.com

Location: San Francisco, CA	O*NET: 25-1121.00
Company: San Francisco Conservatory of Music	Job Title: Professors of Music

Professor, Foundations of Music Teaching
San Francisco, CA
Description
The San Francisco Conservatory of Music seeks a part-time professor in our Professional Development Department to teach PDV 434 Foundations of Music Teaching beginning in Fall 2025. PDV 434 is a 1-credit, half-semester module course and will run from September 2, 2025 through December 15, 2025. PDV 434: 14 load hours over 7 weeks (Fall semester)
Rate of Pay for 2025-2026

Academic Year:

\$148.51/hr
This course will be taught in person. No aspect of the course will be taught online or in a hybrid format.
PDV 434 Foundations of Music Teaching introduces musicians to pedagogical strategies for both individual and group lessons across a wide range of ages and experience levels, to be carried out with confidence and clarity.

Topics currently covered include:

Instructional design for multiple learning modalities
Creating lesson plans, teaching procedures, and assessment strategies
Adjusting for age groups and lesson size (private versus group lessons)
Classroom management techniques
Inclusive pedagogy practices
This course is eligible for revision due to the ongoing evolution of the industry and the instructor's subject-matter expertise, which together create an opportunity to ensure the course content remains relevant and continues to develop meaningfully over time.
The Professional Development Department upholds the following

Program Learning Outcomes:

Identify career-related resources, terminology, and concepts to employ in a professional setting.
Demonstrate a professional demeanor in both physical and digital settings.
Learn business and personal skills to build and strengthen their careers.
Develop lifelong habits that support mental and physical health.
Adapt to a changing job market by drawing on a diverse skill set.
Requirements
Bachelor's degree (music or education strongly preferred)
Professional experience and deep knowledge within the music pedagogy
Clear understanding of skill sets necessary for careers within music teaching today
Knowledge of best practices in inclusive pedagogy practice and excellence in teaching
Based in The Bay Area/able to travel to San Francisco for in-person instruction
Strong communication skills and engaging classroom leadership
Preferred Qualifications
Collegiate teaching experience
Experience with Google Suite including Google Classroom
Knowledge of multiple career paths within different musical genres
An understanding of the unique challenges inherent in crafting a career within each one
Professional experience as a musician and/or educator
Salary Description
\$148.51 per Hour

Pediatric Endocrinologists – Unclassified in San Francisco, CA (Jun 2025 - Active)

Miller Endowed Chair in Pediatric Endocrinology Clinical X or In Residence Faculty Series

Link to Live Job Posting: careers.jamanetwork.com

Location: San Francisco, CA	O*NET: 25-1071.00
Company: Unclassified	Job Title: Pediatric Endocrinologists

Miller Endowed Chair in Pediatric Endocrinology

- Clinical X or In Residence Faculty Series UC San Francisco Academic
- 5.0 San Francisco, CA Job Details \$127,000
- \$333,700 a year 9 hours ago Qualifications Medicine Doctoral degree Research Supervising experience Doctor of Philosophy Mentoring Pediatrics Medical License Senior level Endocrinology Communication skills Maya Full Job Description Application Window Open date: June 30, 2025 Next review date: Wednesday, Jul 30, 2025 at 11:59pm (Pacific Time) Apply by this date to ensure full consideration by the committee.

Final date:

Wednesday, Dec 30, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description UCSF School of Medicine and UCSF Benioff Children's Hospitals Division of Endocrinology, Department of Pediatrics Clinical X or In Residence Series The Division of Endocrinology in the Department of Pediatrics at the University of California, San Francisco (UCSF), in partnership with UCSF Benioff Children's Hospitals, is recruiting for an endowed faculty position supported by the Miller Endowed Chair in Pediatric Endocrinology. This is a unique opportunity to join a world-class academic environment at the Assistant, Associate, or Full Professor level in either the Clinical X or In Residence faculty series. Academic rank will be commensurate with experience. This search seeks one outstanding investigator across the translational research spectrum—including basic, translational, or clinical science—who is committed to advancing discovery and improving outcomes in pediatric endocrinology. The ideal candidate will have a strong record of research excellence, extramural funding, and scientific innovation, with the potential or proven ability to lead a high-impact, independent research program. We welcome applicants at all career stages, including early-stage, mid-career, and senior faculty, and offer a start-up package to support success. Selected candidates will join a major academic medical center and established fellowship training program. This position may have clinical responsibilities at both the San Francisco and Oakland campuses and would actively contribute to the Department's mission of excellence in research, education, and patient care.

Minimum Qualifications:

MD or MD/PhD with training in pediatrics and/or a pediatric subspecialty Medical license (or eligibility for a CA medical license) Board eligibility or certification in Pediatrics Board eligibility or certification in

Pediatric Endocrinology Preferred Qualifications:

Demonstrated ability to obtain or sustain NIH R01 or equivalent funding Experience with collaborative team science Commitment to academic pediatrics and research mentorship Experience supervising residents or students Excellent communication and interpersonal skills The posted UC salary scales set the minimum pay determined by rank and step at appointment. See Table 5. The minimum base salary range for this position is \$127,000

- 333,700.

This position includes membership in the health sciences compensation plan which provides for eligibility for additional compensation. Interested candidates can apply online at <https://aprecruit.ucsf.edu/JPF05618> with a cover letter, curriculum vitae, statement of research accomplishments, and contact information for 3 references. Applicant materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.

For more information contact:

Maya Lodish, M.D. Professor of Clinical Pediatrics The University of California, San Francisco (UCSF) is one of the nation's leading biomedical research institutions. UCSF has consistently ranked among the top public institutions in National Institutes of Health (NIH) funding, reflecting a long-standing commitment to advancing scientific discovery and improving health. The Department's clinical enterprise spans UCSF Benioff Children's Hospital San Francisco, UCSF Benioff Children's Hospital Oakland, Mount Zion, Zuckerberg San Francisco General, and multiple outreach clinics throughout Northern California, providing unparalleled opportunities to serve infants, children, and young adults across the Bay Area. For 2024-2025, UCSF Benioff Children's Hospitals ranked in all 10 children's specialties in U.S. News & World Report. Located in a region renowned for groundbreaking innovation, UCSF and the Department of Pediatrics bridge research and industry to drive the future of medicine. Application Requirements Document requirements Cover Letter Curriculum Vitae

- CV must clearly list current and/or pending qualifications (e.

g. board eligibility/certification, medical licensure, etc.). Statement of Research Statement of Teaching (Optional) Reference requirements 3 required (contact information only) About UC San Francisco As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM

- 035: Affirmative Action and Nondiscrimination in Employment Job location San Francisco and/or Oakland, CA

MA350-MA550: Real Analysis (Winter 2026)

Link to Live Job Posting: Posting is no longer active

Location: Waterloo, CA

O*NET: 25-1022.00

Company: Wilfrid Laurier University

Job Title: Unclassified

Faculty/Academic Area:

Faculty of Science Department:

Mathematics Campus:

Waterloo Employee Group:

WLUFA Requisition ID:

10018

Position Title:

MA350-MA550

Real Analysis (Winter 2026)

Term:

Winter 2026 (Jan 1st•April 31st)

Days/Times:

Monday, Wednesday 5:30-6:20 PMHours per week/

Hours Total:

36

Type of Course:

In-person Anticipated Class Size:

40

Additional Course Requirements:

NonePosted on: June 30th 2025Posting ends: July 14th 2025

Position Summary:

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form

is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored.CTF Members (those who have taught a Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3 Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting.Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors.Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at indigenous@wlu.ca. Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca. We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at hr@wlu.ca.All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada.Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity.All course offerings will be contingent on adequate student registration and subject to budgetary funding.Members of the Contract Teaching Faculty bargaining unit:Should you be interested in learning more about this opportunity, please visit www.wlu.ca/careers for additional information and the online application system. All applications must be submitted online.All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
17-3023	Electrical and Electronic Engineering Technologists and Technicians
17-3027	Mechanical Engineering Technologists and Technicians

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
29-2018	Clinical Laboratory Technologists and Technicians
19-4099	Life, Physical, and Social Science Technicians, All Other

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

3,641

Unique Postings

10,217 Total Postings

884

Employers Competing

40,055 Total Employers

23 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

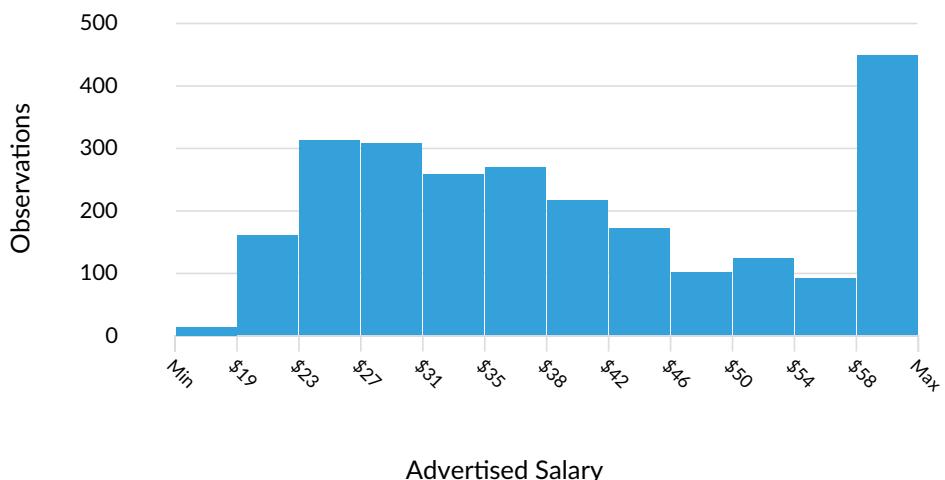
Regional Average: 3 : 1

Advertised Salary

There are 2,461 advertised salary observations (68% of the 3,641 matching postings).

\$37.29/hr

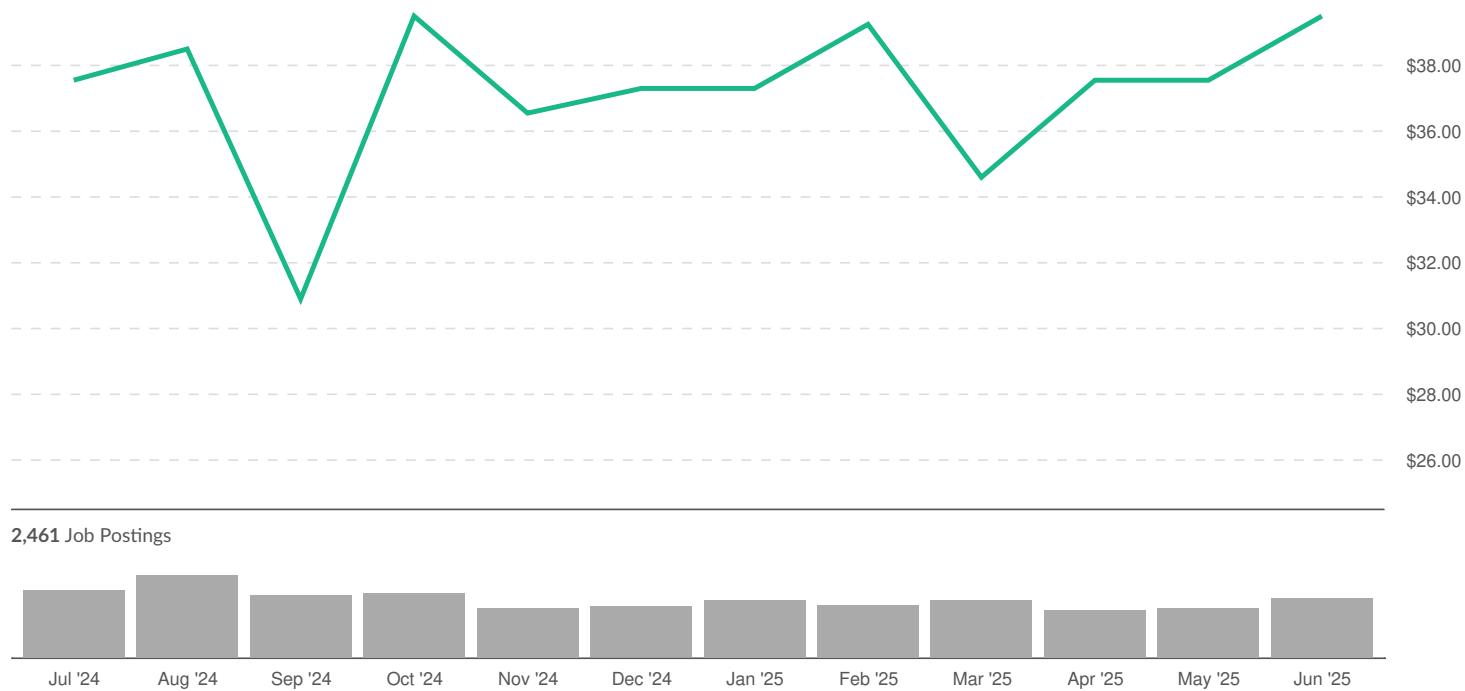
Median Advertised Salary



Advertised Salary Trend

▲ 5.2% Jul 2024 – Jun 2025

\$37.29 Median

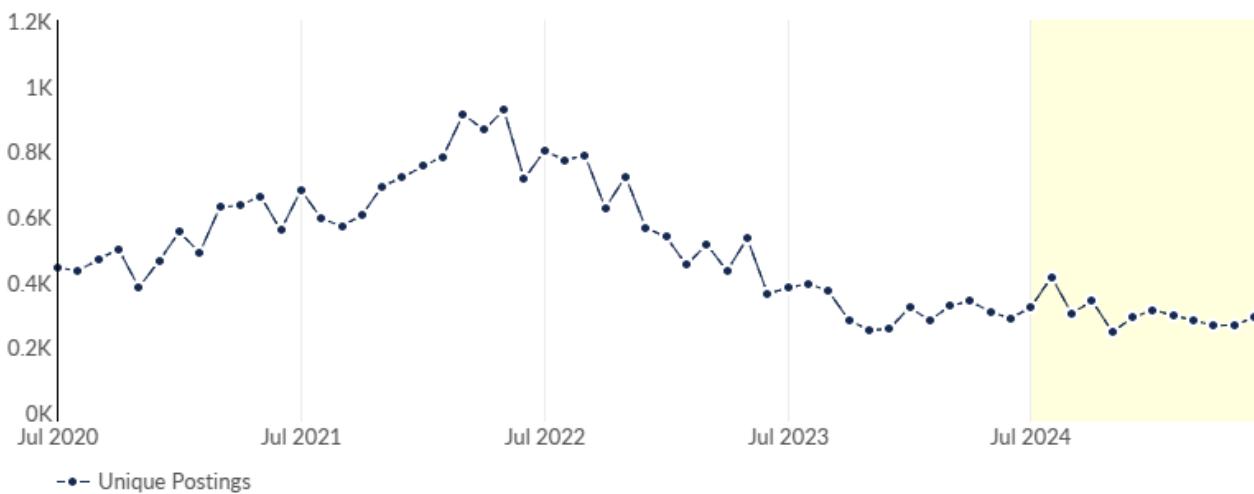


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	1,574
San Mateo County, CA	589
San Francisco County, CA	544
Contra Costa County, CA	513
San Joaquin County, CA	332

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	291	3 : 1
May 2025	268	2 : 1
Apr 2025	266	3 : 1
Mar 2025	283	3 : 1
Feb 2025	297	3 : 1
Jan 2025	315	3 : 1
Dec 2024	290	3 : 1
Nov 2024	247	3 : 1
Oct 2024	342	3 : 1
Sep 2024	303	3 : 1
Aug 2024	415	3 : 1
Jul 2024	324	3 : 1
Jun 2024	288	3 : 1
May 2024	308	3 : 1
Apr 2024	341	3 : 1
Mar 2024	327	3 : 1
Feb 2024	282	2 : 1
Jan 2024	322	3 : 1
Dec 2023	256	3 : 1
Nov 2023	252	4 : 1

Oct 2023	284	3 : 1
Sep 2023	372	3 : 1
Aug 2023	395	3 : 1
Jul 2023	381	3 : 1
Jun 2023	364	3 : 1
May 2023	533	3 : 1
Apr 2023	434	3 : 1
Mar 2023	515	3 : 1
Feb 2023	452	3 : 1
Jan 2023	538	2 : 1
Dec 2022	565	2 : 1
Nov 2022	723	3 : 1
Oct 2022	626	3 : 1
Sep 2022	787	4 : 1
Aug 2022	773	3 : 1
Jul 2022	801	3 : 1
Jun 2022	715	4 : 1
May 2022	926	4 : 1
Apr 2022	865	4 : 1
Mar 2022	914	4 : 1
Feb 2022	784	3 : 1
Jan 2022	754	3 : 1
Dec 2021	720	3 : 1
Nov 2021	693	4 : 1
Oct 2021	604	5 : 1
Sep 2021	571	6 : 1
Aug 2021	594	4 : 1
Jul 2021	681	4 : 1
Jun 2021	558	4 : 1
May 2021	663	3 : 1
Apr 2021	634	3 : 1

Mar 2021	629	3 : 1
Feb 2021	489	4 : 1
Jan 2021	553	4 : 1
Dec 2020	464	4 : 1
Nov 2020	383	4 : 1
Oct 2020	501	4 : 1
Sep 2020	468	4 : 1
Aug 2020	434	4 : 1
Jul 2020	444	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,434	39%
High school or GED	863	24%
Associate's degree	779	21%
Bachelor's degree	1,256	34%
Master's degree	136	4%
Ph.D. or professional degree	56	2%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	863	0	24%
Associate's degree	480	213	13%
Bachelor's degree	829	409	23%
Master's degree	20	95	1%
Ph.D. or professional degree	15	41	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,604	44%
0 - 1 Years	617	17%
2 - 3 Years	945	26%
4 - 6 Years	423	12%
7 - 9 Years	28	1%
10+ Years	24	1%

Job Postings vs. Hires

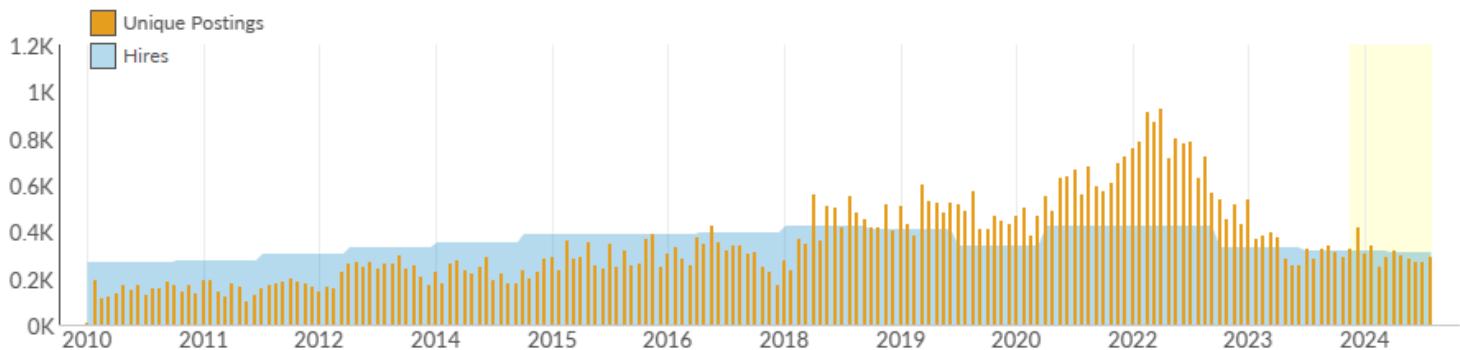
303

Avg. Monthly Postings (Jul 2024 - Jun 2025)

315

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 303 newly posted job postings for 5 Occupations, and 315 actually hired. This means there was approximately 1 hire for 5 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Clinical Laboratory Technologists and Technicians	192	155
Electrical and Electronic Engineering Technologists and Technicians	52	33
Life, Physical, and Social Science Technicians, All Other	28	76
Engineering Technologists and Technicians, Except Drafters, All Other	27	36
Mechanical Engineering Technologists and Technicians	4	16

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Sutter Health	624 / 120	5 : 1	 30 days
Kelly Services	262 / 105	2 : 1	 29 days
Kaiser Permanente	285 / 86	3 : 1	 22 days
Tesla	199 / 71	3 : 1	 35 days
Actalent	149 / 69	2 : 1	 16 days
Aerotek	171 / 67	3 : 1	 19 days
University of California-San Francisco	358 / 65	6 : 1	 35 days
University of California	80 / 49	2 : 1	 18 days
Insight Global	73 / 46	2 : 1	 24 days
Guardant Health	155 / 35	4 : 1	 38 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	1,571 / 544	3 : 1	 25 days
Fremont, CA	1,112 / 443	3 : 1	 22 days
Oakland, CA	663 / 217	3 : 1	 19 days
Berkeley, CA	490 / 206	2 : 1	 23 days
Stockton, CA	488 / 169	3 : 1	 24 days
Richmond, CA	351 / 135	3 : 1	 19 days
South San Francisco, CA	306 / 135	2 : 1	 23 days
Hayward, CA	316 / 127	2 : 1	 23 days
Pleasanton, CA	333 / 121	3 : 1	 27 days
Livermore, CA	495 / 120	4 : 1	 28 days

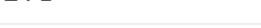
Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Clinical Laboratory Technologists and Technicians	6,747 / 2,305	3 : 1	 23 days
Electrical and Electronic Engineering Technologists and Technicians	1,575 / 627	3 : 1	 23 days
Life, Physical, and Social Science Technicians, All Other	865 / 335	3 : 1	 25 days
Engineering Technologists and Technicians, Except Drafters, All Other	936 / 324	3 : 1	 31 days
Mechanical Engineering Technologists and Technicians	94 / 50	2 : 1	 23 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Medical and Clinical Laboratory Technicians	3,652 / 1,272	3 : 1	 23 days
Medical and Clinical Laboratory Technologists	2,175 / 655	3 : 1	 22 days
Electrical and Electronic Engineering Technologists and Technicians	1,575 / 627	3 : 1	 23 days
Quality Control Analysts	523 / 227	2 : 1	 24 days
Histotechnologists	454 / 206	2 : 1	 27 days
Engineering Technologists and Technicians, Except Drafters, All Other	576 / 178	3 : 1	 31 days
Cytogenetic Technologists	321 / 95	3 : 1	 21 days
Non-Destructive Testing Specialists	198 / 81	2 : 1	 19 days
Remote Sensing Technicians	260 / 73	4 : 1	 31 days
Photonics Technicians	162 / 65	2 : 1	 33 days
Mechanical Engineering Technologists and Technicians	94 / 50	2 : 1	 23 days
Cytotechnologists	60 / 40	2 : 1	 25 days
Histology Technicians	85 / 37	2 : 1	 18 days
Life, Physical, and Social Science Technicians, All Other	82 / 35	2 : 1	 23 days

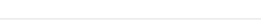
Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Laboratory Technician	3,629 / 1,260	3 : 1	 23 days
Electrical and Electronics Technician	1,737 / 692	3 : 1	 24 days
Clinical Laboratory Scientist	2,175 / 655	3 : 1	 22 days
Histotechnologist / Histotechnician	539 / 243	2 : 1	 23 days
Quality Control Analyst	518 / 223	2 : 1	 23 days
Test Technician	524 / 164	3 : 1	 31 days
Cytogenetic Technologist / Cytotechnologist	381 / 135	3 : 1	 24 days
Non-Destructive Testing Specialist	198 / 81	2 : 1	 19 days
Geographer / GIS Specialist	260 / 73	4 : 1	 31 days
Industrial / Mechanical Engineering Technician	94 / 50	2 : 1	 23 days
Physical / Geoscience Technician	82 / 35	2 : 1	 23 days
Quality Inspector / Technician	28 / 16	2 : 1	 29 days
General Engineering Technician / Technologist	52 / 14	4 : 1	 33 days

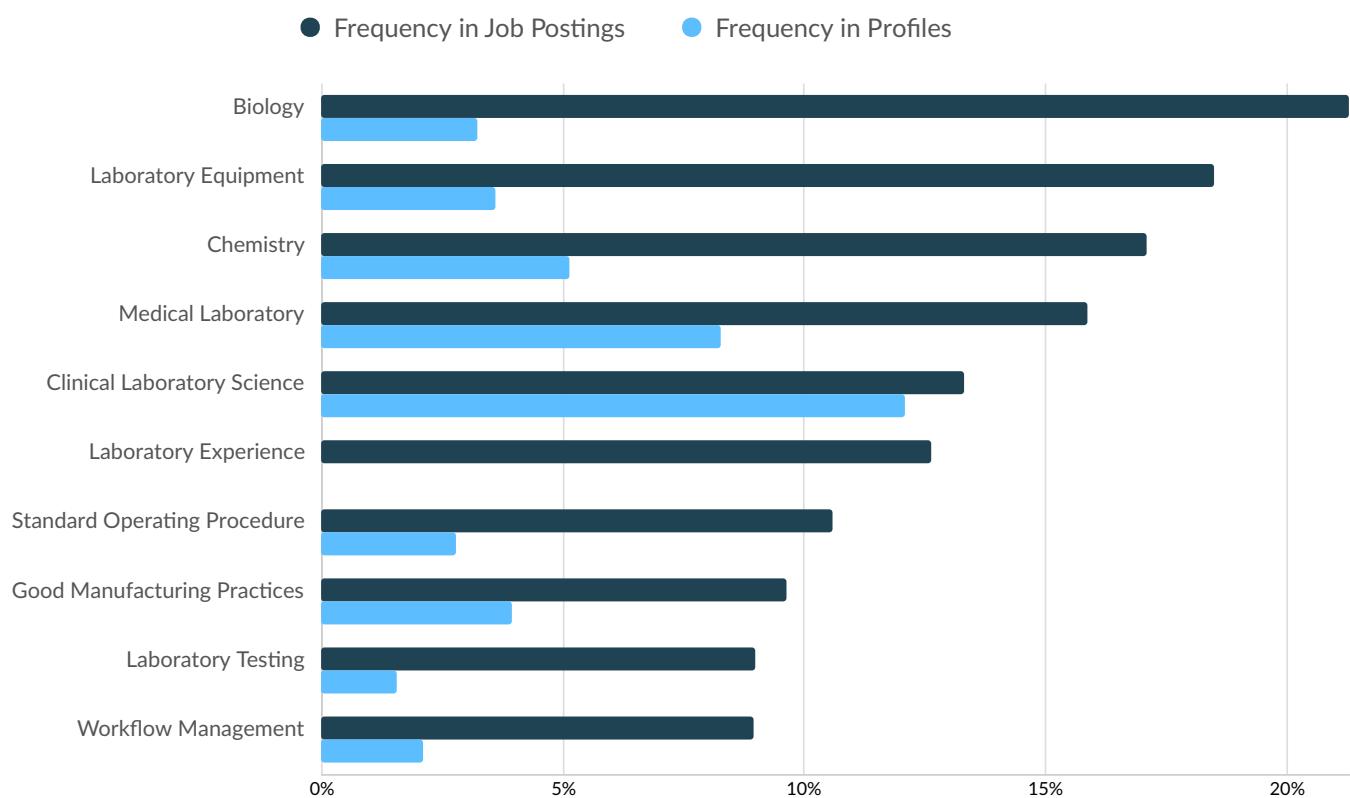
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Clinical Laboratory Scientists	1,611 / 399	4 : 1	 28 days
Laboratory Technicians	1,005 / 374	3 : 1	 21 days
Laboratory Assistants	568 / 144	4 : 1	 23 days
Quality Control Analysts	212 / 90	2 : 1	 24 days
Travel Cath Lab Technologists	210 / 86	2 : 1	 19 days
Test Technicians	152 / 73	2 : 1	 23 days
Histotechnologists	177 / 63	3 : 1	 33 days
Medical Laboratory Technicians	189 / 62	3 : 1	 25 days
Engineering Technicians	160 / 60	3 : 1	 24 days
Histology Technicians	96 / 58	2 : 1	 17 days

Top Industries

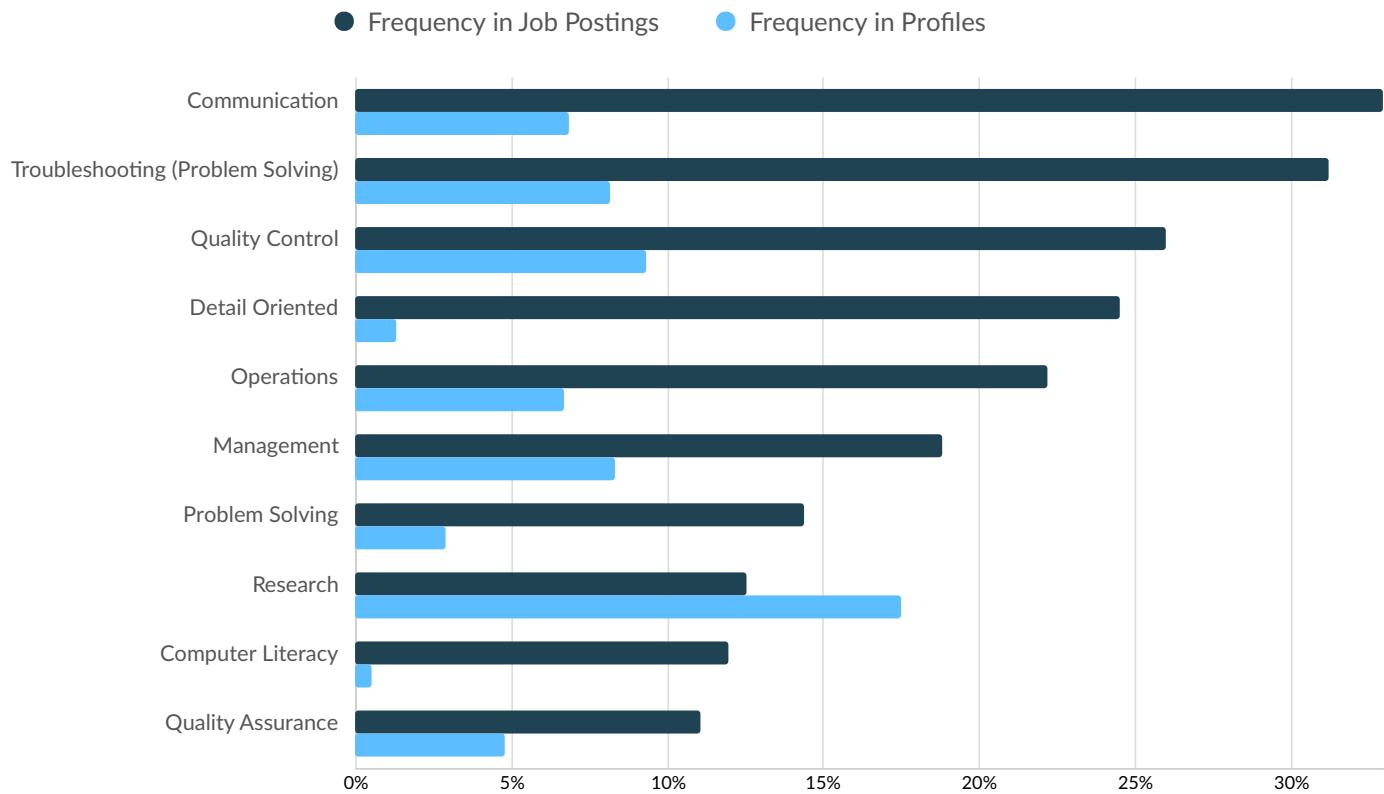
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	1,477 / 584	3 : 1	 21 days
Unclassified Industry	1,433 / 581	2 : 1	 25 days
General Medical and Surgical Hospitals	1,499 / 334	4 : 1	 32 days
Temporary Help Services	387 / 200	2 : 1	 19 days
Colleges, Universities, and Professional Schools	528 / 143	4 : 1	 30 days
Medical Laboratories	468 / 142	3 : 1	 23 days
All Other Miscellaneous Ambulatory Health Care Services	319 / 97	3 : 1	 27 days
Automobile and Light Duty Motor Vehicle Manufacturing	233 / 87	3 : 1	 37 days
Offices of Physicians (except Mental Health Specialists)	242 / 86	3 : 1	 20 days
Engineering Services	142 / 71	2 : 1	 23 days

Top Specialized Skills



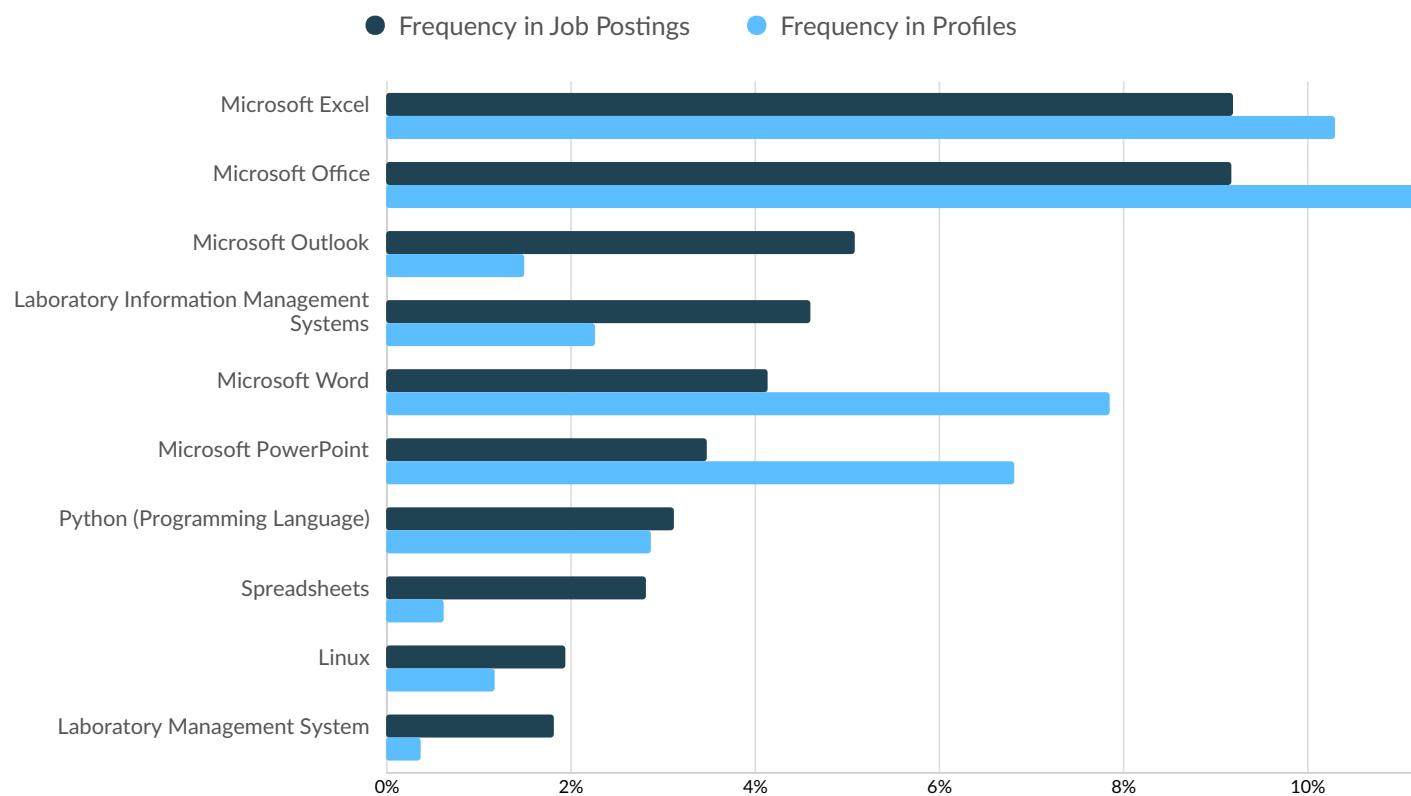
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Biology	776	21%	327	3%	+25.7%	Rapidly Growing
Laboratory Equipment	674	19%	362	4%	+9.2%	Growing
Chemistry	623	17%	516	5%	+18.2%	Growing
Medical Laboratory	578	16%	834	8%	+22.6%	Rapidly Growing
Clinical Laboratory Science	486	13%	1,217	12%	+9.4%	Growing
Laboratory Experience	461	13%	0	0%	+11.5%	Growing
Standard Operating Procedure	386	11%	281	3%	+9.6%	Growing
Good Manufacturing Practices	351	10%	397	4%	+13.1%	Growing
Laboratory Testing	328	9%	158	2%	+14.4%	Growing
Workflow Management	327	9%	214	2%	+18.0%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	1,200	33%	688	7%	+3.6%	Lagging
Troubleshooting (Problem Solving)	1,136	31%	821	8%	+19.0%	Growing
Quality Control	946	26%	938	9%	+11.9%	Growing
Detail Oriented	892	24%	130	1%	+7.1%	Stable
Operations	808	22%	674	7%	+8.1%	Stable
Management	686	19%	838	8%	+5.3%	Stable
Problem Solving	525	14%	290	3%	+11.3%	Growing
Research	456	13%	1,760	18%	+17.2%	Growing
Computer Literacy	436	12%	51	1%	+3.2%	Lagging
Quality Assurance	403	11%	480	5%	+15.4%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	335	9%	1,035	10%	+17.7%	Growing
Microsoft Office	334	9%	1,121	11%	+18.5%	Growing
Microsoft Outlook	185	5%	151	2%	+25.0%	Rapidly Growing
Laboratory Information Management Systems	168	5%	227	2%	+13.3%	Growing
Microsoft Word	151	4%	790	8%	+7.2%	Stable
Microsoft PowerPoint	127	3%	686	7%	+26.1%	Rapidly Growing
Python (Programming Language)	114	3%	288	3%	+24.5%	Rapidly Growing
Spreadsheets	103	3%	63	1%	+22.2%	Rapidly Growing
Linux	71	2%	118	1%	+8.9%	Growing
Laboratory Management System	66	2%	37	0%	+8.4%	Stable

Top Qualifications

	Postings with Qualification
Clinical Laboratory Scientist License (CLS)	247
Valid Driver's License	216
American Society For Clinical Pathology (ASCP) Certification	202
Basic Life Support (BLS) Certification	149
Advanced Cardiovascular Life Support (ACLS) Certification	59
Certified Histotechnologist (HTL-ASCP)	52
Certified Lodging Security Supervisor	35
American Medical Technologists (AMT) Certification	28
Respiratory Care Practitioner	26
American Registry Of Radiologic Technologists (ARRT) Certified	26

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
indeed.com	1,651
simplyhired.com	1,422
dejobs.org	631
glassdoor.com	239
disabledperson.com	207
dice.com	137
diversityjobs.com	108
hercjobs.org	98
myworkdayjobs.com	91
myworkdaysite.com	80
mykelly.com	74
careerarc.com	63
brassring.com	55
watsonvillerecruiter.com	52
santarosarecruiter.com	51
smartrecruiters.com	51
icims.com	50
craigslist.org	48
salinasrecruiter.com	48
ca.gov	39
greenhouse.io	38
altoonarecruiter.com	37
kaiserpermanentejobs.org	36
santacruzrecruiter.com	34
citrusheightsrecruiter.com	31

Appendix B

Sample Postings

Electrical and Instrumentation Technicians – K2 Pure Solutions in Pittsburg, CA (Jun..

Instrument & Electrical Technician

Link to Live Job Posting: www.caljobs.ca.gov

Location: Pittsburg, CA

O*NET: 17-3023.00

Company: K2 Pure Solutions

Job Title: Electrical and Instrumentation Technicians

Salary Not Available Instrument & Electrical TechnicianK2 Pure Solutions

Location:

Pittsburg, CA - 94565 Positions available: 1 Job #: 9654d13b33

Source:

ZipRecruiter

Posted:

6/30/2025

Delivery Method:

ZipRecruiter

Web Site:

www.ziprecruiter.com

Job Type:

Full Time (30 Hours or More) Job Requirements and Properties Help for Job Requirements and Properties. Opens a new window. Job Requirements and Properties Help for Job Requirements and Properties. Opens a new window. Work Onsite Full Time Schedule Full Time Job Description Help for Job Description. Opens a new window. Job Description Help for Job Description. Opens a new window. Job Description Job Description

Job Title:

Instrument/Electrical Technician

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Interpret schematics, wiring diagrams, ladder logic, flow diagrams, P&ID's and construction blueprints
- Will be working with low voltage
- Install conduit and conduit bracing and fittings
- Ensures that K2 Pure Solutions' safety procedures are followed
- Instrument calibration of equipment
- Install tubing and perform instrument technician normal duties

COMPETENCIES

- Must be familiar in instrumentation trouble-shooting and repair techniques
- Must be (or become) qualified to operate a man-lift, scissor lift, forklift and respirator fitted
- PLC knowledge (Allen Bradley RSLogix 5000 preferable)
- Must be able to work in high places and work in confined spaces
- Must be knowledgeable of Miro-Motion Mass Flow meters, Hi-Tech Analyzers, level and flow meter installation and maintenance monitoring
- Good PC working skills
- Familiar with MS Office suite including Excel and Word

EDUCATION AND/OR EXPERIENCE

- High School Education or Equivalent
- ETEC degree preferred or relevant experience

COMPENSATION

- The starting base pay for this role is between \$43.00 and \$55.00 at the time of posting. The actual base pay depends on many factors, such as education, experience, and skills. Base pay is only one part of K2 Pure Solution's competitive total compensation package that can include strong benefits, perks, and bonuses. The base pay range is subject to change and may be modified in the future. Company

Description Eliminating Chlorine Transport for Water Treatment in Your Community K2 Pure Solutions helps provide an answer to eliminating the need to transport chlorine for water purification and disinfection, as well as other industries, by deploying and funding a North American wide network of state-of-the-art facilities utilizing inherently safe technology. K2's facilities will mitigate the potential environmental, security and operational risks associated with the transport of chlorine for water treatment and other industries by producing exceptionally pure bleach, caustic soda and other chlor-alkali related products using only salt, water and electricity in the most economically viable manner. Ensuring a safe and adequate supply of drinking water at all public water systems, including municipalities, residences, businesses and schools is essential to public health. The treatment and disinfection of drinking water has been described as the greatest health advancement of this millennium. Chlorine has in large part been credited with this since it has become an essential element fundamentally improving the human condition over the years. However, transporting chlorine for water purification and disinfection is hazardous and post-9/11, scrutiny on reducing the transport of compounds such as chlorine has increased exponentially. To this extent government and industry has sought alternatives such as bleach, which is as effective as chlorine is for water purification and disinfection. Today, estimates show that more than 200 facilities have converted to technologies such as bleach for water treatment and purification, however, since a major component of bleach is chlorine, producing bleach is still very much reliant on the transport of chlorine; until now. Utilizing our new, Inherently Safe Technology (IST), K2 Pure produces exceptionally pure, high-quality bleach with nothing but water, inert salt and electricity in a vertically integrated process that eliminates the need to transport chlorine for water purification and disinfection, in any of its forms in your community.

Company Description Eliminating Chlorine Transport for Water Treatment in Your Community \r\n\r\n\r\n K2 Pure Solutions helps provide an answer to eliminating the need to transport chlorine for water purification and disinfection, as well as other industries, by deploying and funding a North American wide network of state-of-the-art facilities utilizing inherently safe technology. K2's facilities will mitigate the potential environmental, security and operational risks associated with the transport of chlorine for water treatment and other industries by producing exceptionally pure bleach, caustic soda and other chlor-alkali related products using only salt, water and electricity in the most economically viable manner. \r\n\r\n Ensuring a safe and adequate supply of drinking water at all public water systems, including municipalities, residences, businesses and schools is essential to public health. The treatment and disinfection of drinking water has been described as the greatest health advancement of this millennium. Chlorine has in large part been credited with this since it has become an essential element fundamentally improving the human condition over the years. \r\n\r\n However, transporting chlorine for water purification and disinfection is hazardous and post-9/11, scrutiny on reducing the transport of compounds such as chlorine has increased exponentially. To this extent government and industry has sought alternatives such as bleach, which is as effective as chlorine is for water purification and disinfection. Today, estimates show that more than 200 facilities have converted to technologies such as bleach for water treatment and purification, however, since a major component of bleach is chlorine, producing bleach is still very much reliant on the transport of chlorine; until now. \r\n\r\n Utilizing our new, Inherently Safe Technology (IST), K2 Pure produces exceptionally pure, high-quality bleach with nothing

but water, inert salt and electricity in a vertically integrated process that eliminates the need to transport chlorine for water purification and disinfection, in any of its forms in your community.

Medical Laboratory Technicians – IDEXX in Fremont, CA (Jun 2025 - Active)

Medical Laboratory Technician (30 Hours with benefits)

Link to Live Job Posting: idexx.wd1.myworkdayjobs.com

Location: Fremont, CA	O*NET: 29-2012.00
Company: IDEXX	Job Title: Medical Laboratory Technicians

Medical Laboratory Technician (30 Hours with benefits) IDEXX•3.3 Fremont, CA Job Details Part-time \$25•\$26 an hour 1 hour ago Benefits Health insurance Dental insurance On-the-job training 401(k) 5% Match Vision insurance 401(k) matching Opportunities for advancement Pet insurance Qualifications Laboratory experience No experience needed High school diploma or GED Bachelor's degree Entry level Under 1 year Full Job Description Location Fremont, CA Category Laboratories As a part-time Medical Laboratory Technician (MLT) at IDEXX, you will be a key contributor at one of the largest veterinary diagnostic companies in the world. You will perform laboratory testing that helps veterinarians diagnose and treat pets. You will join a fast-paced work environment that encourages teamwork, quality, and offers opportunities for personal growth. This is a part-time role with competitive benefits. Want to see what it is like to work in our lab? Check out these videos from our lab employees talking about working at

IDEXX:

<https://vimeo.com/idexxcareers>

In This Role:

You will be using automated analyzers, microscopes and other laboratory diagnostic tools to perform analyses and tests that diagnose animal illnesses, injuries and diseases in support of veterinarian animal treatment. You will be performing diagnostic tests on blood, urine, fecal or pet biopsy samples that we receive in our lab by the thousands, every day. You will be responsible for setting up and running lab tests and reading and releasing results according to SOPs (Standard Operating Procedures). You can expect to specialize in one or more of the following areas:

Hematology:

Testing cell-related components of blood samples to enumerate and identify their cellular components, including the microscopic evaluation of blood smears and the use of automated and manual counting techniques. Chemistry /

Endocrinology:

Testing blood and body fluids for various analytes, utilizing automated instrumentation.

Urinalysis:

Analysis and evaluation of chemical and microscopic components of urine samples, using automated instrumentation and manual techniques. What Do You Need to Succeed? You possess a High School diploma or equivalent combination of education and experience is required. A 2•3•or 4-year degree in a Science-related field is preferred. It is not required to work in our lab, but if you were a Veterinary Technician (RVT, LVT, CVT) or Medical Laboratory Technician (MLT or MT), this experience and education would be a plus. Ideally, you will have experience setting up, running, and reading lab tests, and operating laboratory equipment (microscopes, pipetting and/or clinical diagnostic analyzers). You have a positive attitude and love to bring that energy into the lab every day to support your colleagues. You are looking forward to working in a team. You concentrate on the details and can work reliably and precisely. You have a great sense of team spirit and responsibility. Able to meet the physical requirements that go with working in a lab•standing and sitting for extended periods of time, phone & computer use, extended reach, lifting up to 50lb, and specific vision ability•close, color, depth perception, and ability to adjust focus. This is a laboratory, so there is potential exposure to biohazards, agents known to cause zoonotic diseases, and hazardous chemicals.

What You Can Expect From Us:

Hourly rates targeting: \$25-\$26/hour Opportunity for annual cash bonus and merit pay increase consideration Health / Dental / Vision Benefits Day•One 5% matching 401k On the job training and career advancement opportunities (experience NOT required) Additional benefits including but not limited to financial support, pet insurance, mental health resources, volunteer paid days off, employee stock program, foundation donation matching, and much more! Opportunity to do meaningful work where you positively impact the lives of people and pets all over the world

Schedule:

The hours for this position are Monday and Friday from 10am•6:30 pm, and Tuesday, Wednesday and Thursday from 1:30•6:30 pm (30 hours per week with benefits) The shifts and hours may vary slightly depending on business needs. Reliable and dependable attendance is an essential function of the position. Why IDEXX? We're proud of the work we do, because our work matters. An innovation leader in every industry we serve, we follow our Purpose and Guiding Principles to help pet owners worldwide keep their companion animals healthy and happy, to ensure safe drinking water for billions, and to help farmers protect livestock and poultry from disease. We have customers in over 175 countries and a global workforce of over 10,000 talented people. So, what does that mean for you? We enrich the livelihoods of our employees with a positive and respectful work culture that embraces challenges and encourages learning and discovery. At IDEXX, you will be supported by competitive compensation, incentives, and benefits while enjoying purposeful work that drives improvement. Let's pursue what matters together. IDEXX values a diverse workforce and workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. IDEXX is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition, or any protected category prohibited by local, state, or federal laws. Does this sound like the opportunity for you? Apply today! #LI-CP1 #IND-LAB

Clinical Laboratory Scientists – Sutter Shared Lab in Livermore, CA (Jun 2025 - Acti...

Clinical Lab Scientist for Molecular - Per Diem

Link to Live Job Posting: www.simplyhired.com

Location: Livermore, CA	O*NET: 29-2011.00
Company: Sutter Shared Lab	Job Title: Clinical Laboratory Scientists

We are so glad you are interested in joining Sutter Health!

Organization:

SSL-Sutter Shared Lab-Bay Position Overview:

Executes procedures in assigned areas of the Laboratory to deliver accurate results in a timely manner. Maintains competence to perform pre-analytic, analytic and post-analytic procedures on biological specimens to aid health care providers in the diagnosis, treatment, monitoring and prevention of disease. Performs a variety of basic and complex Laboratory procedures, including phlebotomy, specimen processing, quality control, quality assurance, and waived, moderate or high complexity testing (as classified by the Clinical Laboratory Improvement Amendments - CLIA). If assigned to the Transfusion Service, performs moderate or high complexity testing and other duties such as blood inventory management, blood product preparation, and issuing blood products for transfusion. Adheres to all local/state/federal regulations, codes, policies and procedures to ensure patient privacy and maintain the highest level of safety and reliability in testing.

Job Description:

EDUCATION

Bachelor's:

degree in biology or related science

CERTIFICATION & LICENSURE CLSL-CA

Licensed Clinical Lab Scientist

EXPERIENCE 2

years recent relevant experience

SKILLS AND KNOWLEDGE

Demonstrated knowledge and technical competence in routine specimen collection, preparation, testing applications, laboratory operations, and quality assurance in one or more assigned clinical specialty areas; examples: Chemistry, Special Chemistry, Hematology/Coagulation, Urinalysis and Transfusion Service. Ability to accurately, precisely, and reliably perform job duties and assigned tasks. Demonstrates sound judgment and problem solving relevant to assigned duties. Ability to compassionately and effectively interact with patients of diverse ages, backgrounds, values, beliefs and behaviors. Workflow Management Ability to appropriately respond to: 1) Fluctuations in volume; 2) Unexpected situations or problems such as equipment or information systems failure; 3) Shift-to-Shift hand-offs; 4) STAT test orders; 5) Specimen integrity issues; 6) Regular review of pending logs, priority assignments, etc. Ability to follow standard practices, processes, and procedures in sequence. Knowledge of applicable local/state/federal regulations, codes, policies, and procedures aimed at ensuring the

privacy and safety of patients. Knowledge of applicable local/state/federal regulations, codes, policies, and procedures aimed at ensuring the privacy and safety of patients. Ability to organize and prioritize job duties and assigned tasks for completion within expected timeframes. These Principal Accountabilities, Requirements and Qualifications are not exhaustive, but are merely the most descriptive of the current job. Management reserves the right to revise the job description or require that other tasks be performed when the circumstances of the job change (for example, emergencies, staff changes, workload, or technical development).

Job Shift:

Varied Schedule:

Per Diem/Casual Shift Hours:

8 Days of the

Week:

Variable Weekend Requirements:

Saturday Benefits:

No Unions:

No Position Status:

Non-Exempt Weekly Hours:

0

Employee Status:

Per Diem/Casual Sutter Health is an equal opportunity employer EOE/M/F/Disability/Veterans. Pay Range is \$66.54 to \$83.15 / hour The salary range for this role may vary above or below the posted range as determined by location. This range has not been adjusted for any specific geographic differential applicable by area where the position may be filled. Compensation takes into account several factors including but not limited to a candidate's experience, education, skills, licensure and certifications, department equity, training and organizational needs. Base pay is just one piece of the total rewards program offered by Sutter Health. Eligible roles also qualify for a comprehensive benefits package. Working at Sutter Health Sutter Health values and supports the unique talents and strengths that each employee brings to our organization. As a result, you are empowered to apply your passion for healing in innovative ways to care for patients and their families.

Laboratory Support Technicians – Flagship Facility Services in South San Francisco, ...

Laboratory Support Technician

Link to Live Job Posting: Posting is no longer active

Location: South San Francisco, CA	O*NET: 29-2012.00
Company: Flagship Facility Services	Job Title: Laboratory Support Technicians

Laboratory Support Technician Flagship Facility Services, Inc. - 3.1 South San Francisco, CA Job Details Full-time From \$22 an hour 17 hours ago Benefits Health savings account Health insurance Dental insurance 401(k) Flexible spending account Paid time off Vision insurance 401(k) matching Life insurance Paid sick time Qualifications Customer service Laboratory experience Laboratory experience (3-5 years) Windows Organizational skills Hand tools Entry level Laboratory experience (1-2 years) Full Job Description Job Description Summary Interested in a career in the Biotech/Pharma/Life Sciences Industry? We're looking for someone with a great customer service mindset, excellent organizational skills, attention to detail, and who comes to work with a positive attitude ready to take on the day. An ideal candidate will have prior lab and customer service experience. Training will be provided for all new hires.

Job Description:

Essential Functions Ensuring relevant labware, consumables, supplies, and areas are properly stocked, cleaned, sterilized and/or maintained through use of appropriate equipment and processes Performing hazardous waste consolidation routines via specified processes as needed Supporting lab equipment maintenance routines as directed Assisting with the ordering and stock integrity of lab supplies through inventory management, procurement, and receiving processes and systems Interacting with research staff and supporting in-scope service requests as directed Understanding operational laboratory workflows and successfully balancing routines tasks and ad-hoc work Performing work process documentation, metrics tracking, and communication routines Additional support-level tasks as necessary Adherence to company and customer

COVID-19

safety guidelines This position has no direct reports

REQUIRED

(Must-Haves): Prior service industry or lab experience required Knowledge of basic hand tools required Ability to lift up to 50lbs and continuously bend, reach and twist Ability to stand/walk during entire length of shift Proficiency with the Microsoft ecosystem (i.e. Windows, Office365, etc.); comfortable using technology Must pass a pre-employment background check and drug screening Personal transportation required as work may involve transit between multiple work sites. Available to work within the core business hours of 7AM to 6PM, and availability for evenings/weekends as dictated by ad-hoc lab needs. Service hours are generally 8 AM to 5 PM Monday through

Friday YOU:

Hungry, humble, and smart Work efficiently, effectively, and collaboratively in team environments Extraordinary professionalism and customer service Positive attitude approaching any task no matter how big/small Flexibility--a dynamic environment makes you feel energized, not stressed out Be comfortable working within a team, but can also self-manage if needed to work independently Great communicator - you're known for clear messaging in company and customer emails and know how to proofread Benefits & Perks No weekends Medical coverage, and options for Dental, Vision, and Life Insurance coverage Vacation, Sick, and Holiday leave 401(k) with company match Consistent work hours

Job Type:

Full-time Pay:

From \$22.00 per hour Expected hours: 40 per week

Benefits:

401(k) 401(k) matching Dental insurance Flexible spending account Health insurance Health savings account Life insurance Paid sick time Paid time off Vision insurance

Schedule:

8 hour shift Day shift Monday to Friday Morning shift No weekends

Work Location:

In person

Laboratory Technicians – Actalent in Lathrop, CA (Jun 2025 - Jul 2025)

Lab Technician

Link to Live Job Posting: Posting is no longer active

Location: Lathrop, CA	O*NET: 29-2012.00
Company: Actalent	Job Title: Laboratory Technicians

Job Title:

Lab Technician Job Description This position is responsible for executing and coordinating various lab testing and inspection routines. The role ensures that food safety and quality specifications are met by following specified procedures for ingredients and finished products.

Responsibilities Execute microbiological testing procedures for verifying commercial sterility of finished products. Implement the Environmental Monitoring Program. Coordinate the storage, organization, and shipment of finished product samples. Conduct the Water Testing Program. Carry out the Sensory Program for finished products. Create Certificates of Analysis (COA) and manage the communication process for finished product release. Oversee verification, calibration routines, and maintenance of laboratory equipment and instruments across all labs. Develop and validate testing methods for raw and finished products. Coordinate external lab testing programs. Support and execute the positive release process for finished products. Contribute to root cause analysis and customer complaint investigations. Assist laboratory operations with cleaning, organizing, filing laboratory records, and retrieving test results. Ensure records and documents are complete, legible, accurate, and executed with the required information according to company procedures. Contribute to the maintenance and improvement of FSQ documentation practices. Maintain organization, cleanliness, and housekeeping of the FSQ Lab area. Apply a continuous improvement mindset and contribute to process improvement initiatives. Order and perform inventory control for supplies and reagents. Ensure required competencies to carry out job functions affecting product legality, safety, and quality are met in accordance with the Quality Policy and Global Food Safety Initiative (GFSI). Ensure compliance with corporate/plant safety standards and applicable regulatory requirements while following the company's Good Manufacturing Practices. Perform other food safety and quality execution and improvement duties as assigned. **Essential Skills** High school diploma or equivalent. Effective written and verbal communication skills. Ability to document, describe, and interpret records and documented specifications. Ability to enforce company procedures and policies. Ability to document inspection findings legibly and accurately. **Additional Skills & Qualifications** BSc in Food Science or a related scientific field such as Biology, Chemistry, or Microbiology. At least 1 year of experience in laboratory functions within the food, beverage, chemical, or pharmaceutical industry. **Work Environment** The work environment is a food production setting where you will be frequently exposed to wet and varying temperature conditions ranging from 60-130 degrees Fahrenheit. The role involves exposure to loud noise, vibration, moving machinery/electrical parts, risk of electrical shock, airborne particles, high/precarious places, toxic/caustic chemicals, allergens including soy, milk, and milk by-products, and fumes from food processing equipment. Steel toe boots are required, and no jewelry is allowed. The team values communication and fosters a great culture and environment.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
25-1099	Postsecondary Teachers

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

3,326

Unique Postings

8,845 Total Postings

262

Employers Competing

40,055 Total Employers

31 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

Regional Average: 3 : 1

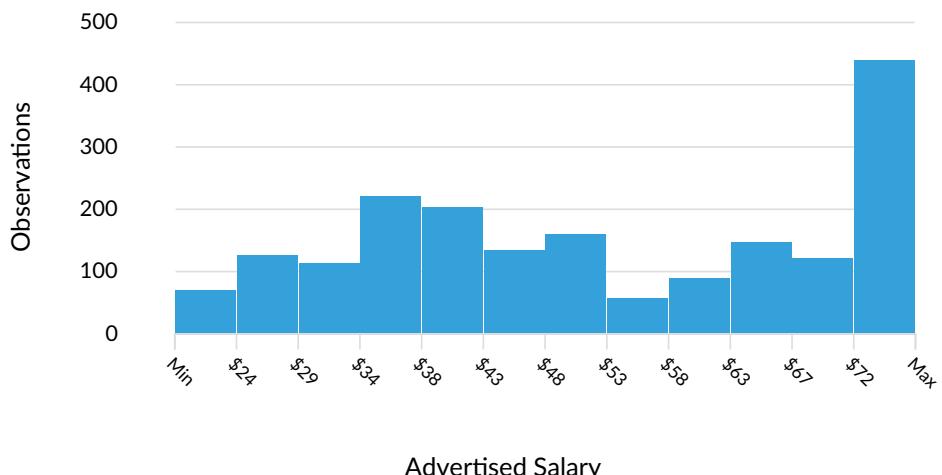
Advertised Salary

There are 1,859 advertised salary observations (56% of the 3,326 matching postings).

\$48.62/hr

Median Advertised Salary

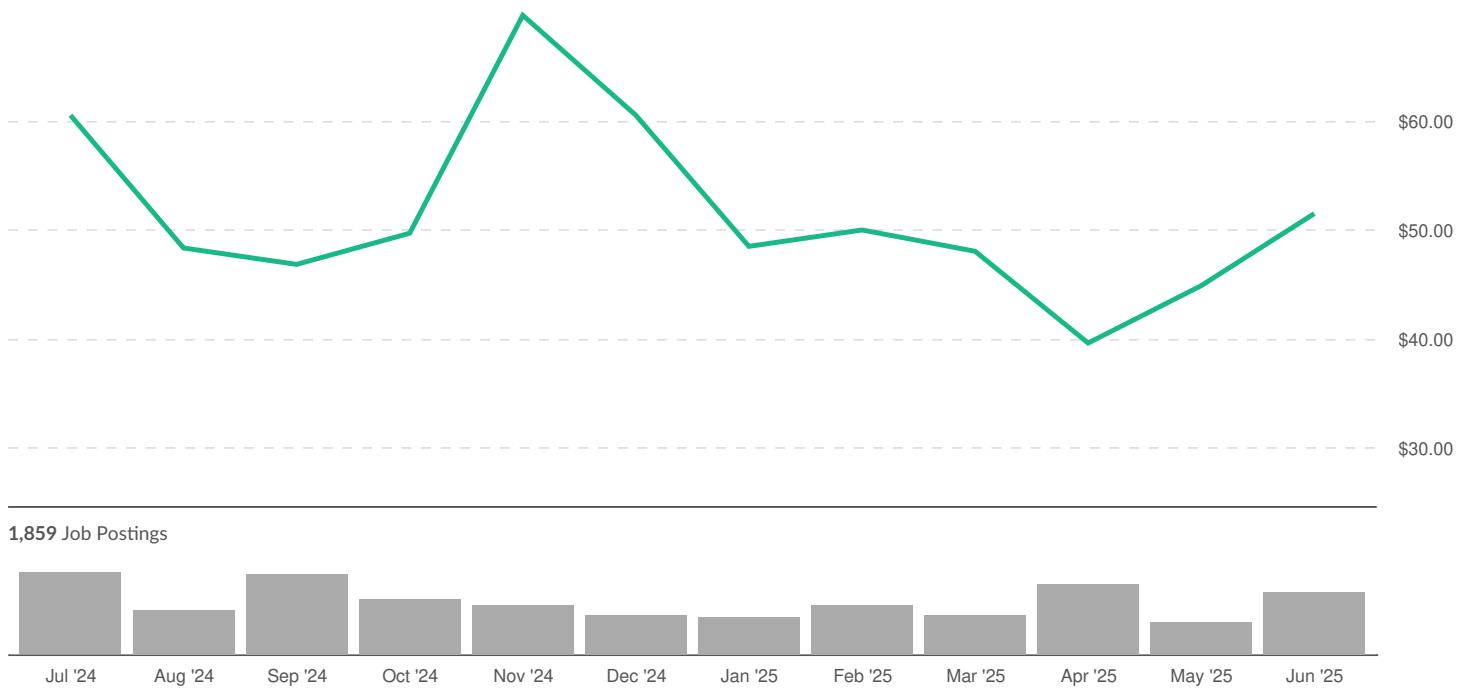
This is \$6.78/hr below the government recorded median salary for Postsecondary Teachers in your region.



Advertised Salary Trend

▼ 15.0% Jul 2024 – Jun 2025

\$48.62 Median

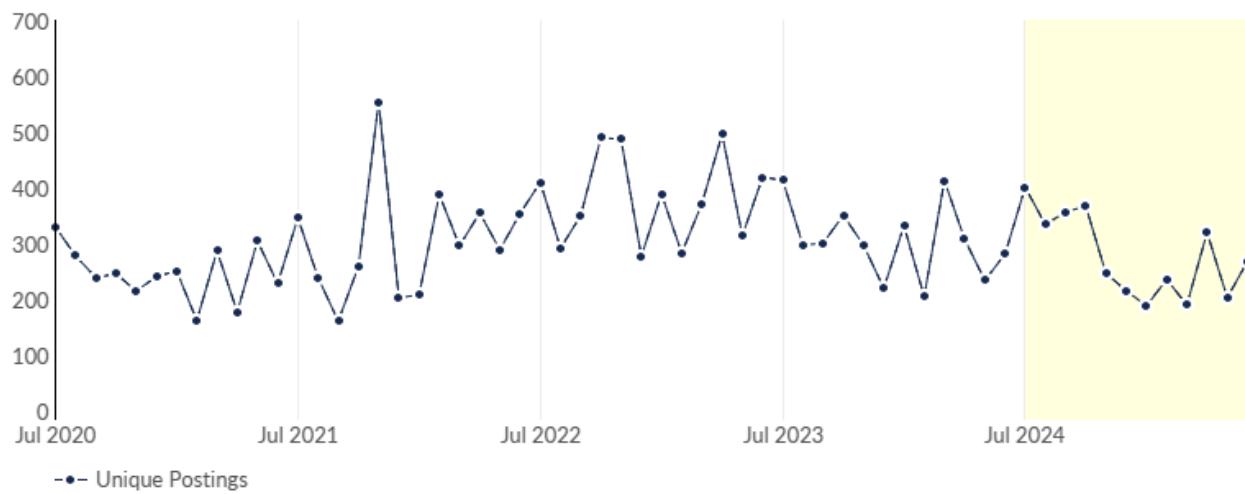


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	955
San Francisco County, CA	909
Contra Costa County, CA	605
San Joaquin County, CA	415
Santa Cruz County, CA	253

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	268	2 : 1
May 2025	203	3 : 1
Apr 2025	320	3 : 1
Mar 2025	190	3 : 1
Feb 2025	236	2 : 1
Jan 2025	188	3 : 1
Dec 2024	216	2 : 1
Nov 2024	246	3 : 1
Oct 2024	367	3 : 1
Sep 2024	357	2 : 1
Aug 2024	334	3 : 1
Jul 2024	401	3 : 1
Jun 2024	281	3 : 1
May 2024	234	3 : 1
Apr 2024	308	2 : 1
Mar 2024	413	2 : 1
Feb 2024	205	3 : 1
Jan 2024	332	3 : 1
Dec 2023	220	4 : 1
Nov 2023	297	3 : 1

Oct 2023	351	3 : 1
Sep 2023	301	4 : 1
Aug 2023	297	3 : 1
Jul 2023	414	2 : 1
Jun 2023	419	3 : 1
May 2023	314	3 : 1
Apr 2023	496	2 : 1
Mar 2023	372	3 : 1
Feb 2023	283	3 : 1
Jan 2023	389	3 : 1
Dec 2022	277	2 : 1
Nov 2022	487	3 : 1
Oct 2022	490	3 : 1
Sep 2022	350	2 : 1
Aug 2022	292	2 : 1
Jul 2022	410	2 : 1
Jun 2022	354	2 : 1
May 2022	289	3 : 1
Apr 2022	355	2 : 1
Mar 2022	296	2 : 1
Feb 2022	388	2 : 1
Jan 2022	208	2 : 1
Dec 2021	203	3 : 1
Nov 2021	554	2 : 1
Oct 2021	259	4 : 1
Sep 2021	161	3 : 1
Aug 2021	239	3 : 1
Jul 2021	346	2 : 1
Jun 2021	228	3 : 1
May 2021	305	2 : 1
Apr 2021	177	3 : 1

Mar 2021	287	3 : 1
Feb 2021	162	4 : 1
Jan 2021	251	3 : 1
Dec 2020	241	3 : 1
Nov 2020	215	3 : 1
Oct 2020	246	3 : 1
Sep 2020	239	3 : 1
Aug 2020	278	3 : 1
Jul 2020	330	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	625	19%
High school or GED	127	4%
Associate's degree	277	8%
Bachelor's degree	1,014	30%
Master's degree	1,745	52%
Ph.D. or professional degree	1,357	41%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	127	0	4%
Associate's degree	264	7	8%
Bachelor's degree	746	100	22%
Master's degree	962	512	29%
Ph.D. or professional degree	602	755	18%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,247	68%
0 - 1 Years	103	3%
2 - 3 Years	421	13%
4 - 6 Years	483	15%
7 - 9 Years	6	0%
10+ Years	66	2%

Job Postings vs. Hires

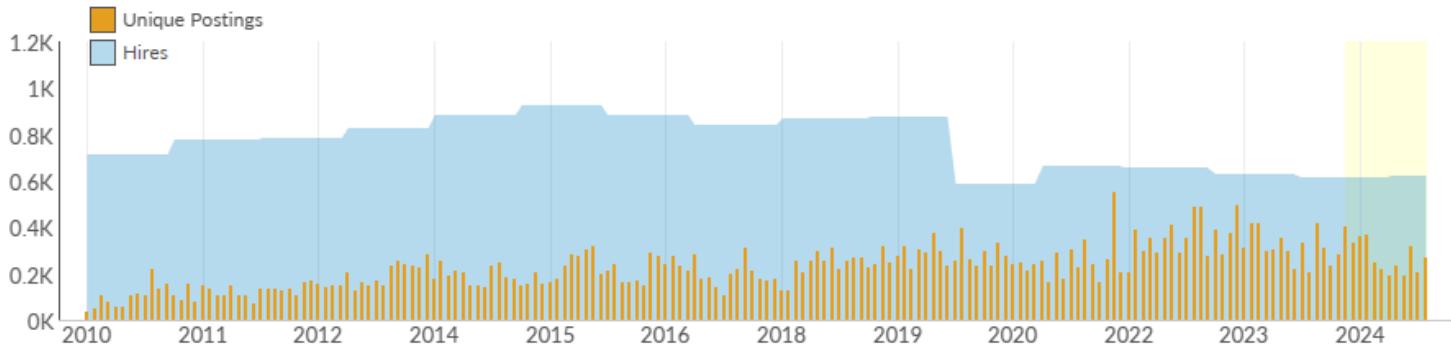
277

Avg. Monthly Postings (Jul 2024 - Jun 2025)

619

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 277 newly posted job postings for *Postsecondary Teachers*, and 619 actually hired. This means there were approximately 2 hires for *Postsecondary Teachers* for every 1 unique job posting.

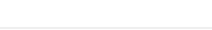


Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,141 / 442	3 : 1 	22 days
Saint Mary's College of California	710 / 293	2 : 1 	22 days
University of Maryland Global Campus	996 / 265	4 : 1 	32 days
University of California-San Francisco	393 / 248	2 : 1 	22 days
University of the Pacific	700 / 210	3 : 1 	34 days
University of California-Santa Cruz	762 / 191	4 : 1 	31 days
San Joaquin Delta College	237 / 101	2 : 1 	27 days
Contra Costa Community College	203 / 89	2 : 1 	32 days
San Mateo County Community College District	159 / 60	3 : 1 	13 days
Wilfrid Laurier University	64 / 60	1 : 1 	18 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	2,378 / 915	3 : 1 	32 days
Berkeley, CA	1,212 / 413	3 : 1 	35 days
Stockton, CA	943 / 348	3 : 1 	29 days
Moraga, CA	710 / 293	2 : 1 	22 days
Santa Cruz, CA	890 / 246	4 : 1 	31 days
Oakland, CA	460 / 211	2 : 1 	34 days
Fremont, CA	328 / 119	3 : 1 	34 days
Hayward, CA	247 / 107	2 : 1 	31 days
Concord, CA	300 / 99	3 : 1 	29 days
San Mateo, CA	193 / 68	3 : 1 	16 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers, All Other	1,145 / 461	2 : 1	31 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1	31 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1	25 days
History Teachers, Postsecondary	241 / 75	3 : 1	32 days
Law Teachers, Postsecondary	184 / 63	3 : 1	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1	34 days
Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1	30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1	29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1	21 days
Engineering Teachers, Postsecondary	135 / 52	3 : 1	22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1	31 days
Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1	33 days

Physics Teachers, Postsecondary	119 / 43	3 : 1 	28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1 	30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1 	22 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1 	22 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1 	17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1 	16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1 	17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1 	16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1 	17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1 	7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1 	n/a
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1 	16 days

Top Posted Occupations

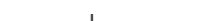
Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration	
College Professor (Other)	1,311 / 531	2 : 1		31 days
Health Sciences Professor	900 / 383	2 : 1		27 days
Nursing Instructor / Professor	735 / 255	3 : 1		32 days
Driving Instructor	698 / 222	3 : 1		32 days
Business Professor	555 / 209	3 : 1		26 days
Mathematics Professor	334 / 125	3 : 1		34 days
Psychology Professor	352 / 123	3 : 1		31 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1		32 days
Biology Professor	253 / 95	3 : 1		28 days
English Language / Literature Professor	244 / 92	3 : 1		31 days
Art / Music Professor	245 / 85	3 : 1		31 days
Economics Professor	265 / 85	3 : 1		32 days
Computer Science Professor	219 / 80	3 : 1		31 days
Education Professor	175 / 75	2 : 1		25 days
History Professor	241 / 75	3 : 1		32 days
Language / Literature Professor	197 / 72	3 : 1		32 days
Communications Professor	192 / 63	3 : 1		34 days
Law Professor	184 / 63	3 : 1		29 days
Philosophy / Religion Professor	156 / 60	3 : 1		30 days
Social Work Professor	99 / 51	2 : 1		21 days
Architecture Professor	116 / 49	2 : 1		22 days
Sociology Professor	110 / 46	2 : 1		31 days
Criminal Justice Professor	92 / 45	2 : 1		33 days
Physics Professor	119 / 43	3 : 1		28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1		30 days
Geosciences Professor	104 / 33	3 : 1		22 days

Engineering Professor	89 / 32	3 : 1		22 days
Chemistry Professor	98 / 31	3 : 1		22 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Geography Professor	25 / 14	2 : 1		17 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a

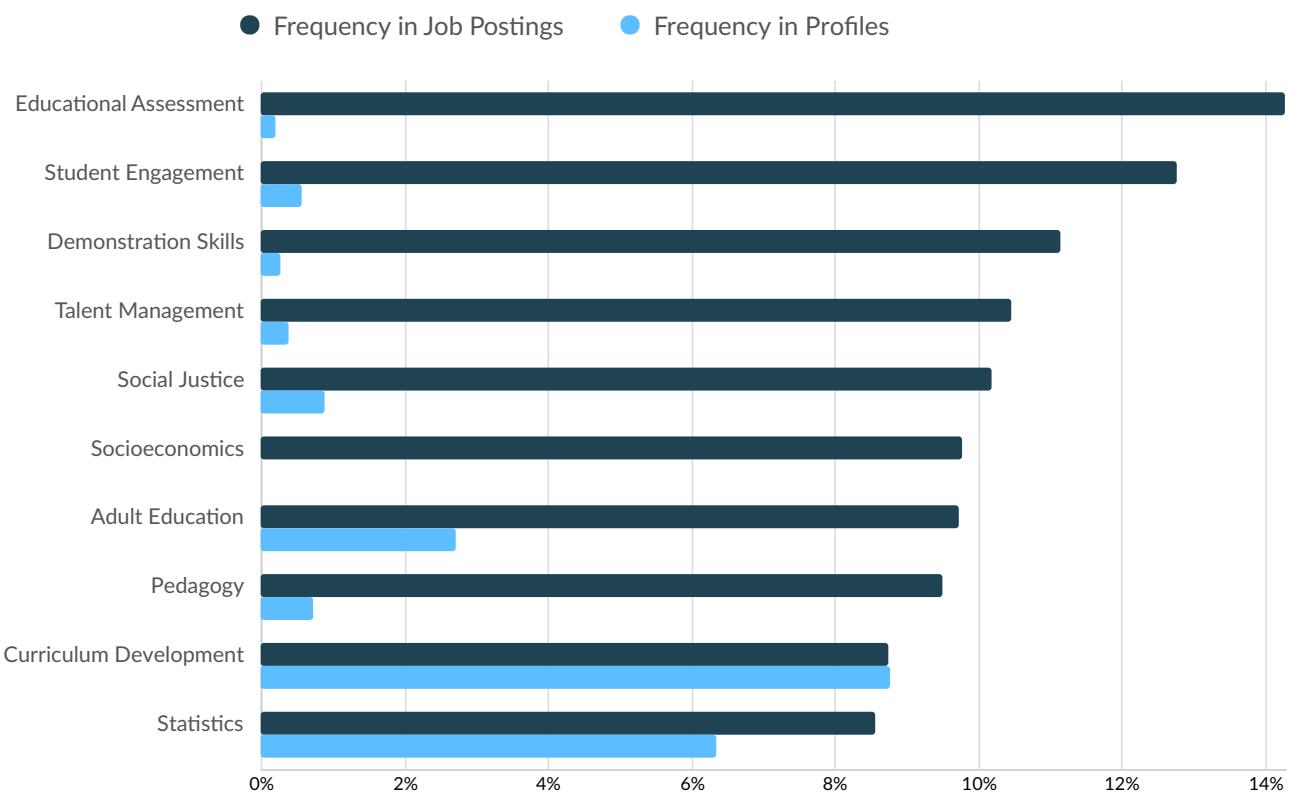
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Adjunct Faculties	511 / 203	3 : 1	
Adjunct Graduate Faculties	561 / 159	4 : 1	
Driving Instructors	308 / 75	4 : 1	
College Lecturers	181 / 68	3 : 1	
Adjunct Clinical Faculties	73 / 50	1 : 1	
Adjunct Associate Professors	124 / 49	3 : 1	
Clinical Faculties	143 / 49	3 : 1	
Vocational Nursing Instructors	133 / 43	3 : 1	
Biology Adjunct Faculties	119 / 42	3 : 1	
Adjunct Instructors	79 / 38	2 : 1	

Top Industries

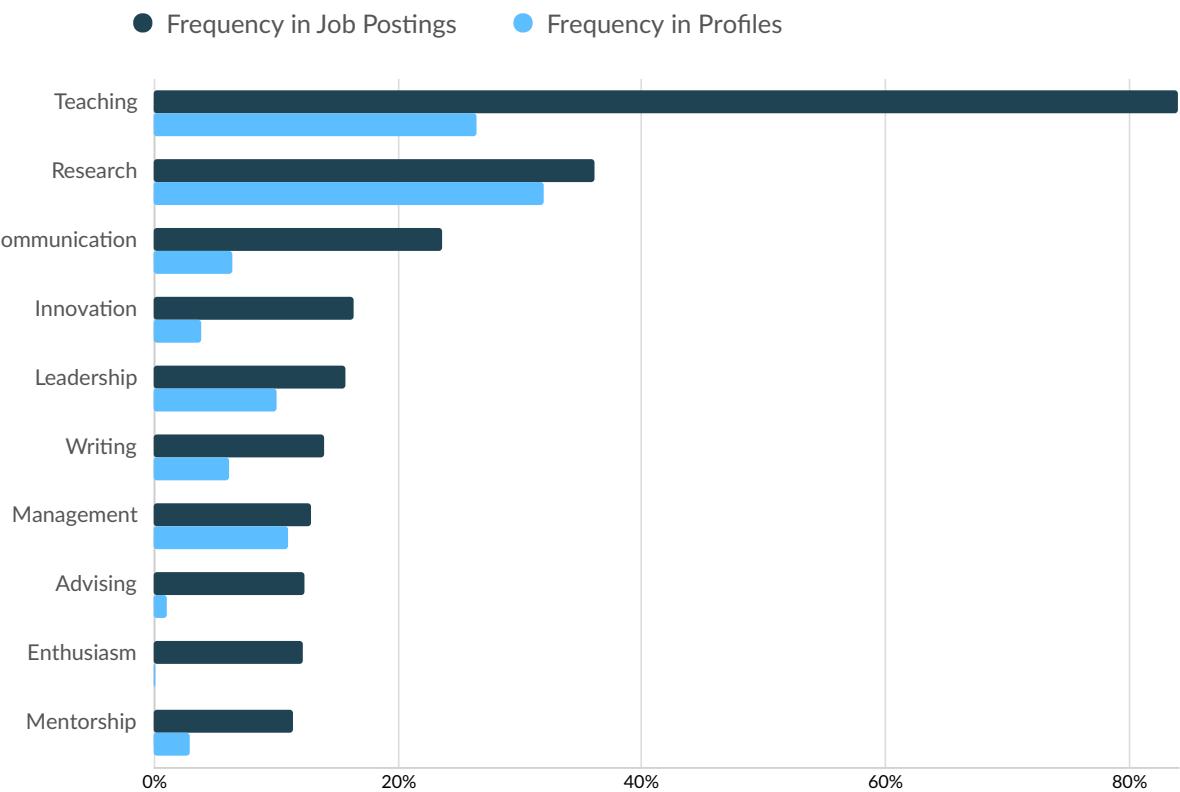
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,519 / 2,038	3 : 1 	31 days
Junior Colleges	1,084 / 457	2 : 1 	32 days
Unclassified Industry	741 / 332	2 : 1 	31 days
All Other Miscellaneous Schools and Instruction	173 / 56	3 : 1 	31 days
Elementary and Secondary Schools	82 / 47	2 : 1 	27 days
Employment Placement Agencies	84 / 42	2 : 1 	23 days
Fine Arts Schools	144 / 39	4 : 1 	27 days
Libraries and Archives	74 / 35	2 : 1 	33 days
Other Technical and Trade Schools	60 / 32	2 : 1 	26 days
Industrial Machinery and Equipment Merchant Wholesalers	176 / 23	8 : 1 	40 days

Top Specialized Skills



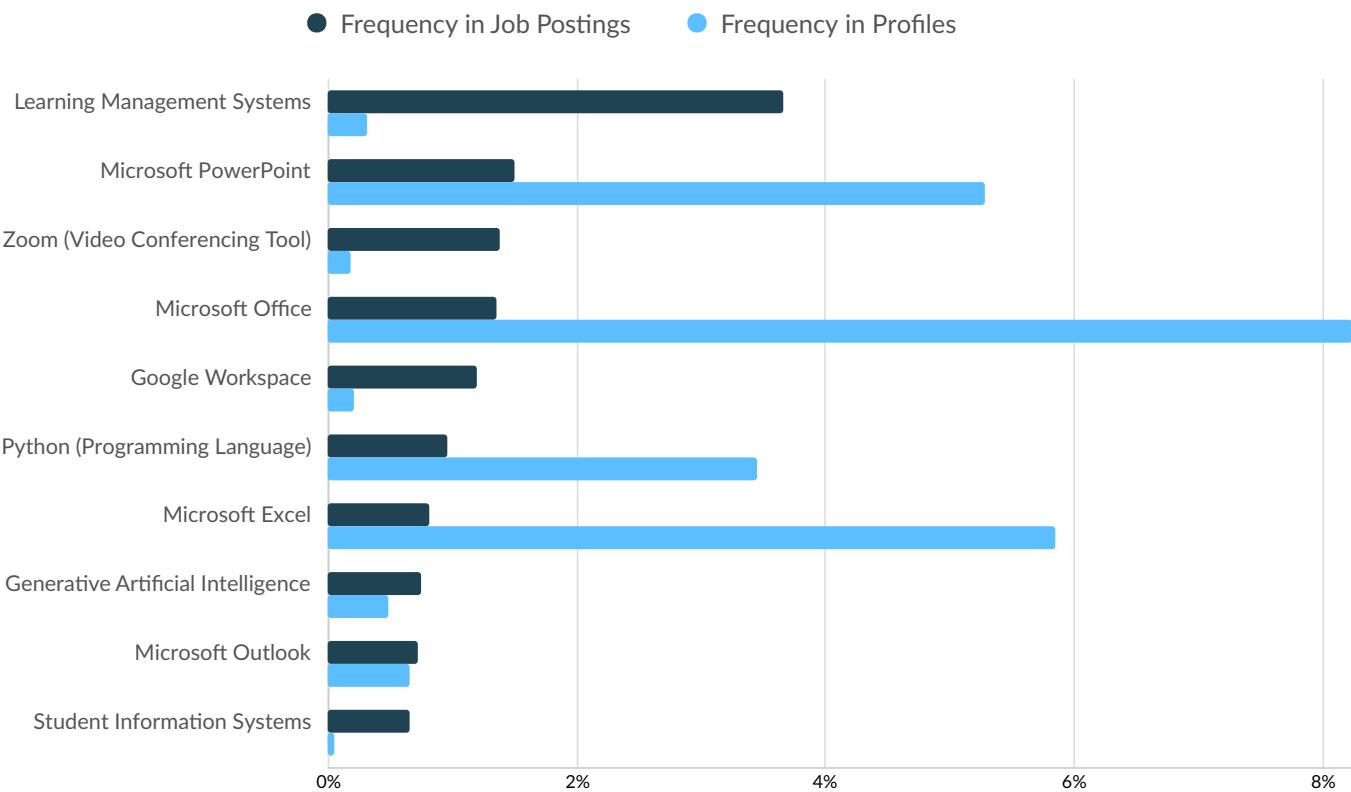
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Educational Assessment	475	14%	47	0%	+20.6%	Rapidly Growing
Student Engagement	425	13%	129	1%	+23.1%	Rapidly Growing
Demonstration Skills	371	11%	62	0%	+10.2%	Growing
Talent Management	348	10%	90	0%	+21.3%	Rapidly Growing
Social Justice	339	10%	202	1%	+19.4%	Growing
Socioeconomics	325	10%	0	0%	+14.1%	Growing
Adult Education	324	10%	614	3%	+9.7%	Growing
Pedagogy	316	10%	165	1%	+11.6%	Growing
Curriculum Development	291	9%	1,982	9%	+14.6%	Growing
Statistics	285	9%	1,434	6%	+22.7%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,795	84%	5,985	27%	+18.8%	Growing
Research	1,203	36%	7,212	32%	+17.2%	Growing
Communication	789	24%	1,445	6%	+3.6%	Lagging
Innovation	545	16%	882	4%	+25.8%	Rapidly Growing
Leadership	522	16%	2,269	10%	+8.5%	Stable
Writing	466	14%	1,386	6%	+11.8%	Growing
Management	431	13%	2,480	11%	+5.3%	Stable
Advising	412	12%	231	1%	+17.2%	Growing
Enthusiasm	407	12%	22	0%	+22.2%	Rapidly Growing
Mentorship	378	11%	677	3%	+16.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Learning Management Systems	122	4%	72	0%	+6.6%	Stable
Microsoft PowerPoint	50	2%	1,194	5%	+26.1%	Rapidly Growing
Zoom (Video Conferencing Tool)	46	1%	42	0%	+13.1%	Growing
Microsoft Office	45	1%	1,860	8%	+18.5%	Growing
Google Workspace	40	1%	49	0%	+18.8%	Growing
Python (Programming Language)	32	1%	779	3%	+24.5%	Rapidly Growing
Microsoft Excel	27	1%	1,320	6%	+17.7%	Growing
Generative Artificial Intelligence	25	1%	110	0%	+18.1%	Growing
Microsoft Outlook	24	1%	148	1%	+25.0%	Rapidly Growing
Student Information Systems	22	1%	12	0%	+10.8%	Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	234
Board Certified/Board Eligible	175
Valid Driver's License	121
Basic Life Support (BLS) Certification	121
Cardiopulmonary Resuscitation (CPR) Certification	85
Certified Associate In Project Management	79
Licensed Vocational Nurse (LVN)	63
Licensed Marriage And Family Therapist (LMFT)	62
Medical License	44
Bachelor Of Science in Nursing (BSN)	43

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
hercjobs.org	830
simplyhired.com	672
indeed.com	671
chronicle.com	551
madison.com	499
rapidcityjournal.com	410
higheredjobs.com	340
diversityjobs.com	281
academiccareers.com	241
universityjobs.com	147
scholarshipdb.net	115
salinasrecruiter.com	113
schooljobs.com	109
peopleadmin.com	97
ucsc.edu	82
glassdoor.com	80
smartrecruiters.com	76
myworkdayjobs.com	64
watsonvillerecruiter.com	63
edjoin.org	61
wlu.ca	60
disabledperson.com	58
diversityinresearch.careers	53
craigslist.org	48
4cdcareers.net	46

Appendix B

Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads

Part-Time Lecturer Pool for the Department of Liberal Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.

DUTIES OF THE POSITION

Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)

- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Lecturers in Ethnic Studies – California State University-East Bay in Hayward, CA (J...

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies

Part-time Lecturer Pool for Department of Ethnic Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.

DUTIES OF THE POSITION

Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)
- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see "Now") through Page Up (CSU Career Opportunities).

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation, or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Professors of Music – San Francisco Conservatory of Music in San Francisco, CA (J...)

Professor, Foundations of Music Teaching

Link to Live Job Posting: recruiting.paylocity.com

Location: San Francisco, CA	O*NET: 25-1121.00
Company: San Francisco Conservatory of Music	Job Title: Professors of Music

Professor, Foundations of Music Teaching
San Francisco, CA
Description The San Francisco Conservatory of Music seeks a part-time professor in our Professional Development Department to teach PDV 434 Foundations of Music Teaching beginning in Fall 2025. PDV 434 is a 1-credit, half-semester module course and will run from September 2, 2025 through December 15, 2025. PDV 434: 14 load hours over 7 weeks (Fall semester)
Rate of Pay for 2025-2026

Academic Year:

\$148.51/hr This course will be taught in person. No aspect of the course will be taught online or in a hybrid format. PDV 434 Foundations of Music Teaching introduces musicians to pedagogical strategies for both individual and group lessons across a wide range of ages and experience levels, to be carried out with confidence and clarity.

Topics currently covered include:

Instructional design for multiple learning modalities
Creating lesson plans, teaching procedures, and assessment strategies
Adjusting for age groups and lesson size (private versus group lessons)
Classroom management techniques
Inclusive pedagogy practices
This course is eligible for revision due to the ongoing evolution of the industry and the instructor's subject-matter expertise, which together create an opportunity to ensure the course content remains relevant and continues to develop meaningfully over time.
The Professional Development Department upholds the following

Program Learning Outcomes:

Identify career-related resources, terminology, and concepts to employ in a professional setting.
Demonstrate a professional demeanor in both physical and digital settings.
Learn business and personal skills to build and strengthen their careers.
Develop lifelong habits that support mental and physical health.
Adapt to a changing job market by drawing on a diverse skill set.
Requirements
Required Qualifications
Bachelor's degree (music or education strongly preferred)
Professional experience and deep knowledge within the music pedagogy
Clear understanding of skill sets necessary for careers within music teaching today
Knowledge of best practices in inclusive pedagogy practice and excellence in teaching
Based in The Bay Area/able to travel to San Francisco for in-person instruction
Strong communication skills and engaging classroom leadership
Preferred Qualifications
Collegiate teaching experience
Experience with Google Suite including Google Classroom
Knowledge of multiple career paths within different musical genres
An understanding of the unique challenges inherent in crafting a career within each one
Professional experience as a musician and/or educator
Salary Description
\$148.51 per Hour

Pediatric Endocrinologists – Unclassified in San Francisco, CA (Jun 2025 - Active)

Miller Endowed Chair in Pediatric Endocrinology Clinical X or In Residence Faculty Series

Link to Live Job Posting: careers.jamanetwork.com

Location: San Francisco, CA	O*NET: 25-1071.00
Company: Unclassified	Job Title: Pediatric Endocrinologists

Miller Endowed Chair in Pediatric Endocrinology

- Clinical X or In Residence Faculty Series UC San Francisco Academic
- 5.0 San Francisco, CA Job Details \$127,000
- \$333,700 a year 9 hours ago Qualifications Medicine Doctoral degree Research Supervising experience Doctor of Philosophy Mentoring Pediatrics Medical License Senior level Endocrinology Communication skills Maya Full Job Description Application Window Open date: June 30, 2025 Next review date: Wednesday, Jul 30, 2025 at 11:59pm (Pacific Time) Apply by this date to ensure full consideration by the committee.

Final date:

Wednesday, Dec 30, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description UCSF School of Medicine and UCSF Benioff Children's Hospitals Division of Endocrinology, Department of Pediatrics Clinical X or In Residence Series The Division of Endocrinology in the Department of Pediatrics at the University of California, San Francisco (UCSF), in partnership with UCSF Benioff Children's Hospitals, is recruiting for an endowed faculty position supported by the Miller Endowed Chair in Pediatric Endocrinology. This is a unique opportunity to join a world-class academic environment at the Assistant, Associate, or Full Professor level in either the Clinical X or In Residence faculty series. Academic rank will be commensurate with experience. This search seeks one outstanding investigator across the translational research spectrum—including basic, translational, or clinical science—who is committed to advancing discovery and improving outcomes in pediatric endocrinology. The ideal candidate will have a strong record of research excellence, extramural funding, and scientific innovation, with the potential or proven ability to lead a high-impact, independent research program. We welcome applicants at all career stages, including early-stage, mid-career, and senior faculty, and offer a start-up package to support success. Selected candidates will join a major academic medical center and established fellowship training program. This position may have clinical responsibilities at both the San Francisco and Oakland campuses and would actively contribute to the Department's mission of excellence in research, education, and patient care.

Minimum Qualifications:

MD or MD/PhD with training in pediatrics and/or a pediatric subspecialty Medical license (or eligibility for a CA medical license) Board eligibility or certification in Pediatrics Board eligibility or certification in

Pediatric Endocrinology Preferred Qualifications:

Demonstrated ability to obtain or sustain NIH R01 or equivalent funding Experience with collaborative team science Commitment to academic pediatrics and research mentorship Experience supervising residents or students Excellent communication and interpersonal skills The posted UC salary scales set the minimum pay determined by rank and step at appointment. See Table 5. The minimum base salary range for this position is \$127,000

- 333,700.

This position includes membership in the health sciences compensation plan which provides for eligibility for additional compensation. Interested candidates can apply online at <https://aprecruit.ucsf.edu/JPF05618> with a cover letter, curriculum vitae, statement of research accomplishments, and contact information for 3 references. Applicant materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.

For more information contact:

Maya Lodish, M.D. Professor of Clinical Pediatrics The University of California, San Francisco (UCSF) is one of the nation's leading biomedical research institutions. UCSF has consistently ranked among the top public institutions in National Institutes of Health (NIH) funding, reflecting a long-standing commitment to advancing scientific discovery and improving health. The Department's clinical enterprise spans UCSF Benioff Children's Hospital San Francisco, UCSF Benioff Children's Hospital Oakland, Mount Zion, Zuckerberg San Francisco General, and multiple outreach clinics throughout Northern California, providing unparalleled opportunities to serve infants, children, and young adults across the Bay Area. For 2024-2025, UCSF Benioff Children's Hospitals ranked in all 10 children's specialties in U.S. News & World Report. Located in a region renowned for groundbreaking innovation, UCSF and the Department of Pediatrics bridge research and industry to drive the future of medicine. Application Requirements Document requirements Cover Letter Curriculum Vitae

- CV must clearly list current and/or pending qualifications (e.

g. board eligibility/certification, medical licensure, etc.). Statement of Research Statement of Teaching (Optional) Reference requirements 3 required (contact information only) About UC San Francisco As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM

- 035: Affirmative Action and Nondiscrimination in Employment Job location San Francisco and/or Oakland, CA

MA350-MA550: Real Analysis (Winter 2026)

Link to Live Job Posting: Posting is no longer active

Location: Waterloo, CA

O*NET: 25-1022.00

Company: Wilfrid Laurier University

Job Title: Unclassified

Faculty/Academic Area:

Faculty of Science Department:

Mathematics Campus:

Waterloo Employee Group:

WLUFA Requisition ID:

10018

Position Title:

MA350-MA550

Real Analysis (Winter 2026)

Term:

Winter 2026 (Jan 1st•April 31st)

Days/Times:

Monday, Wednesday 5:30-6:20 PMHours per week/

Hours Total:

36

Type of Course:

In-person Anticipated Class Size:

40

Additional Course Requirements:

NonePosted on: June 30th 2025Posting ends: July 14th 2025

Position Summary:

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form

is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored.CTF Members (those who have taught a Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3 Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting.Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors.Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at indigenous@wlu.ca. Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca. We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at hr@wlu.ca.All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada.Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity.All course offerings will be contingent on adequate student registration and subject to budgetary funding.Members of the Contract Teaching Faculty bargaining unit:Should you be interested in learning more about this opportunity, please visit www.wlu.ca/careers for additional information and the online application system. All applications must be submitted online.All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
19-3094	Political Scientists
11-1031	Legislators
27-3031	Public Relations Specialists

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
21-1099	Community and Social Service Specialists, All Other
25-1099	Postsecondary Teachers

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

5,172

Unique Postings

13,262 Total Postings

1,008

Employers Competing

40,055 Total Employers

29 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

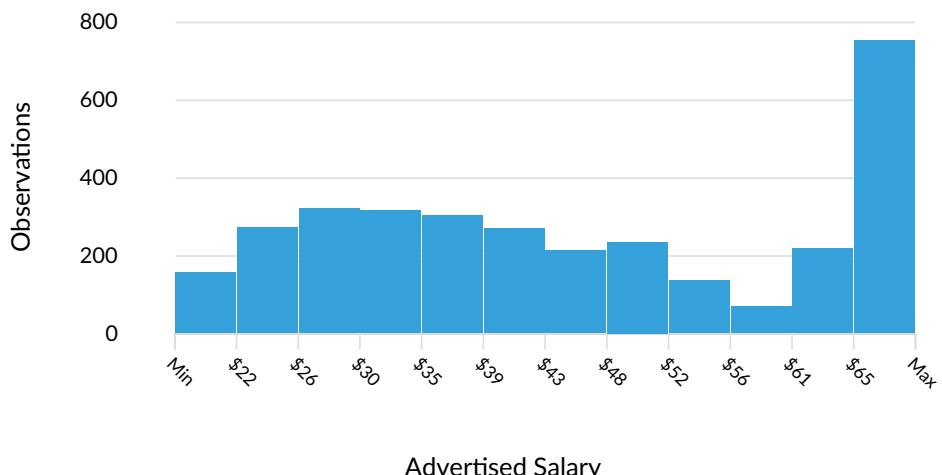
Regional Average: 3 : 1

Advertised Salary

There are 3,251 advertised salary observations (63% of the 5,172 matching postings).

\$42.95/hr

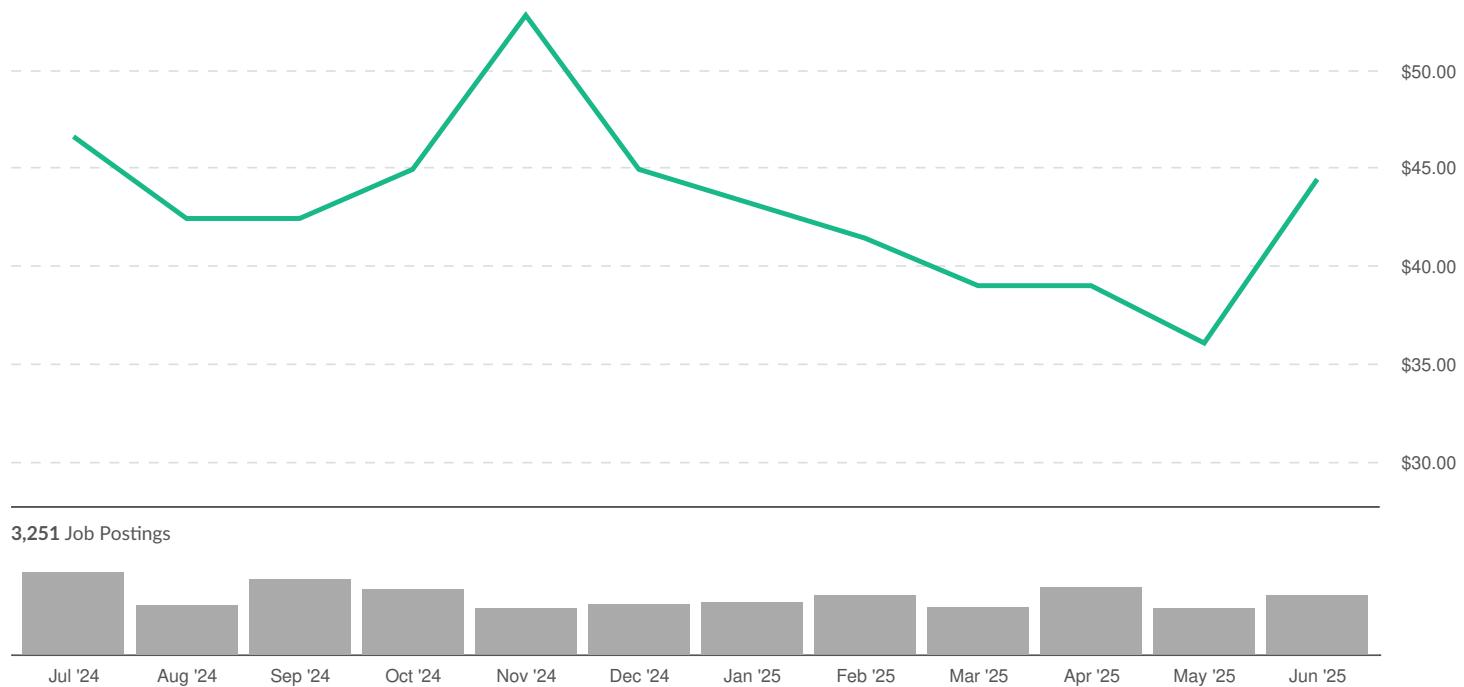
Median Advertised Salary



Advertised Salary Trend

▼ 4.7% Jul 2024 – Jun 2025

\$42.95 Median

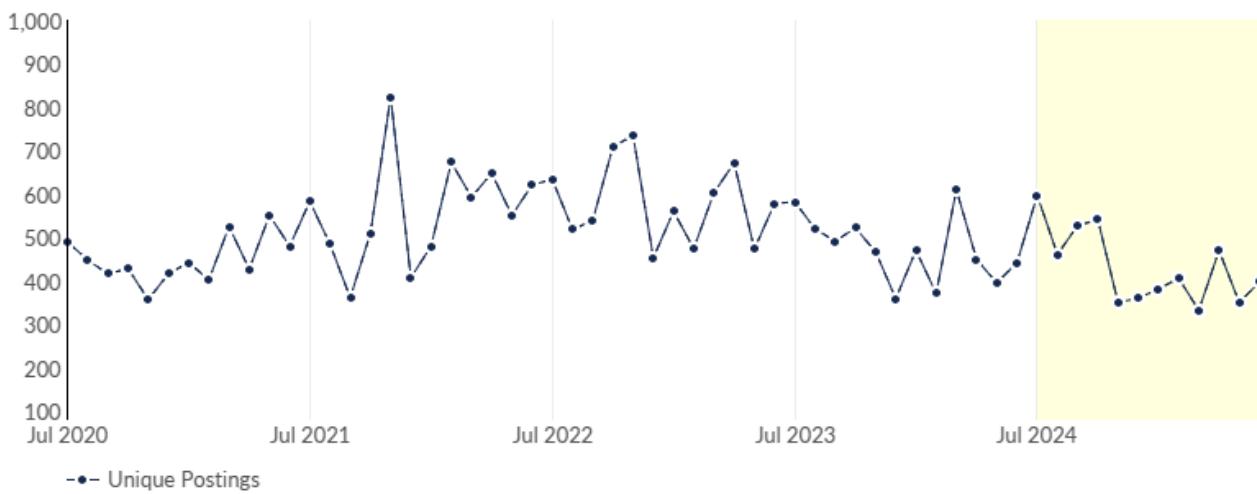


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	1,538
San Francisco County, CA	1,538
Contra Costa County, CA	854
San Joaquin County, CA	516
San Mateo County, CA	414

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	397	2 : 1
May 2025	350	2 : 1
Apr 2025	470	3 : 1
Mar 2025	332	2 : 1
Feb 2025	406	2 : 1
Jan 2025	381	3 : 1
Dec 2024	360	2 : 1
Nov 2024	350	3 : 1
Oct 2024	541	3 : 1
Sep 2024	527	2 : 1
Aug 2024	461	3 : 1
Jul 2024	597	3 : 1
Jun 2024	442	3 : 1
May 2024	395	2 : 1
Apr 2024	449	2 : 1
Mar 2024	610	2 : 1
Feb 2024	371	3 : 1
Jan 2024	470	3 : 1
Dec 2023	359	4 : 1
Nov 2023	467	3 : 1

Oct 2023	522	3 : 1
Sep 2023	491	3 : 1
Aug 2023	520	3 : 1
Jul 2023	582	2 : 1
Jun 2023	578	2 : 1
May 2023	473	3 : 1
Apr 2023	672	2 : 1
Mar 2023	603	3 : 1
Feb 2023	474	3 : 1
Jan 2023	560	3 : 1
Dec 2022	453	2 : 1
Nov 2022	735	3 : 1
Oct 2022	709	3 : 1
Sep 2022	539	3 : 1
Aug 2022	518	3 : 1
Jul 2022	634	2 : 1
Jun 2022	621	3 : 1
May 2022	551	3 : 1
Apr 2022	648	3 : 1
Mar 2022	593	2 : 1
Feb 2022	673	2 : 1
Jan 2022	480	3 : 1
Dec 2021	407	3 : 1
Nov 2021	824	2 : 1
Oct 2021	510	5 : 1
Sep 2021	361	4 : 1
Aug 2021	484	3 : 1
Jul 2021	583	3 : 1
Jun 2021	480	3 : 1
May 2021	551	2 : 1
Apr 2021	427	3 : 1

Mar 2021	525	3 : 1
Feb 2021	402	4 : 1
Jan 2021	442	3 : 1
Dec 2020	416	3 : 1
Nov 2020	357	3 : 1
Oct 2020	428	3 : 1
Sep 2020	416	3 : 1
Aug 2020	448	3 : 1
Jul 2020	490	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,314	25%
High school or GED	473	9%
Associate's degree	374	7%
Bachelor's degree	1,764	34%
Master's degree	1,993	39%
Ph.D. or professional degree	1,440	28%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	473	0	9%
Associate's degree	318	32	6%
Bachelor's degree	1,410	180	27%
Master's degree	1,035	644	20%
Ph.D. or professional degree	622	818	12%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	3,000	58%
0 - 1 Years	364	7%
2 - 3 Years	913	18%
4 - 6 Years	740	14%
7 - 9 Years	68	1%
10+ Years	87	2%

Job Postings vs. Hires

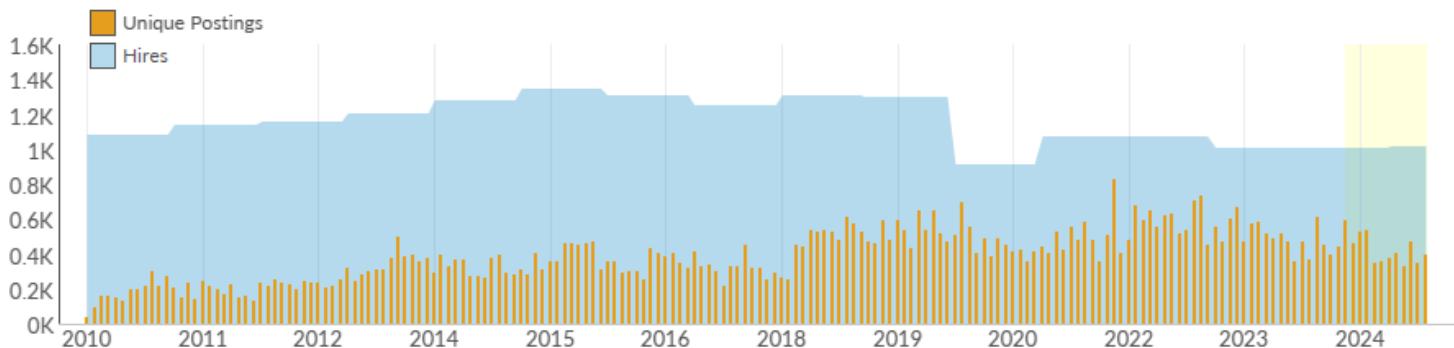
431

Avg. Monthly Postings (Jul 2024 - Jun 2025)

1,010

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 431 newly posted job postings for 5 Occupations, and 1,010 actually hired. This means there were approximately 2 hires for 5 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619
Community and Social Service Specialists, All Other	75	92
Public Relations Specialists	44	287
Political Scientists	35	2
Legislators	0	0

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,232 / 468	3 : 1	 22 days
Saint Mary's College of California	710 / 293	2 : 1	 22 days
University of California-San Francisco	514 / 270	2 : 1	 22 days
University of Maryland Global Campus	996 / 265	4 : 1	 32 days
University of the Pacific	700 / 210	3 : 1	 34 days
University of California-Santa Cruz	763 / 192	4 : 1	 31 days
Milton Hershey School	191 / 137	1 : 1	 18 days
San Joaquin Delta College	237 / 101	2 : 1	 27 days
Contra Costa Community College	210 / 91	2 : 1	 32 days
University of California	161 / 62	3 : 1	 22 days

Top Cities Posting

City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	3,909 / 1,544	3 : 1	 31 days
Berkeley, CA	1,391 / 482	3 : 1	 34 days
Oakland, CA	1,018 / 441	2 : 1	 31 days
Stockton, CA	1,080 / 402	3 : 1	 29 days
Moraga, CA	711 / 294	2 : 1	 22 days
Santa Cruz, CA	949 / 285	3 : 1	 30 days
Fremont, CA	453 / 166	3 : 1	 33 days
Concord, CA	473 / 158	3 : 1	 33 days
Hayward, CA	341 / 151	2 : 1	 32 days
San Mateo, CA	343 / 132	3 : 1	 24 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days
Community and Social Service Specialists, All Other	2,175 / 904	2 : 1 	28 days
Public Relations Specialists	1,204 / 528	2 : 1 	24 days
Political Scientists	1,038 / 414	3 : 1 	25 days

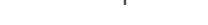
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Community and Social Service Specialists, All Other	2,175 / 904	2 : 1	28 days
Public Relations Specialists	1,204 / 528	2 : 1	24 days
Postsecondary Teachers, All Other	1,145 / 461	2 : 1	31 days
Political Scientists	1,038 / 414	3 : 1	25 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1	31 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1	25 days
History Teachers, Postsecondary	241 / 75	3 : 1	32 days
Law Teachers, Postsecondary	184 / 63	3 : 1	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1	34 days
Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1	30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1	29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1	21 days

Engineering Teachers, Postsecondary	135 / 52	3 : 1		22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1		31 days
Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1		33 days
Physics Teachers, Postsecondary	119 / 43	3 : 1		28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1		30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1		22 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1		22 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1		17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1		16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1		17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1		16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1		17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1		7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1		n/a
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1		16 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Social / Human Services Specialist	1,359 / 559	2 : 1	24 days
College Professor (Other)	1,311 / 531	2 : 1	31 days
Communications / Public Relations Specialist	981 / 425	2 : 1	24 days
Policy Analyst	1,032 / 411	3 : 1	25 days
Health Sciences Professor	900 / 383	2 : 1	27 days
Community / Political Organizer	816 / 345	2 : 1	32 days
Nursing Instructor / Professor	735 / 255	3 : 1	32 days
Driving Instructor	698 / 222	3 : 1	32 days
Business Professor	555 / 209	3 : 1	26 days
Mathematics Professor	334 / 125	3 : 1	34 days
Psychology Professor	352 / 123	3 : 1	31 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1	32 days
Media Planner / Buyer	223 / 103	2 : 1	26 days
Biology Professor	253 / 95	3 : 1	28 days
English Language / Literature Professor	244 / 92	3 : 1	31 days
Art / Music Professor	245 / 85	3 : 1	31 days
Economics Professor	265 / 85	3 : 1	32 days
Computer Science Professor	219 / 80	3 : 1	31 days
Education Professor	175 / 75	2 : 1	25 days
History Professor	241 / 75	3 : 1	32 days
Language / Literature Professor	197 / 72	3 : 1	32 days
Communications Professor	192 / 63	3 : 1	34 days
Law Professor	184 / 63	3 : 1	29 days
Philosophy / Religion Professor	156 / 60	3 : 1	30 days
Social Work Professor	99 / 51	2 : 1	21 days

Architecture Professor	116 / 49	2 : 1		22 days
Sociology Professor	110 / 46	2 : 1		31 days
Criminal Justice Professor	92 / 45	2 : 1		33 days
Physics Professor	119 / 43	3 : 1		28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1		30 days
Geosciences Professor	104 / 33	3 : 1		22 days
Engineering Professor	89 / 32	3 : 1		22 days
Chemistry Professor	98 / 31	3 : 1		22 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Geography Professor	25 / 14	2 : 1		17 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
Social Science Researcher	6 / 3	2 : 1		24 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a

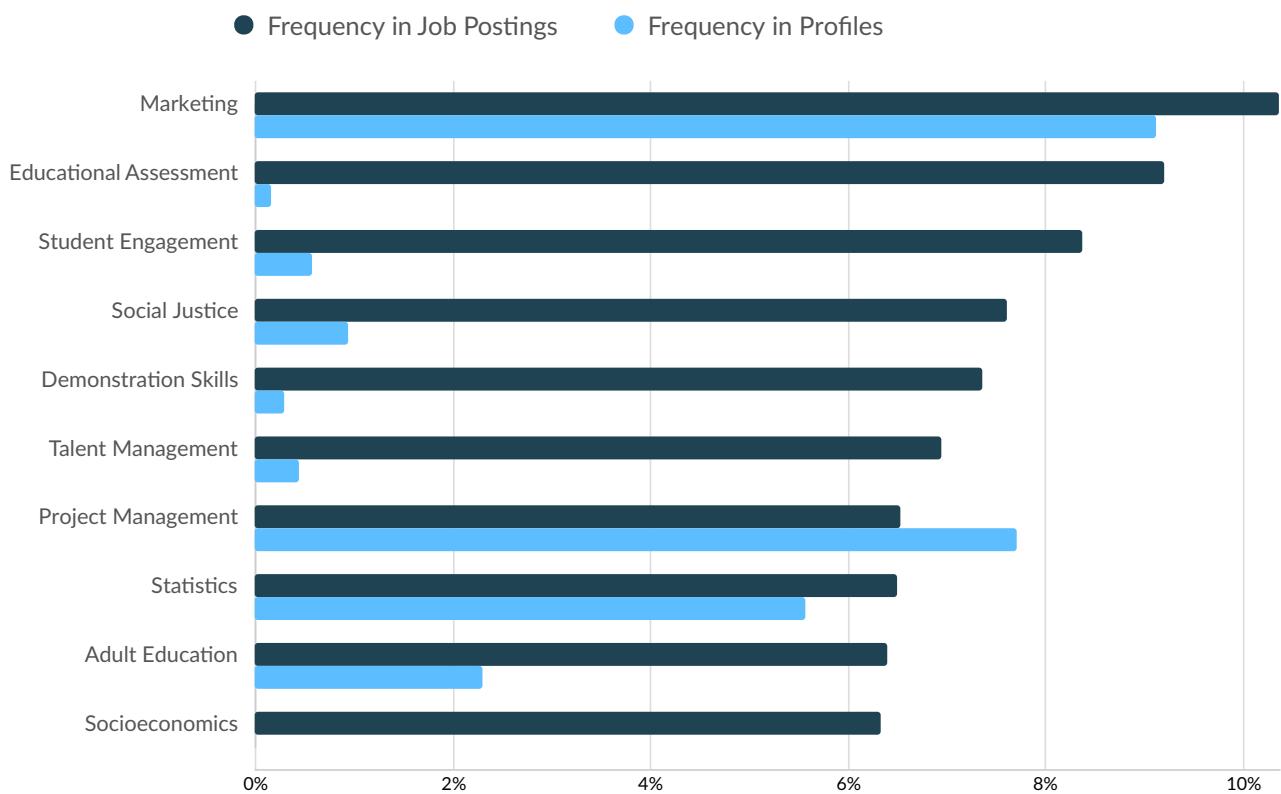
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Adjunct Faculties	511 / 203	3 : 1	22 days
Adjunct Graduate Faculties	561 / 159	4 : 1	32 days
House Parents	144 / 102	1 : 1	17 days
Communications Specialists	224 / 89	3 : 1	26 days
Driving Instructors	308 / 75	4 : 1	34 days
College Lecturers	181 / 68	3 : 1	29 days
Adjunct Clinical Faculties	73 / 50	1 : 1	19 days
Adjunct Associate Professors	124 / 49	3 : 1	17 days
Clinical Faculties	143 / 49	3 : 1	39 days
Housing Specialists	152 / 47	3 : 1	26 days

Top Industries

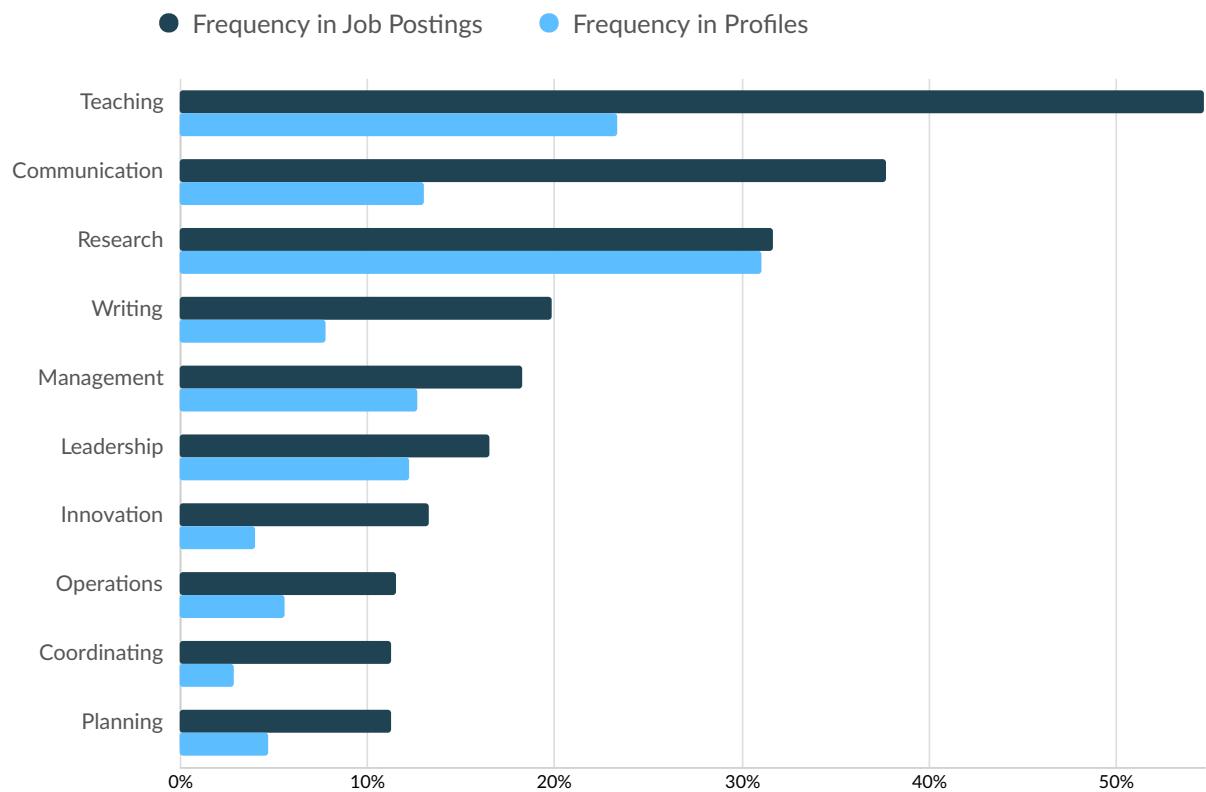
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,823 / 2,129	3 : 1	31 days
Unclassified Industry	1,644 / 743	2 : 1	31 days
Junior Colleges	1,107 / 465	2 : 1	33 days
Elementary and Secondary Schools	316 / 207	2 : 1	18 days
Employment Placement Agencies	130 / 74	2 : 1	21 days
All Other Miscellaneous Schools and Instruction	182 / 60	3 : 1	31 days
Other Individual and Family Services	197 / 56	4 : 1	39 days
General Medical and Surgical Hospitals	228 / 50	5 : 1	32 days
Fine Arts Schools	144 / 39	4 : 1	27 days
Libraries and Archives	74 / 35	2 : 1	33 days

Top Specialized Skills



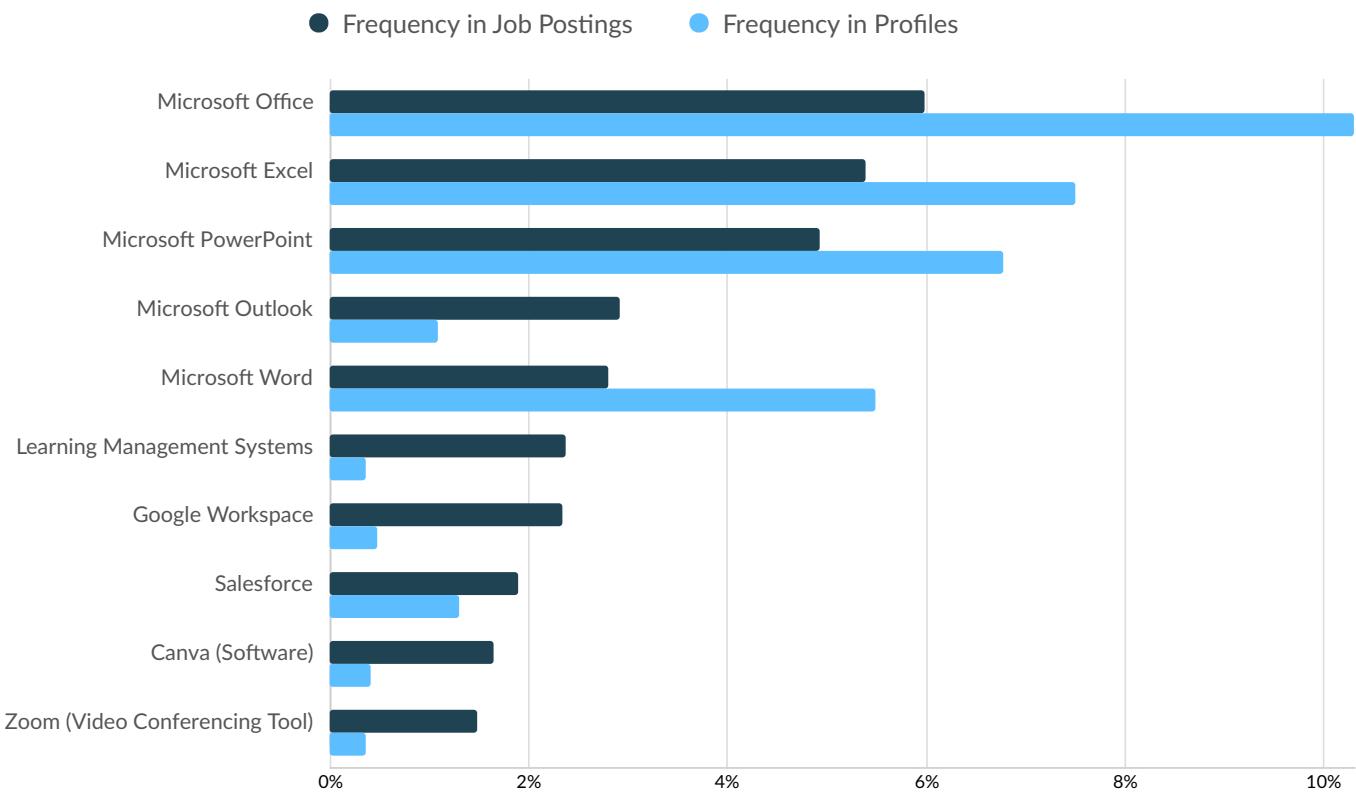
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	536	10%	2,484	9%	+23.0%	Rapidly Growing
Educational Assessment	476	9%	44	0%	+20.6%	Rapidly Growing
Student Engagement	433	8%	156	1%	+23.1%	Rapidly Growing
Social Justice	394	8%	257	1%	+19.4%	Growing
Demonstration Skills	381	7%	80	0%	+10.2%	Growing
Talent Management	359	7%	124	0%	+21.3%	Rapidly Growing
Project Management	338	7%	2,100	8%	+19.8%	Rapidly Growing
Statistics	336	6%	1,518	6%	+22.7%	Rapidly Growing
Adult Education	331	6%	628	2%	+9.7%	Growing
Socioeconomics	328	6%	0	0%	+14.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,830	55%	6,355	23%	+18.8%	Growing
Communication	1,952	38%	3,555	13%	+3.6%	Lagging
Research	1,641	32%	8,463	31%	+17.2%	Growing
Writing	1,030	20%	2,121	8%	+11.8%	Growing
Management	945	18%	3,468	13%	+5.3%	Stable
Leadership	857	17%	3,340	12%	+8.5%	Stable
Innovation	686	13%	1,104	4%	+25.8%	Rapidly Growing
Operations	598	12%	1,519	6%	+8.1%	Stable
Coordinating	584	11%	781	3%	+14.7%	Growing
Planning	582	11%	1,289	5%	+10.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	310	6%	2,809	10%	+18.5%	Growing
Microsoft Excel	279	5%	2,046	8%	+17.7%	Growing
Microsoft PowerPoint	255	5%	1,845	7%	+26.1%	Rapidly Growing
Microsoft Outlook	151	3%	295	1%	+25.0%	Rapidly Growing
Microsoft Word	145	3%	1,496	5%	+7.2%	Stable
Learning Management Systems	123	2%	101	0%	+6.6%	Stable
Google Workspace	121	2%	130	0%	+18.8%	Growing
Salesforce	98	2%	356	1%	+24.7%	Rapidly Growing
Canva (Software)	85	2%	111	0%	+8.2%	Stable
Zoom (Video Conferencing Tool)	77	1%	100	0%	+13.1%	Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	565
Registered Nurse (RN)	234
Board Certified/Board Eligible	177
Cardiopulmonary Resuscitation (CPR) Certification	133
Basic Life Support (BLS) Certification	129
Certified Associate In Project Management	79
Licensed Marriage And Family Therapist (LMFT)	75
Master Of Business Administration (MBA)	64
First Aid Certification	63
Licensed Vocational Nurse (LVN)	63

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
simplyhired.com	1,606
indeed.com	1,603
hercjobs.org	889
chronicle.com	555
madison.com	500
rapidcityjournal.com	413
higheredjobs.com	356
diversityjobs.com	309
academiccareers.com	247
glassdoor.com	207
dejobs.org	197
disabledperson.com	182
universityjobs.com	147
salinasrecruiter.com	142
scholarshipdb.net	128
schooljobs.com	109
myworkdayjobs.com	102
peopleadmin.com	98
smartrecruiters.com	86
craigslist.org	83
watsonvillerecruiter.com	83
ucsc.edu	82
snagajob.com	77
edjoin.org	75
santarosarecruiter.com	64

Appendix B

Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads

Part-Time Lecturer Pool for the Department of Liberal Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.

DUTIES OF THE POSITION

Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)

- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Lecturers in Ethnic Studies – California State University-East Bay in Hayward, CA (J...

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies

Part-time Lecturer Pool for Department of Ethnic Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.

DUTIES OF THE POSITION

Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)
- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see "Now") through Page Up (CSU Career Opportunities).

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation, or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Professors of Music – San Francisco Conservatory of Music in San Francisco, CA (J...)

Professor, Foundations of Music Teaching

Link to Live Job Posting: recruiting.paylocity.com

Location: San Francisco, CA	O*NET: 25-1121.00
Company: San Francisco Conservatory of Music	Job Title: Professors of Music

Professor, Foundations of Music Teaching
San Francisco, CA
Description The San Francisco Conservatory of Music seeks a part-time professor in our Professional Development Department to teach PDV 434 Foundations of Music Teaching beginning in Fall 2025. PDV 434 is a 1-credit, half-semester module course and will run from September 2, 2025 through December 15, 2025. PDV 434: 14 load hours over 7 weeks (Fall semester)
Rate of Pay for 2025-2026

Academic Year:

\$148.51/hr This course will be taught in person. No aspect of the course will be taught online or in a hybrid format. PDV 434 Foundations of Music Teaching introduces musicians to pedagogical strategies for both individual and group lessons across a wide range of ages and experience levels, to be carried out with confidence and clarity.

Topics currently covered include:

Instructional design for multiple learning modalities
Creating lesson plans, teaching procedures, and assessment strategies
Adjusting for age groups and lesson size (private versus group lessons)
Classroom management techniques
Inclusive pedagogy practices
This course is eligible for revision due to the ongoing evolution of the industry and the instructor's subject-matter expertise, which together create an opportunity to ensure the course content remains relevant and continues to develop meaningfully over time.
The Professional Development Department upholds the following

Program Learning Outcomes:

Identify career-related resources, terminology, and concepts to employ in a professional setting.
Demonstrate a professional demeanor in both physical and digital settings.
Learn business and personal skills to build and strengthen their careers.
Develop lifelong habits that support mental and physical health.
Adapt to a changing job market by drawing on a diverse skill set.
Requirements
Required Qualifications
Bachelor's degree (music or education strongly preferred)
Professional experience and deep knowledge within the music pedagogy
Clear understanding of skill sets necessary for careers within music teaching today
Knowledge of best practices in inclusive pedagogy practice and excellence in teaching
Based in The Bay Area/able to travel to San Francisco for in-person instruction
Strong communication skills and engaging classroom leadership
Preferred Qualifications
Collegiate teaching experience
Experience with Google Suite including Google Classroom
Knowledge of multiple career paths within different musical genres
An understanding of the unique challenges inherent in crafting a career within each one
Professional experience as a musician and/or educator
Salary Description
\$148.51 per Hour

Pediatric Endocrinologists – Unclassified in San Francisco, CA (Jun 2025 - Active)

Miller Endowed Chair in Pediatric Endocrinology Clinical X or In Residence Faculty Series

Link to Live Job Posting: careers.jamanetwork.com

Location: San Francisco, CA	O*NET: 25-1071.00
Company: Unclassified	Job Title: Pediatric Endocrinologists

Miller Endowed Chair in Pediatric Endocrinology

- Clinical X or In Residence Faculty Series UC San Francisco Academic
- 5.0 San Francisco, CA Job Details \$127,000
- \$333,700 a year 9 hours ago Qualifications Medicine Doctoral degree Research Supervising experience Doctor of Philosophy Mentoring Pediatrics Medical License Senior level Endocrinology Communication skills Maya Full Job Description Application Window Open date: June 30, 2025 Next review date: Wednesday, Jul 30, 2025 at 11:59pm (Pacific Time) Apply by this date to ensure full consideration by the committee.

Final date:

Wednesday, Dec 30, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description UCSF School of Medicine and UCSF Benioff Children's Hospitals Division of Endocrinology, Department of Pediatrics Clinical X or In Residence Series The Division of Endocrinology in the Department of Pediatrics at the University of California, San Francisco (UCSF), in partnership with UCSF Benioff Children's Hospitals, is recruiting for an endowed faculty position supported by the Miller Endowed Chair in Pediatric Endocrinology. This is a unique opportunity to join a world-class academic environment at the Assistant, Associate, or Full Professor level in either the Clinical X or In Residence faculty series. Academic rank will be commensurate with experience. This search seeks one outstanding investigator across the translational research spectrum—including basic, translational, or clinical science—who is committed to advancing discovery and improving outcomes in pediatric endocrinology. The ideal candidate will have a strong record of research excellence, extramural funding, and scientific innovation, with the potential or proven ability to lead a high-impact, independent research program. We welcome applicants at all career stages, including early-stage, mid-career, and senior faculty, and offer a start-up package to support success. Selected candidates will join a major academic medical center and established fellowship training program. This position may have clinical responsibilities at both the San Francisco and Oakland campuses and would actively contribute to the Department's mission of excellence in research, education, and patient care.

Minimum Qualifications:

MD or MD/PhD with training in pediatrics and/or a pediatric subspecialty Medical license (or eligibility for a CA medical license) Board eligibility or certification in Pediatrics Board eligibility or certification in

Pediatric Endocrinology Preferred Qualifications:

Demonstrated ability to obtain or sustain NIH R01 or equivalent funding Experience with collaborative team science Commitment to academic pediatrics and research mentorship Experience supervising residents or students Excellent communication and interpersonal skills The posted UC salary scales set the minimum pay determined by rank and step at appointment. See Table 5. The minimum base salary range for this position is \$127,000

- 333,700.

This position includes membership in the health sciences compensation plan which provides for eligibility for additional compensation. Interested candidates can apply online at <https://aprecruit.ucsf.edu/JPF05618> with a cover letter, curriculum vitae, statement of research accomplishments, and contact information for 3 references. Applicant materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.

For more information contact:

Maya Lodish, M.D. Professor of Clinical Pediatrics The University of California, San Francisco (UCSF) is one of the nation's leading biomedical research institutions. UCSF has consistently ranked among the top public institutions in National Institutes of Health (NIH) funding, reflecting a long-standing commitment to advancing scientific discovery and improving health. The Department's clinical enterprise spans UCSF Benioff Children's Hospital San Francisco, UCSF Benioff Children's Hospital Oakland, Mount Zion, Zuckerberg San Francisco General, and multiple outreach clinics throughout Northern California, providing unparalleled opportunities to serve infants, children, and young adults across the Bay Area. For 2024-2025, UCSF Benioff Children's Hospitals ranked in all 10 children's specialties in U.S. News & World Report. Located in a region renowned for groundbreaking innovation, UCSF and the Department of Pediatrics bridge research and industry to drive the future of medicine. Application Requirements Document requirements Cover Letter Curriculum Vitae

- CV must clearly list current and/or pending qualifications (e.

g. board eligibility/certification, medical licensure, etc.). Statement of Research Statement of Teaching (Optional) Reference requirements 3 required (contact information only) About UC San Francisco As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM

- 035: Affirmative Action and Nondiscrimination in Employment Job location San Francisco and/or Oakland, CA

MA350-MA550: Real Analysis (Winter 2026)

Link to Live Job Posting: Posting is no longer active

Location: Waterloo, CA

O*NET: 25-1022.00

Company: Wilfrid Laurier University

Job Title: Unclassified

Faculty/Academic Area:

Faculty of Science Department:

Mathematics Campus:

Waterloo Employee Group:

WLUFA Requisition ID:

10018

Position Title:

MA350-MA550

Real Analysis (Winter 2026)

Term:

Winter 2026 (Jan 1st•April 31st)

Days/Times:

Monday, Wednesday 5:30-6:20 PMHours per week/

Hours Total:

36

Type of Course:

In-person Anticipated Class Size:

40

Additional Course Requirements:

NonePosted on: June 30th 2025Posting ends: July 14th 2025

Position Summary:

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form

is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored.CTF Members (those who have taught a Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3 Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting.Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors.Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at indigenous@wlu.ca. Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca. We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at hr@wlu.ca.All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada.Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity.All course offerings will be contingent on adequate student registration and subject to budgetary funding.Members of the Contract Teaching Faculty bargaining unit:Should you be interested in learning more about this opportunity, please visit www.wlu.ca/careers for additional information and the online application system. All applications must be submitted online.All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
19-3039	Psychologists, All Other
19-3032	Industrial-Organizational Psychologists
19-3033	Clinical and Counseling Psychologists
19-3034	School Psychologists
25-1099	Postsecondary Teachers

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
21-1015	Rehabilitation Counselors
19-4061	Social Science Research Assistants
21-1093	Social and Human Service Assistants
19-3099	Social Scientists and Related Workers, All Other

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

7,228

Unique Postings

17,327 Total Postings

519

Employers Competing

40,055 Total Employers

22 Days

Median Posting Duration

Regional Average: 25 Days

2 : 1

Posting Intensity

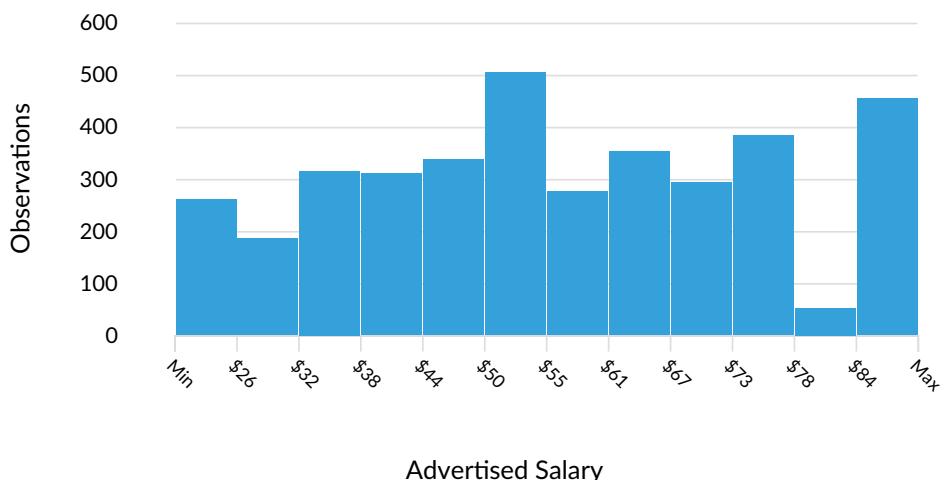
Regional Average: 3 : 1

Advertised Salary

There are 3,724 advertised salary observations (52% of the 7,228 matching postings).

\$55.02/hr

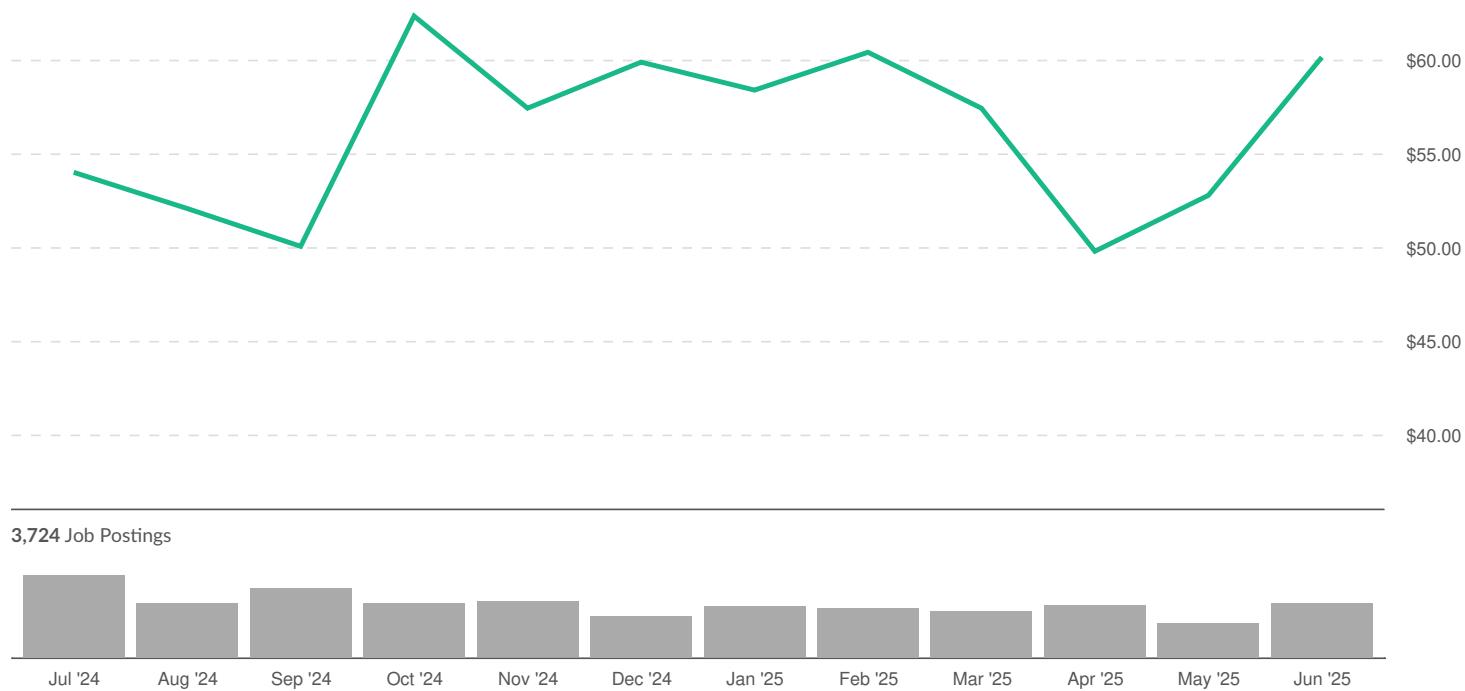
Median Advertised Salary



Advertised Salary Trend

▲ 11.4% Jul 2024 – Jun 2025

\$55.02 Median

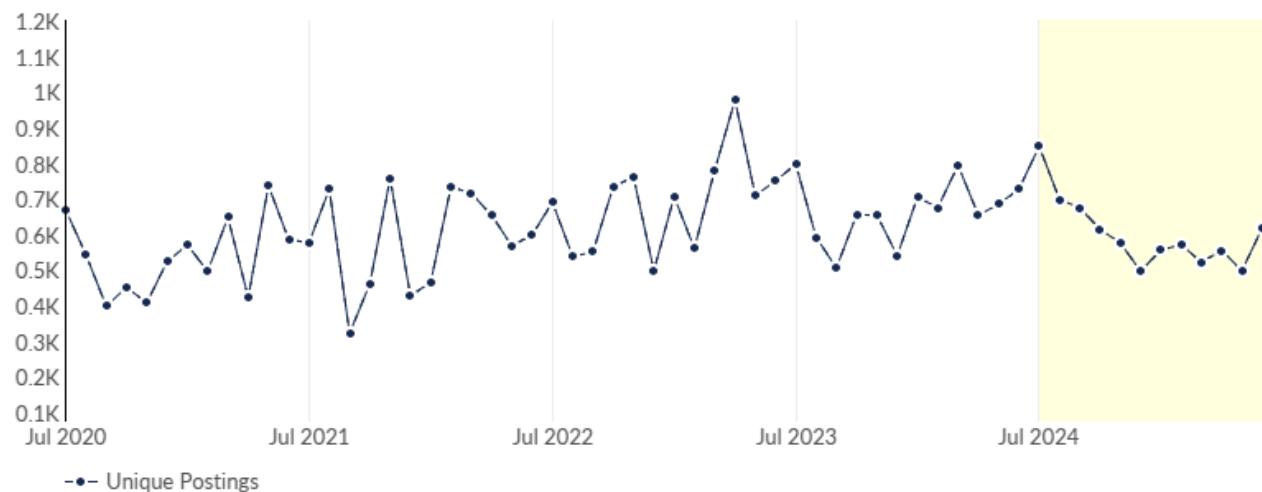


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	2,282
Contra Costa County, CA	1,558
San Francisco County, CA	1,451
San Joaquin County, CA	843
San Mateo County, CA	715

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	619	2 : 1
May 2025	498	2 : 1
Apr 2025	555	3 : 1
Mar 2025	522	2 : 1
Feb 2025	571	2 : 1
Jan 2025	556	2 : 1
Dec 2024	497	2 : 1
Nov 2024	576	2 : 1
Oct 2024	614	2 : 1
Sep 2024	675	2 : 1
Aug 2024	698	3 : 1
Jul 2024	847	2 : 1
Jun 2024	727	3 : 1
May 2024	685	2 : 1
Apr 2024	654	2 : 1
Mar 2024	794	2 : 1
Feb 2024	675	2 : 1
Jan 2024	705	3 : 1
Dec 2023	540	3 : 1
Nov 2023	654	3 : 1

Oct 2023	655	3 : 1
Sep 2023	506	5 : 1
Aug 2023	592	5 : 1
Jul 2023	797	3 : 1
Jun 2023	750	3 : 1
May 2023	709	4 : 1
Apr 2023	977	3 : 1
Mar 2023	780	3 : 1
Feb 2023	561	4 : 1
Jan 2023	706	3 : 1
Dec 2022	498	5 : 1
Nov 2022	761	3 : 1
Oct 2022	734	3 : 1
Sep 2022	551	3 : 1
Aug 2022	538	3 : 1
Jul 2022	690	2 : 1
Jun 2022	599	3 : 1
May 2022	568	3 : 1
Apr 2022	654	3 : 1
Mar 2022	715	2 : 1
Feb 2022	734	2 : 1
Jan 2022	466	2 : 1
Dec 2021	427	3 : 1
Nov 2021	757	2 : 1
Oct 2021	462	5 : 1
Sep 2021	322	3 : 1
Aug 2021	727	3 : 1
Jul 2021	577	3 : 1
Jun 2021	585	3 : 1
May 2021	737	4 : 1
Apr 2021	423	5 : 1

Mar 2021	648	5 : 1
Feb 2021	496	7 : 1
Jan 2021	571	5 : 1
Dec 2020	523	4 : 1
Nov 2020	408	4 : 1
Oct 2020	451	4 : 1
Sep 2020	399	3 : 1
Aug 2020	543	3 : 1
Jul 2020	669	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,788	25%
High school or GED	268	4%
Associate's degree	314	4%
Bachelor's degree	1,324	18%
Master's degree	3,496	48%
Ph.D. or professional degree	2,945	41%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	268	0	4%
Associate's degree	283	15	4%
Bachelor's degree	1,026	121	14%
Master's degree	2,491	659	34%
Ph.D. or professional degree	1,372	1,573	19%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	4,178	58%
0 - 1 Years	1,704	24%
2 - 3 Years	706	10%
4 - 6 Years	552	8%
7 - 9 Years	11	0%
10+ Years	77	1%

Job Postings vs. Hires

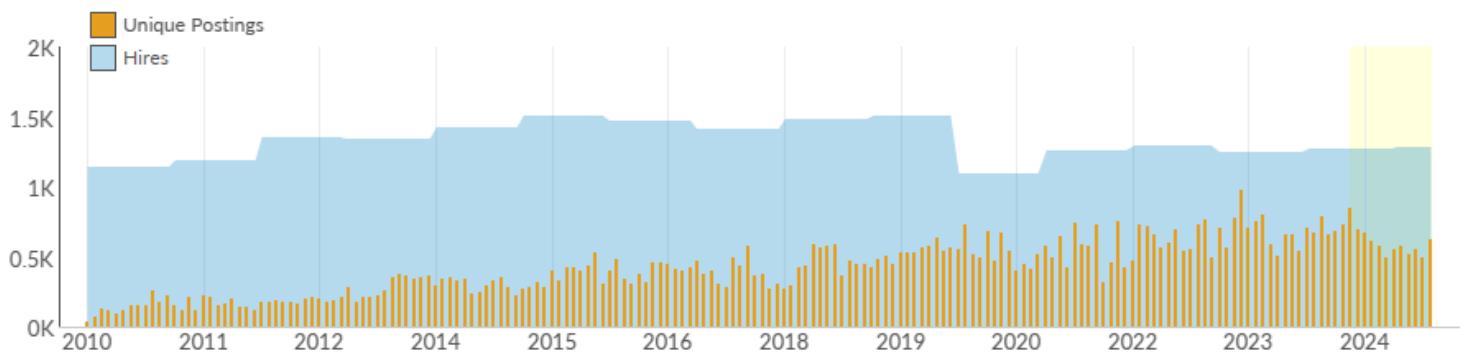
602

Avg. Monthly Postings (Jul 2024 - Jun 2025)

1,280

Avg. Monthly Hires (Jul 2024 - Jun 2025)

In an average month, there were 602 newly posted job postings for 9 Occupations, and 1,280 actually hired. This means there were approximately 2 hires for 9 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619
School Psychologists	169	28
Psychologists, All Other	65	11
Clinical and Counseling Psychologists	52	63
Social and Human Service Assistants	17	408
Social Science Research Assistants	10	28
Social Scientists and Related Workers, All Other	8	12
Industrial-Organizational Psychologists	3	1
Rehabilitation Counselors	2	110

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
ProCare Therapy	879 / 590	1 : 1	 17 days
University of California-Berkeley	1,265 / 473	3 : 1	 22 days
Soliant Health	619 / 398	2 : 1	 15 days
Sunbelt Staffing	493 / 336	1 : 1	 17 days
Saint Mary's College of California	746 / 312	2 : 1	 22 days
Kaiser Permanente	916 / 294	3 : 1	 24 days
University of California-San Francisco	455 / 266	2 : 1	 22 days
University of Maryland Global Campus	996 / 265	4 : 1	 32 days
University of the Pacific	711 / 213	3 : 1	 34 days
University of California-Santa Cruz	815 / 204	4 : 1	 31 days

Top Cities Posting

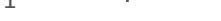
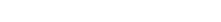
City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	3,759 / 1,459	3 : 1	 30 days
Oakland, CA	1,346 / 647	2 : 1	 24 days
Stockton, CA	1,864 / 588	3 : 1	 23 days
Berkeley, CA	1,527 / 563	3 : 1	 30 days
Moraga, CA	787 / 330	2 : 1	 21 days
Santa Cruz, CA	993 / 294	3 : 1	 28 days
Fremont, CA	658 / 279	2 : 1	 24 days
Hayward, CA	405 / 187	2 : 1	 17 days
Walnut Creek, CA	469 / 172	3 : 1	 18 days
Concord, CA	418 / 162	3 : 1	 18 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days
School Psychologists	3,481 / 2,023	2 : 1 	19 days
Psychologists, All Other	1,862 / 783	2 : 1 	22 days
Clinical and Counseling Psychologists	1,903 / 620	3 : 1 	20 days
Social and Human Service Assistants	540 / 206	3 : 1 	26 days
Social Science Research Assistants	285 / 120	2 : 1 	30 days
Social Scientists and Related Workers, All Other	230 / 91	3 : 1 	28 days
Industrial-Organizational Psychologists	102 / 32	3 : 1 	29 days
Rehabilitation Counselors	79 / 27	3 : 1 	18 days

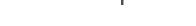
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
School Psychologists	3,481 / 2,023	2 : 1	19 days
Psychologists, All Other	1,785 / 754	2 : 1	22 days
Clinical and Counseling Psychologists	1,903 / 620	3 : 1	20 days
Postsecondary Teachers, All Other	1,145 / 461	2 : 1	31 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1	26 days
Social and Human Service Assistants	540 / 206	3 : 1	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1	31 days
Social Science Research Assistants	285 / 120	2 : 1	30 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1	28 days
Transportation Planners	230 / 91	3 : 1	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1	25 days
History Teachers, Postsecondary	241 / 75	3 : 1	32 days
Law Teachers, Postsecondary	184 / 63	3 : 1	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1	34 days

Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1		30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1		29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1		21 days
Engineering Teachers, Postsecondary	135 / 52	3 : 1		22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1		31 days
Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1		33 days
Physics Teachers, Postsecondary	119 / 43	3 : 1		28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1		30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1		22 days
Industrial-Organizational Psychologists	102 / 32	3 : 1		29 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1		22 days
Rehabilitation Counselors	79 / 27	3 : 1		18 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1		17 days
Neuropsychologists	50 / 24	2 : 1		17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1		16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1		17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1		16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1		17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1		7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1		n/a
Clinical Neuropsychologists	27 / 5	5 : 1		31 days
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1		16 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Psychologist	7,246 / 3,426	2 : 1	19 days
College Professor (Other)	1,311 / 531	2 : 1	31 days
Health Sciences Professor	900 / 383	2 : 1	27 days
Nursing Instructor / Professor	735 / 255	3 : 1	32 days
Driving Instructor	698 / 222	3 : 1	32 days
Business Professor	555 / 209	3 : 1	26 days
Social / Human Services Assistant	510 / 195	3 : 1	26 days
Mathematics Professor	334 / 125	3 : 1	34 days
Psychology Professor	352 / 123	3 : 1	31 days
Social Science Researcher	285 / 120	2 : 1	30 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1	32 days
Biology Professor	253 / 95	3 : 1	28 days
English Language / Literature Professor	244 / 92	3 : 1	31 days
Urban / Transportation Planner	230 / 91	3 : 1	28 days
Art / Music Professor	245 / 85	3 : 1	31 days
Economics Professor	265 / 85	3 : 1	32 days
Computer Science Professor	219 / 80	3 : 1	31 days
Education Professor	175 / 75	2 : 1	25 days
History Professor	241 / 75	3 : 1	32 days
Language / Literature Professor	197 / 72	3 : 1	32 days
Communications Professor	192 / 63	3 : 1	34 days
Law Professor	184 / 63	3 : 1	29 days
Philosophy / Religion Professor	156 / 60	3 : 1	30 days
Social Work Professor	99 / 51	2 : 1	21 days
Architecture Professor	116 / 49	2 : 1	22 days
Sociology Professor	110 / 46	2 : 1	31 days

Criminal Justice Professor	92 / 45	2 : 1		33 days
Physics Professor	119 / 43	3 : 1		28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1		30 days
Geosciences Professor	104 / 33	3 : 1		22 days
Engineering Professor	89 / 32	3 : 1		22 days
Industrial-Organizational Psychologist	102 / 32	3 : 1		29 days
Chemistry Professor	98 / 31	3 : 1		22 days
Vocational Rehabilitation Counselor	79 / 27	3 : 1		18 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Geography Professor	25 / 14	2 : 1		17 days
Social / Human Services Specialist	30 / 11	3 : 1		23 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a

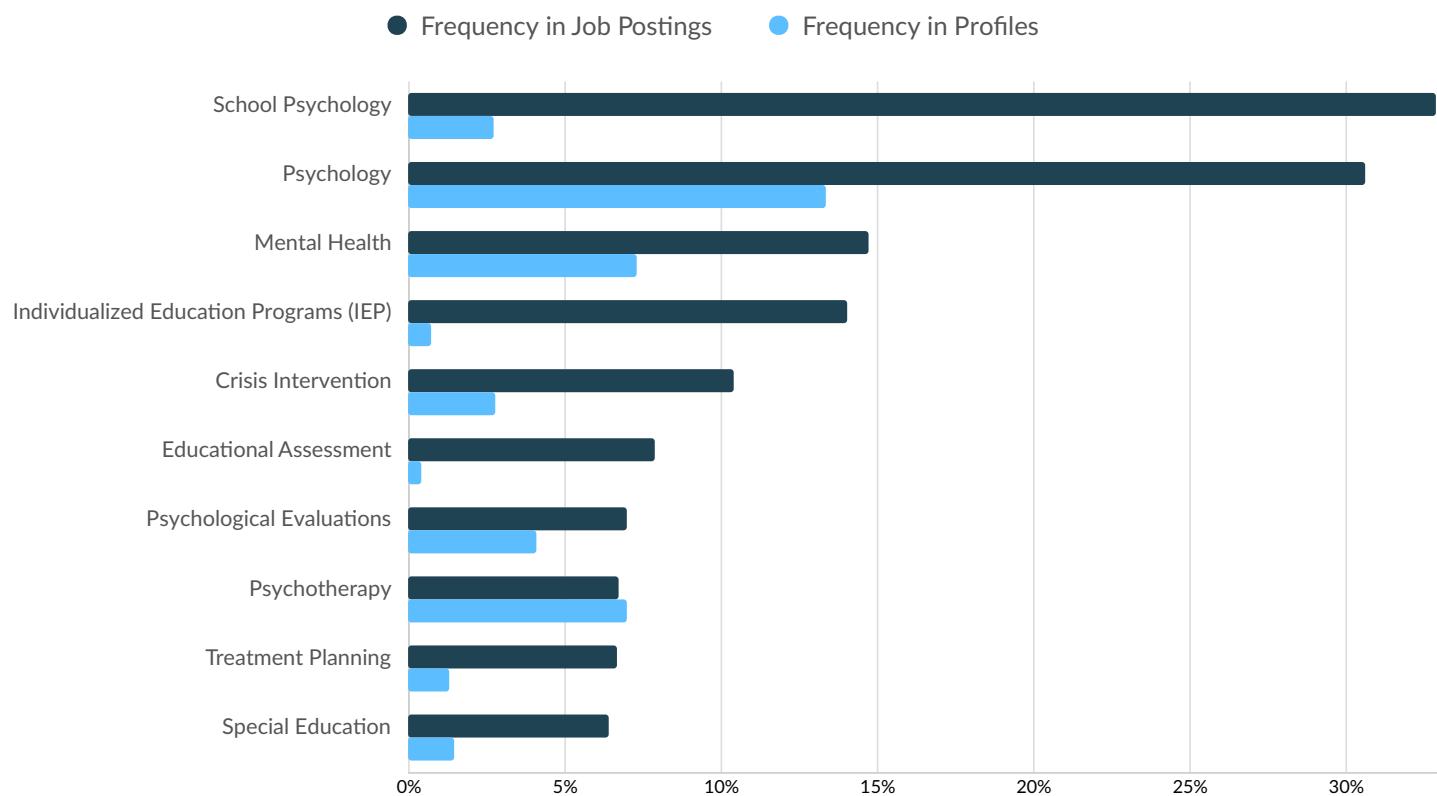
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
School Psychologists	3,159 / 1,878	2 : 1	 18 days
Psychologists	1,149 / 303	4 : 1	 24 days
Clinical Psychologists	728 / 230	3 : 1	 19 days
Adjunct Faculties	541 / 219	2 : 1	 22 days
Adjunct Graduate Faculties	561 / 159	4 : 1	 32 days
Licensed Psychologists	231 / 117	2 : 1	 19 days
Driving Instructors	308 / 75	4 : 1	 34 days
College Lecturers	181 / 68	3 : 1	 29 days
Social Services Assistants	142 / 54	3 : 1	 26 days
Adjunct Clinical Faculties	73 / 50	1 : 1	 19 days

Top Industries

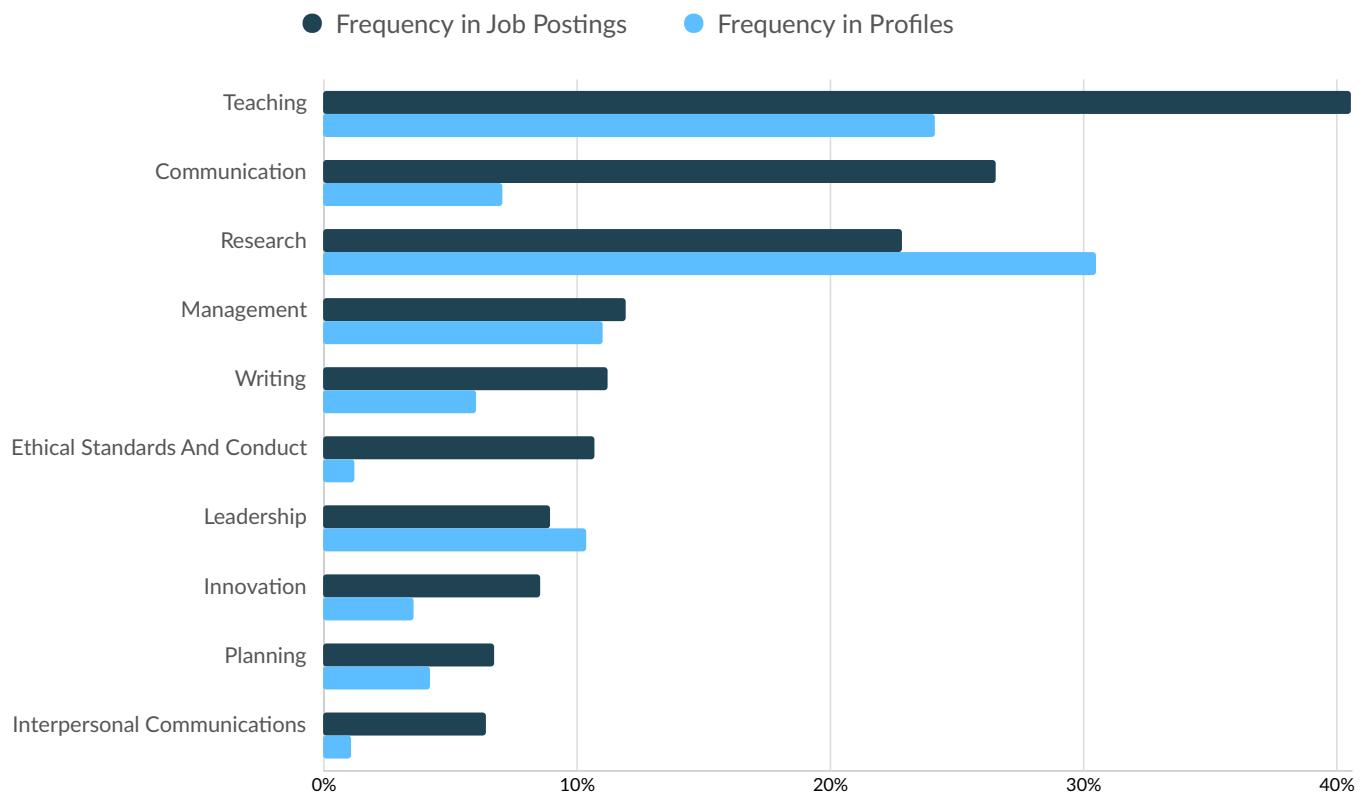
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,880 / 2,154	3 : 1	 31 days
Employment Placement Agencies	1,734 / 1,006	2 : 1	 17 days
Temporary Help Services	1,387 / 861	2 : 1	 18 days
Unclassified Industry	1,757 / 802	2 : 1	 28 days
Junior Colleges	1,097 / 465	2 : 1	 32 days
All Other Miscellaneous Ambulatory Health Care Services	1,003 / 320	3 : 1	 24 days
Elementary and Secondary Schools	202 / 128	2 : 1	 29 days
Offices of Physicians, Mental Health Specialists	353 / 124	3 : 1	 16 days
Offices of Mental Health Practitioners (except Physicians)	262 / 121	2 : 1	 17 days
Services for the Elderly and Persons with Disabilities	247 / 115	2 : 1	 31 days

Top Specialized Skills



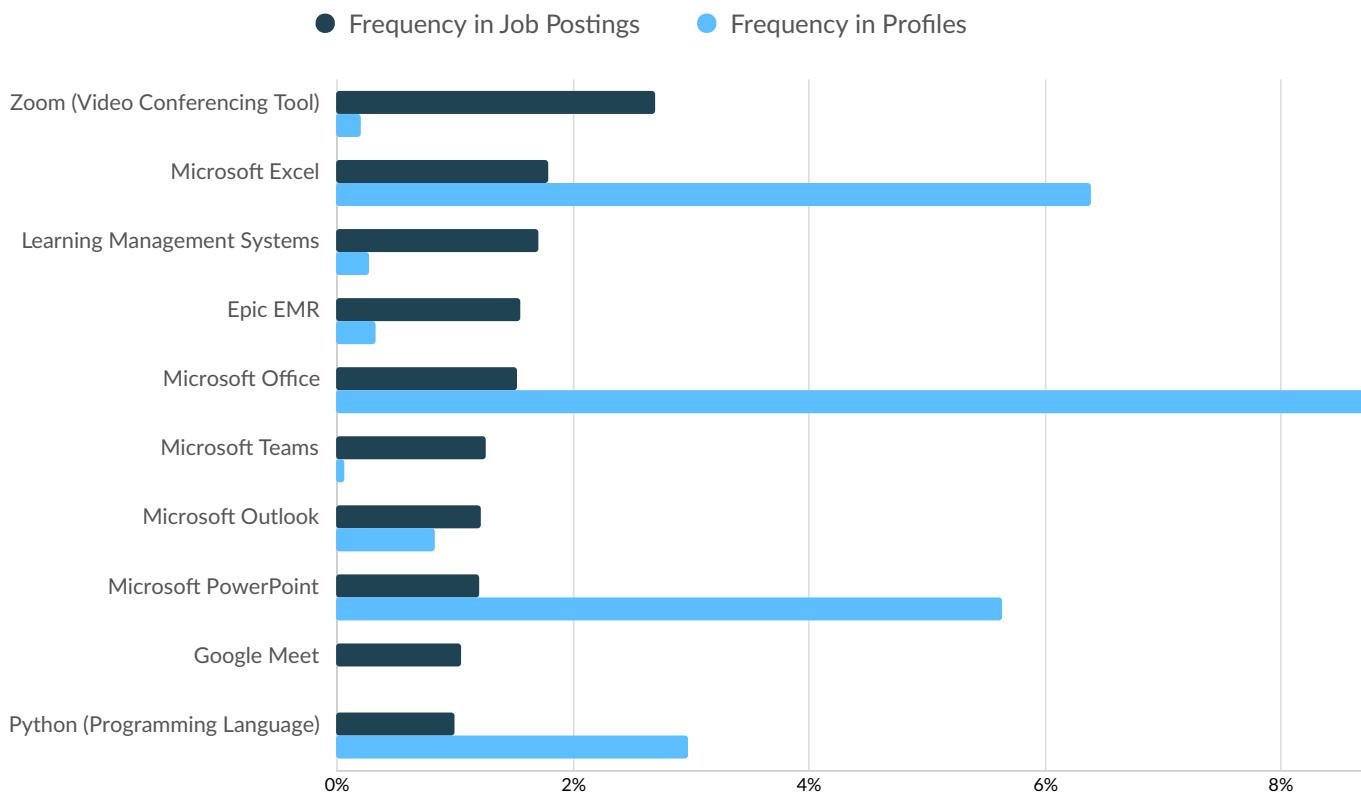
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
School Psychology	2,377	33%	790	3%	+10.0%	Growing
Psychology	2,215	31%	3,828	13%	+6.8%	Stable
Mental Health	1,063	15%	2,099	7%	+13.2%	Growing
Individualized Education Programs (IEP)	1,016	14%	204	1%	+16.4%	Growing
Crisis Intervention	754	10%	801	3%	+11.7%	Growing
Educational Assessment	572	8%	118	0%	+20.6%	Rapidly Growing
Psychological Evaluations	506	7%	1,173	4%	+3.7%	Lagging
Psychotherapy	487	7%	2,007	7%	+14.9%	Growing
Treatment Planning	483	7%	383	1%	+6.7%	Stable
Special Education	465	6%	430	1%	+16.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,933	41%	6,932	24%	+18.8%	Growing
Communication	1,919	27%	2,034	7%	+3.6%	Lagging
Research	1,652	23%	8,745	30%	+17.2%	Growing
Management	863	12%	3,162	11%	+5.3%	Stable
Writing	810	11%	1,740	6%	+11.8%	Growing
Ethical Standards And Conduct	775	11%	349	1%	+18.3%	Growing
Leadership	649	9%	2,975	10%	+8.5%	Stable
Innovation	620	9%	1,026	4%	+25.8%	Rapidly Growing
Planning	490	7%	1,204	4%	+10.9%	Growing
Interpersonal Communications	466	6%	318	1%	+12.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Zoom (Video Conferencing Tool)	195	3%	60	0%	+13.1%	Growing
Microsoft Excel	130	2%	1,835	6%	+17.7%	Growing
Learning Management Systems	124	2%	78	0%	+6.6%	Stable
Epic EMR	113	2%	94	0%	+16.4%	Growing
Microsoft Office	111	2%	2,497	9%	+18.5%	Growing
Microsoft Teams	92	1%	18	0%	+16.8%	Growing
Microsoft Outlook	89	1%	238	1%	+25.0%	Rapidly Growing
Microsoft PowerPoint	88	1%	1,617	6%	+26.1%	Rapidly Growing
Google Meet	77	1%	0	0%	+5.8%	Stable
Python (Programming Language)	72	1%	855	3%	+24.5%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Clinical Psychology License	620
School Psychology License	471
Registered Nurse (RN)	236
Valid Driver's License	233
Board Certified/Board Eligible	210
Basic Life Support (BLS) Certification	179
Licensed Marriage And Family Therapist (LMFT)	150
Cardiopulmonary Resuscitation (CPR) Certification	116
Licensed Clinical Social Worker (LCSW)	99
Licensed Professional Clinical Counselor	89

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
indeed.com	2,601
simplyhired.com	2,369
hercjobs.org	896
chronicle.com	570
madison.com	555
rapidcityjournal.com	448
higheredjobs.com	353
glassdoor.com	329
diversityjobs.com	307
dejobs.org	299
academiccareers.com	244
universityjobs.com	154
salinasrecruiter.com	150
kaiserpermanentejobs.org	128
scholarshipdb.net	126
careerarc.com	124
edjoin.org	119
watsonvillerecruiter.com	118
schooljobs.com	109
jobserve.com	102
peopleadmin.com	99
santacruzrecruiter.com	83
disabledperson.com	82
ucsc.edu	82
myworkdayjobs.com	80

Appendix B

Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads

Part-Time Lecturer Pool for the Department of Liberal Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.

DUTIES OF THE POSITION

Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)

- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Lecturers in Ethnic Studies – California State University-East Bay in Hayward, CA (J...

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies

Part-time Lecturer Pool for Department of Ethnic Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.

DUTIES OF THE POSITION

Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
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- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see "Now") through Page Up (CSU Career Opportunities).

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation, or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight Time Applications close:

School Psychologists – 360 Degree Therapy in Newark, CA (Jun 2025 - Jul 2025)

School Psychologist

Link to Live Job Posting: Posting is no longer active

Location: Newark, CA

O*NET: 19-3034.00

Company: 360 Degree Therapy

Job Title: School Psychologists

School Psychologist 3.4 3.4 out of 5 stars Newark, CA 94560 Job Overview We are seeking a dedicated School Psychologist to join our educational institution. The School Psychologist will play a crucial role in supporting students, teachers, and parents to ensure a positive and conducive learning environment. Responsibilities Conduct behavioral health assessments and provide interventions for students Collaborate with teachers and staff to develop Individualized Education Programs (IEPs) for students Perform psychological testing and assessments to identify student needs Assist in crisis management situations and provide support during challenging times Implement behavior management strategies to support student development Offer counseling services to students with emotional or behavioral challenges Provide guidance on conflict resolution and social skills development Work with students with disabilities to address their unique needs Requirements Master's or Doctoral degree in School Psychology or related field State licensure or certification as a School Psychologist Experience in patient assessment and care, preferably in an educational setting Proficiency in conducting psychological evaluations and interpreting results Strong understanding of school psychology principles and practices Excellent communication and interpersonal skills for working with students, parents, and school staff Ability to handle crisis situations effectively and maintain confidentiality

Job Type:

Full-time Pay:

\$125,000.00 - \$135,000.00 per year

Benefits:

Dental insurance Health insurance Life insurance Vision insurance

Schedule:

Monday to

Friday Supplemental Pay:

Signing bonus

Education:

Master's (Required)

Experience:

Pediatrics:

1 year (Required)

License/Certification:

PPS Credentials for School settings (Required)

Location:

Newark, CA 94560 (Required)

Work Location:

In person

School Psychologists – Sunbelt Staffing in San Francisco, CA (Jun 2025 - Jul 2025)

NEW! School Psychologist Job Opening - San Francisco, CA

Link to Live Job Posting: Posting is no longer active

Location: San Francisco, CA	O*NET: 19-3034.00
Company: Sunbelt Staffing	Job Title: School Psychologists

NEW! School Psychologist Job Opening - San Francisco, CA Sunbelt Staffing - 3.9 San Francisco, CA Job Details 17 hours ago Benefits Health insurance Dental insurance 401(k) Vision insurance Life insurance Qualifications School experience Certified School Psychologist 1 year Entry level Full Job Description Minimum 1+ years school psychologist experience required.

Position:

Licensed School Psychologist Location:

San Francisco, CA Area Are you a compassionate and detail-oriented School Psychologist ready to support K12 students in a dynamic educational environment? Sunbelt Staffing is working with a school district near San Francisco to hire a licensed professional who thrives on collaboration, assessment, and student advocacy. About the

Role:

In this position, you will: Conduct psychoeducational evaluations, assessments, and re-evaluations for K12 students Present findings and recommendations during in-person IEP meetings with families and school teams Collaborate with special education staff to ensure IEP compliance and develop effective, student-centered support plans Make a tangible impact on student growth and school success

What You'll Need:

Active California School Psychologist License Valid Pupil Personnel Services (PPS)

Credential What Sunbelt Offers:

Weekly direct deposit Full benefits package including health, dental, vision, liability, and group life insurance 401(k) retirement savings plan Ongoing support from a dedicated staffing specialist

Apply Today:

If you're driven to help students thrive and want to join a trusted team near San Francisco, we want to hear from you! For immediate consideration, contact:

Contact:

Steph Wattie Sunbelt Staffing +18132883115

MA350-MA550: Real Analysis (Winter 2026)

Link to Live Job Posting: Posting is no longer active

Location: Waterloo, CA	O*NET: 25-1022.00
Company: Wilfrid Laurier University	Job Title: Unclassified

Faculty/Academic Area:

Faculty of Science Department:

Mathematics Campus:

Waterloo Employee Group:

WLUFA Requisition ID:

10018

Position Title:

MA350-MA550

Real Analysis (Winter 2026)

Term:

Winter 2026 (Jan 1st•April 31st)

Days/Times:

Monday, Wednesday 5:30-6:20 PMHours per week/

Hours Total:

36

Type of Course:

In-person Anticipated Class Size:

40

Additional Course Requirements:

NonePosted on: June 30th 2025Posting ends: July 14th 2025

Position Summary

POSITION SUMMARY.

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form

is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored. CTF Members (those who have taught a Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3 Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting. Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors. Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at indigenous@wlu.ca. Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca. We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at hr@wlu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada. Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity. All course offerings will be contingent on adequate student registration and subject to budgetary funding. Members of the Contract Teaching Faculty bargaining unit: Should you be interested in learning more about this opportunity, please visit www.wlu.ca/careers for additional information and the online application system. All applications must be submitted online. All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department

Job Posting Analytics

Lightcast Q3 2025 Data Set

July 2025

San Mateo County Community College District



Parameters

Select Timeframe: Jul 2024 - Jun 2025

Occupations:

Results should include

Code	Description
19-3041	Sociologists
25-1099	Postsecondary Teachers

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Code	Description
19-4061	Social Science Research Assistants

Code	Description
6077	San Joaquin County, CA
6081	San Mateo County, CA
6087	Santa Cruz County, CA

Job Postings Overview

3,447

Unique Postings

9,131 Total Postings

284

Employers Competing

40,055 Total Employers

31 Days

Median Posting Duration

Regional Average: 25 Days

3 : 1

Posting Intensity

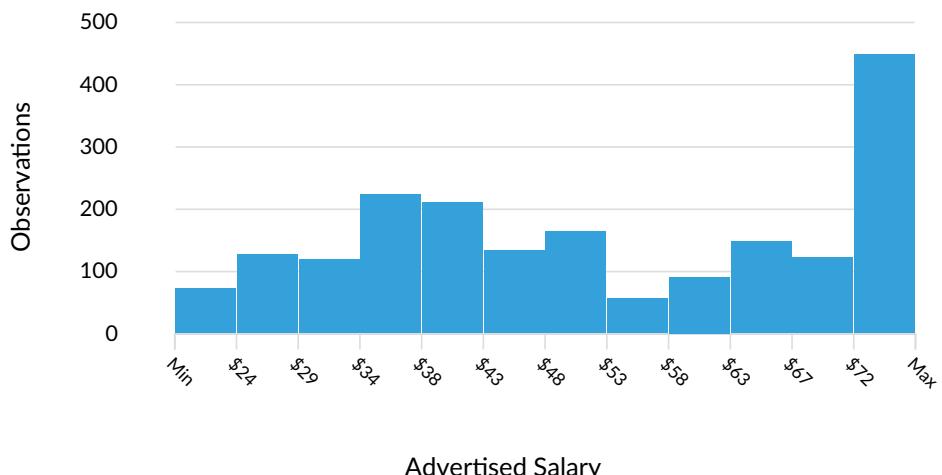
Regional Average: 3 : 1

Advertised Salary

There are 1,906 advertised salary observations (55% of the 3,447 matching postings).

\$48.62/hr

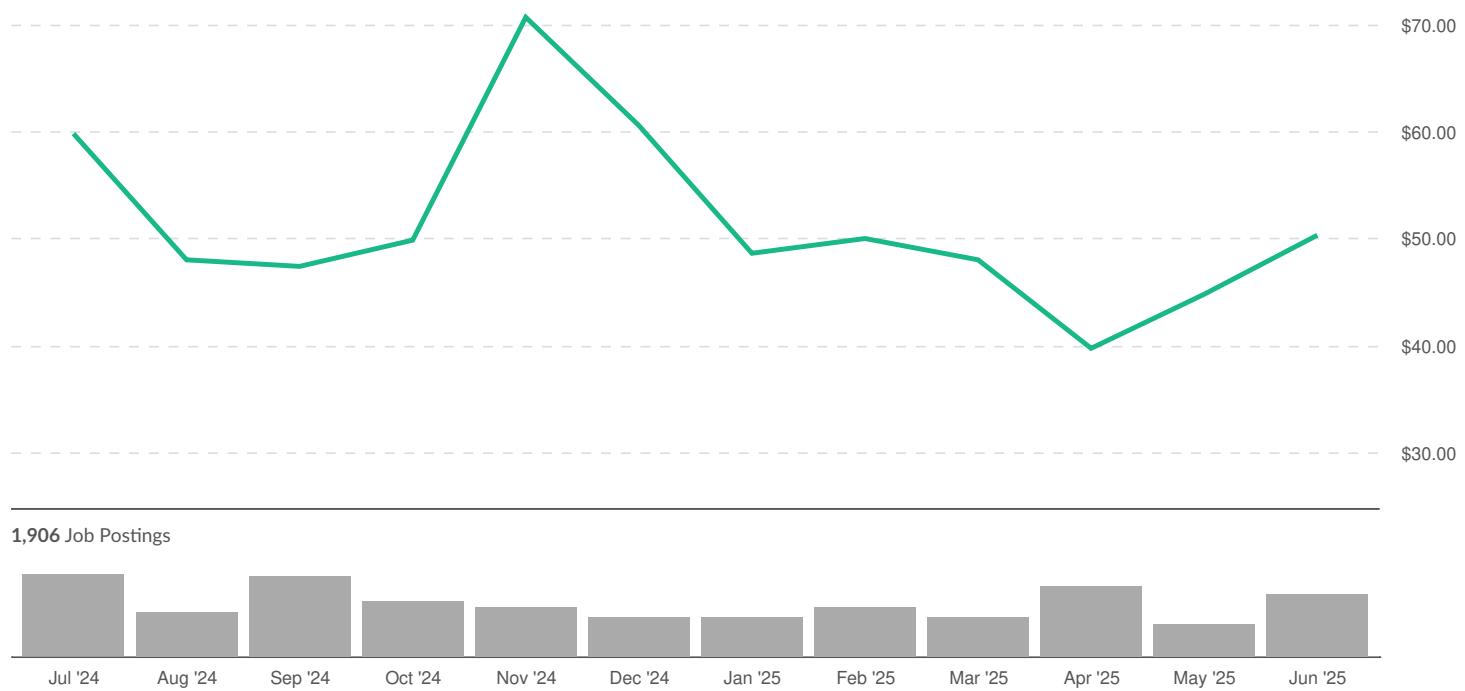
Median Advertised Salary



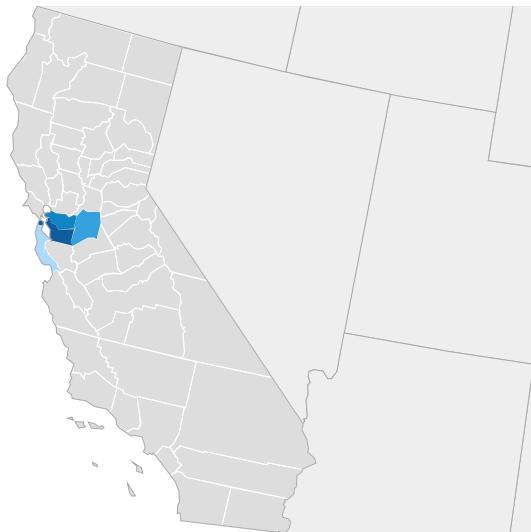
Advertised Salary Trend

▼ 16.0% Jul 2024 – Jun 2025

\$48.62 Median

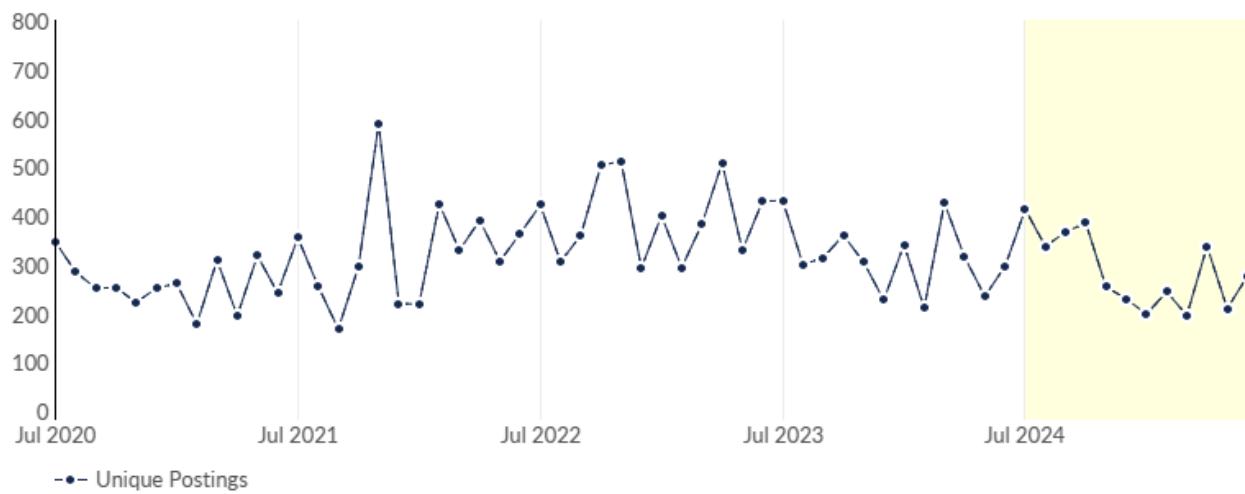


Job Postings Regional Breakdown



County	Unique Postings (Jul 2024 - Jun 2025)
Alameda County, CA	986
San Francisco County, CA	979
Contra Costa County, CA	608
San Joaquin County, CA	415
Santa Cruz County, CA	255

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	276	2 : 1
May 2025	210	3 : 1
Apr 2025	337	3 : 1
Mar 2025	196	3 : 1
Feb 2025	244	2 : 1
Jan 2025	198	3 : 1
Dec 2024	230	2 : 1
Nov 2024	254	3 : 1
Oct 2024	385	3 : 1
Sep 2024	367	3 : 1
Aug 2024	337	3 : 1
Jul 2024	413	3 : 1
Jun 2024	296	3 : 1
May 2024	235	3 : 1
Apr 2024	315	2 : 1
Mar 2024	426	2 : 1
Feb 2024	211	3 : 1
Jan 2024	341	3 : 1
Dec 2023	227	4 : 1
Nov 2023	305	3 : 1

Oct 2023	360	3 : 1
Sep 2023	314	4 : 1
Aug 2023	300	3 : 1
Jul 2023	431	2 : 1
Jun 2023	430	3 : 1
May 2023	329	3 : 1
Apr 2023	508	2 : 1
Mar 2023	383	3 : 1
Feb 2023	294	3 : 1
Jan 2023	400	3 : 1
Dec 2022	293	2 : 1
Nov 2022	512	3 : 1
Oct 2022	503	3 : 1
Sep 2022	359	3 : 1
Aug 2022	306	3 : 1
Jul 2022	422	2 : 1
Jun 2022	363	3 : 1
May 2022	307	3 : 1
Apr 2022	391	3 : 1
Mar 2022	329	2 : 1
Feb 2022	424	2 : 1
Jan 2022	219	2 : 1
Dec 2021	220	3 : 1
Nov 2021	589	2 : 1
Oct 2021	295	4 : 1
Sep 2021	168	3 : 1
Aug 2021	256	3 : 1
Jul 2021	355	2 : 1
Jun 2021	242	3 : 1
May 2021	318	2 : 1
Apr 2021	195	3 : 1

Mar 2021	309	3 : 1
Feb 2021	178	4 : 1
Jan 2021	261	3 : 1
Dec 2020	252	3 : 1
Nov 2020	222	3 : 1
Oct 2020	253	3 : 1
Sep 2020	251	3 : 1
Aug 2020	285	3 : 1
Jul 2020	346	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	655	19%
High school or GED	127	4%
Associate's degree	277	8%
Bachelor's degree	1,053	31%
Master's degree	1,769	51%
Ph.D. or professional degree	1,415	41%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	127	0	4%
Associate's degree	264	7	8%
Bachelor's degree	785	100	23%
Master's degree	971	520	28%
Ph.D. or professional degree	645	770	19%

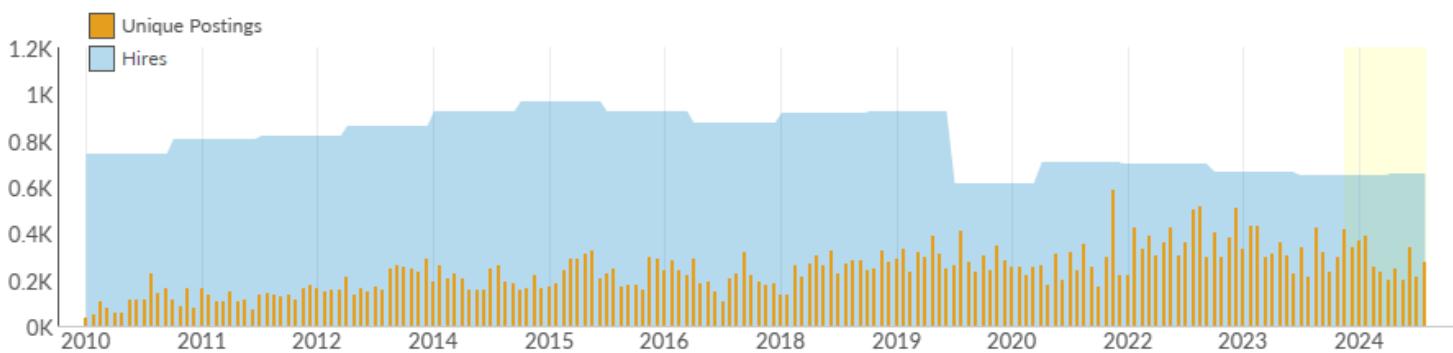
Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,334	68%
0 - 1 Years	117	3%
2 - 3 Years	428	12%
4 - 6 Years	494	14%
7 - 9 Years	8	0%
10+ Years	66	2%

Job Postings vs. Hires



In an average month, there were 287 newly posted job postings for 3 Occupations, and 653 actually hired. This means there were approximately 2 hires for 3 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Jul 2024 - Jun 2025)	Avg Monthly Hires (Jul 2024 - Jun 2025)
Postsecondary Teachers	277	619
Social Science Research Assistants	10	28
Sociologists	0	6

Top Companies Posting

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
University of California-Berkeley	1,192 / 454	3 : 1	 22 days
Saint Mary's College of California	710 / 293	2 : 1	 22 days
University of Maryland Global Campus	996 / 265	4 : 1	 32 days
University of California-San Francisco	400 / 249	2 : 1	 22 days
University of the Pacific	700 / 210	3 : 1	 34 days
University of California-Santa Cruz	771 / 192	4 : 1	 31 days
San Joaquin Delta College	237 / 101	2 : 1	 27 days
Contra Costa Community College	203 / 89	2 : 1	 32 days
Nyu-Abu Dhabi	144 / 72	2 : 1	 32 days
San Mateo County Community College District	159 / 60	3 : 1	 13 days

Top Cities Posting

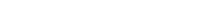
City	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
San Francisco, CA	2,522 / 986	3 : 1	 32 days
Berkeley, CA	1,278 / 434	3 : 1	 35 days
Stockton, CA	943 / 348	3 : 1	 29 days
Moraga, CA	710 / 293	2 : 1	 22 days
Santa Cruz, CA	899 / 247	4 : 1	 31 days
Oakland, CA	476 / 216	2 : 1	 34 days
Fremont, CA	330 / 120	3 : 1	 34 days
Hayward, CA	247 / 107	2 : 1	 31 days
Concord, CA	300 / 99	3 : 1	 29 days
San Mateo, CA	195 / 69	3 : 1	 16 days

Top Posted Occupations

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers	8,845 / 3,326	3 : 1 	31 days
Social Science Research Assistants	285 / 120	2 : 1 	30 days
Sociologists	1 / 1	1 : 1 	31 days

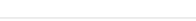
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Postsecondary Teachers, All Other	1,145 / 461	2 : 1	31 days
Health Specialties Teachers, Postsecondary	900 / 383	2 : 1	27 days
Nursing Instructors and Teachers, Postsecondary	735 / 255	3 : 1	32 days
Career/Technical Education Teachers, Postsecondary	713 / 227	3 : 1	31 days
Business Teachers, Postsecondary	555 / 209	3 : 1	26 days
Mathematical Science Teachers, Postsecondary	379 / 142	3 : 1	34 days
Psychology Teachers, Postsecondary	352 / 123	3 : 1	31 days
Social Science Research Assistants	285 / 120	2 : 1	30 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	288 / 108	3 : 1	32 days
Economics Teachers, Postsecondary	328 / 108	3 : 1	31 days
Foreign Language and Literature Teachers, Postsecondary	255 / 98	3 : 1	32 days
English Language and Literature Teachers, Postsecondary	258 / 96	3 : 1	31 days
Biological Science Teachers, Postsecondary	253 / 95	3 : 1	28 days
Art, Drama, and Music Teachers, Postsecondary	245 / 85	3 : 1	31 days
Computer Science Teachers, Postsecondary	219 / 80	3 : 1	31 days
Education Teachers, Postsecondary	185 / 80	2 : 1	25 days
History Teachers, Postsecondary	241 / 75	3 : 1	32 days
Law Teachers, Postsecondary	184 / 63	3 : 1	29 days
Communications Teachers, Postsecondary	192 / 63	3 : 1	34 days
Philosophy and Religion Teachers, Postsecondary	156 / 60	3 : 1	30 days
Architecture Teachers, Postsecondary	129 / 56	2 : 1	29 days
Social Work Teachers, Postsecondary	101 / 53	2 : 1	21 days
Engineering Teachers, Postsecondary	135 / 52	3 : 1	22 days
Sociology Teachers, Postsecondary	110 / 46	2 : 1	31 days

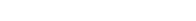
Criminal Justice and Law Enforcement Teachers, Postsecondary	92 / 45	2 : 1		33 days
Physics Teachers, Postsecondary	119 / 43	3 : 1		28 days
Anthropology and Archeology Teachers, Postsecondary	102 / 39	3 : 1		30 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	104 / 33	3 : 1		22 days
Chemistry Teachers, Postsecondary	98 / 31	3 : 1		22 days
Forestry and Conservation Science Teachers, Postsecondary	65 / 25	3 : 1		17 days
Political Science Teachers, Postsecondary	59 / 20	3 : 1		16 days
Agricultural Sciences Teachers, Postsecondary	37 / 19	2 : 1		17 days
Recreation and Fitness Studies Teachers, Postsecondary	39 / 18	2 : 1		16 days
Geography Teachers, Postsecondary	25 / 14	2 : 1		17 days
Environmental Science Teachers, Postsecondary	18 / 8	2 : 1		7 days
Library Science Teachers, Postsecondary	20 / 8	3 : 1		n/a
Social Sciences Teachers, Postsecondary, All Other	9 / 5	2 : 1		16 days
Sociologists	1 / 1	1 : 1		31 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration	
College Professor (Other)	1,311 / 531	2 : 1		31 days
Health Sciences Professor	900 / 383	2 : 1		27 days
Nursing Instructor / Professor	735 / 255	3 : 1		32 days
Driving Instructor	698 / 222	3 : 1		32 days
Business Professor	555 / 209	3 : 1		26 days
Mathematics Professor	334 / 125	3 : 1		34 days
Psychology Professor	352 / 123	3 : 1		31 days
Social Science Researcher	286 / 121	2 : 1		30 days
Ethnic / Cultural Studies Professor	288 / 108	3 : 1		32 days
Biology Professor	253 / 95	3 : 1		28 days
English Language / Literature Professor	244 / 92	3 : 1		31 days
Art / Music Professor	245 / 85	3 : 1		31 days
Economics Professor	265 / 85	3 : 1		32 days
Computer Science Professor	219 / 80	3 : 1		31 days
Education Professor	175 / 75	2 : 1		25 days
History Professor	241 / 75	3 : 1		32 days
Language / Literature Professor	197 / 72	3 : 1		32 days
Communications Professor	192 / 63	3 : 1		34 days
Law Professor	184 / 63	3 : 1		29 days
Philosophy / Religion Professor	156 / 60	3 : 1		30 days
Social Work Professor	99 / 51	2 : 1		21 days
Architecture Professor	116 / 49	2 : 1		22 days
Sociology Professor	110 / 46	2 : 1		31 days
Criminal Justice Professor	92 / 45	2 : 1		33 days
Physics Professor	119 / 43	3 : 1		28 days
Anthropology / Archaeology Professor	102 / 39	3 : 1		30 days

Geosciences Professor	104 / 33	3 : 1		22 days
Engineering Professor	89 / 32	3 : 1		22 days
Chemistry Professor	98 / 31	3 : 1		22 days
Bilingual / ESL / Language Teacher	58 / 26	2 : 1		21 days
Forestry / Conservation Professor	65 / 25	3 : 1		17 days
Political Science Professor	59 / 20	3 : 1		16 days
Agricultural Science Professor	37 / 19	2 : 1		17 days
Recreation / Fitness Studies Professor	39 / 18	2 : 1		16 days
Geography Professor	25 / 14	2 : 1		17 days
Environmental Studies Professor	18 / 8	2 : 1		7 days
Library Science Professor	20 / 8	3 : 1		n/a
Interior Designer	13 / 7	2 : 1		33 days
Pilot Instructor	15 / 5	3 : 1		19 days
English / Language Arts Teacher	14 / 4	4 : 1		6 days
History / Social Studies Teacher	9 / 2	5 : 1		n/a

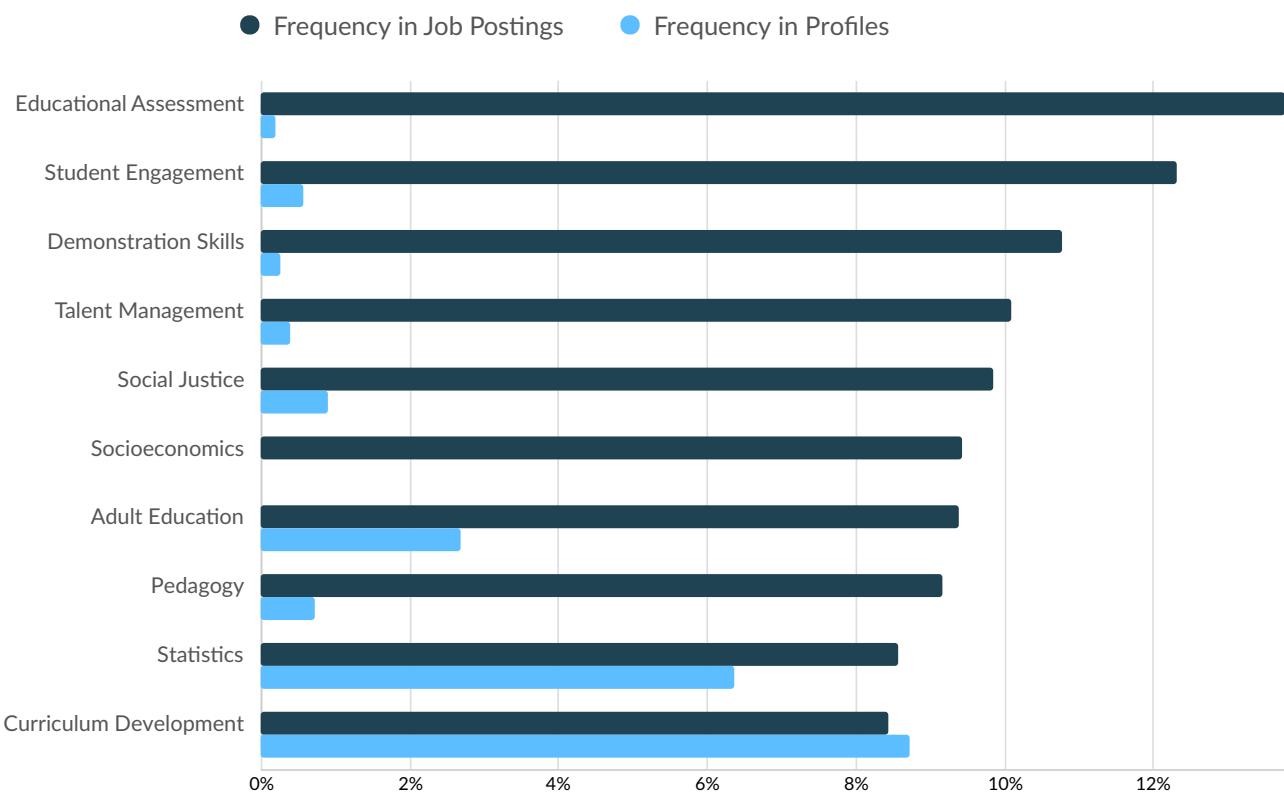
Top Posted Job Titles

	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Adjunct Faculties	511 / 203	3 : 1	
Adjunct Graduate Faculties	561 / 159	4 : 1	
Driving Instructors	308 / 75	4 : 1	
College Lecturers	181 / 68	3 : 1	
Adjunct Clinical Faculties	73 / 50	1 : 1	
Adjunct Associate Professors	124 / 49	3 : 1	
Clinical Faculties	143 / 49	3 : 1	
Vocational Nursing Instructors	133 / 43	3 : 1	
Biology Adjunct Faculties	119 / 42	3 : 1	

Top Industries

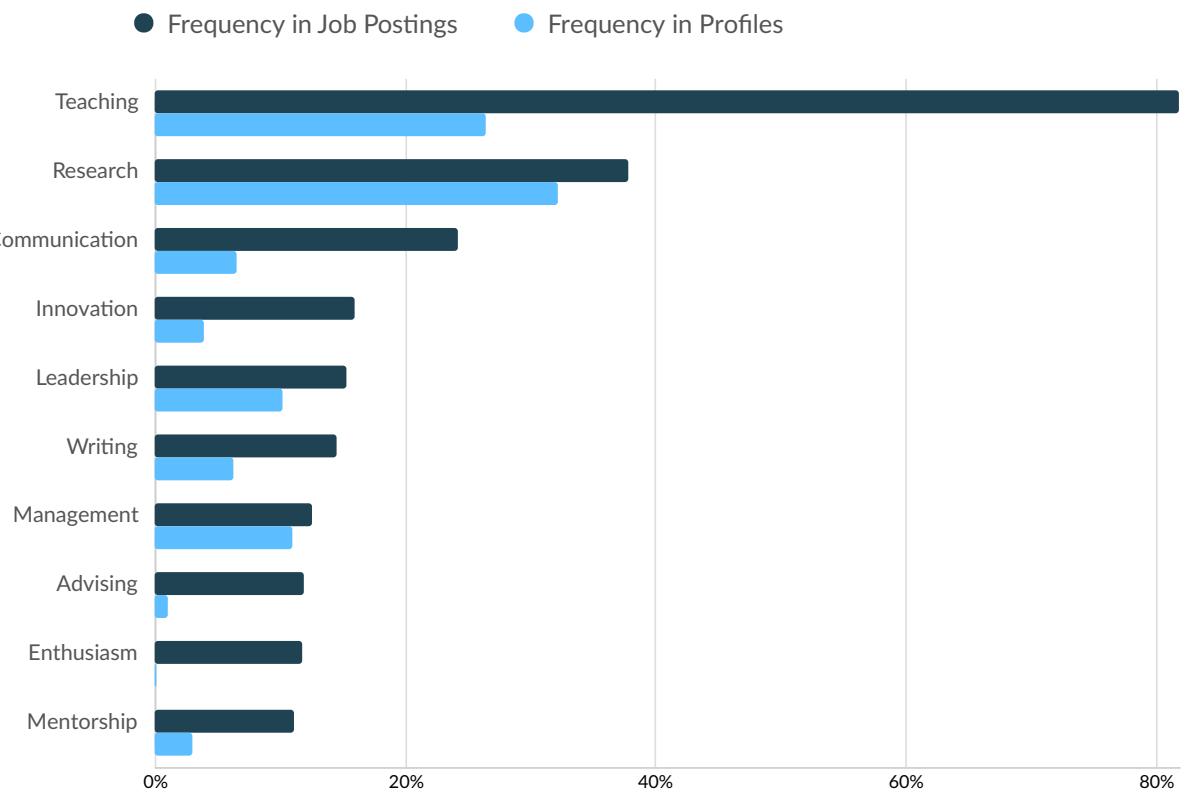
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,589 / 2,054	3 : 1 	31 days
Junior Colleges	1,084 / 457	2 : 1 	32 days
Unclassified Industry	787 / 358	2 : 1 	30 days
Libraries and Archives	144 / 72	2 : 1 	32 days
All Other Miscellaneous Schools and Instruction	173 / 56	3 : 1 	31 days
Elementary and Secondary Schools	82 / 47	2 : 1 	27 days
Employment Placement Agencies	86 / 44	2 : 1 	18 days
Fine Arts Schools	144 / 39	4 : 1 	27 days
Other Technical and Trade Schools	60 / 32	2 : 1 	26 days
Industrial Machinery and Equipment Merchant Wholesalers	176 / 23	8 : 1 	40 days

Top Specialized Skills



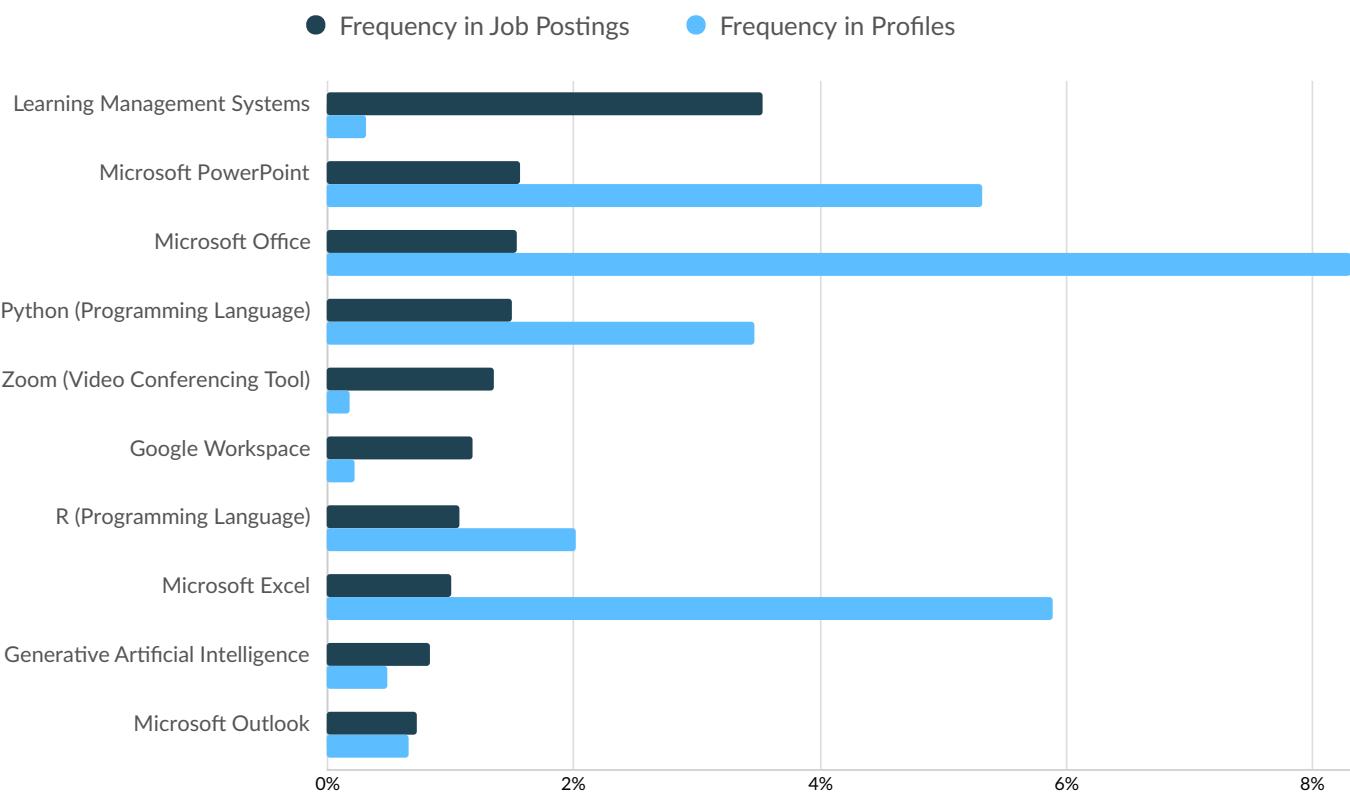
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Educational Assessment	475	14%	47	0%	+20.6%	Rapidly Growing
Student Engagement	425	12%	129	1%	+23.1%	Rapidly Growing
Demonstration Skills	372	11%	63	0%	+10.2%	Growing
Talent Management	348	10%	90	0%	+21.3%	Rapidly Growing
Social Justice	340	10%	206	1%	+19.4%	Growing
Socioeconomics	325	9%	0	0%	+14.1%	Growing
Adult Education	324	9%	616	3%	+9.7%	Growing
Pedagogy	316	9%	166	1%	+11.6%	Growing
Statistics	296	9%	1,456	6%	+22.7%	Rapidly Growing
Curriculum Development	291	8%	1,996	9%	+14.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	2,822	82%	6,039	26%	+18.8%	Growing
Research	1,304	38%	7,381	32%	+17.2%	Growing
Communication	834	24%	1,501	7%	+3.6%	Lagging
Innovation	553	16%	910	4%	+25.8%	Rapidly Growing
Leadership	527	15%	2,335	10%	+8.5%	Stable
Writing	503	15%	1,432	6%	+11.8%	Growing
Management	435	13%	2,517	11%	+5.3%	Stable
Advising	412	12%	234	1%	+17.2%	Growing
Enthusiasm	408	12%	22	0%	+22.2%	Rapidly Growing
Mentorship	384	11%	693	3%	+16.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Learning Management Systems	122	4%	72	0%	+6.6%	Stable
Microsoft PowerPoint	54	2%	1,216	5%	+26.1%	Rapidly Growing
Microsoft Office	53	2%	1,902	8%	+18.5%	Growing
Python (Programming Language)	52	2%	794	3%	+24.5%	Rapidly Growing
Zoom (Video Conferencing Tool)	47	1%	43	0%	+13.1%	Growing
Google Workspace	41	1%	51	0%	+18.8%	Growing
R (Programming Language)	37	1%	464	2%	+20.3%	Rapidly Growing
Microsoft Excel	35	1%	1,349	6%	+17.7%	Growing
Generative Artificial Intelligence	29	1%	112	0%	+18.1%	Growing
Microsoft Outlook	25	1%	153	1%	+25.0%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	234
Board Certified/Board Eligible	175
Valid Driver's License	122
Basic Life Support (BLS) Certification	121
Cardiopulmonary Resuscitation (CPR) Certification	85
Certified Associate In Project Management	79
Licensed Vocational Nurse (LVN)	63
Licensed Marriage And Family Therapist (LMFT)	62
Medical License	44
Bachelor Of Science in Nursing (BSN)	43

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2024 - Jun 2025)
hercjobs.org	842
simplyhired.com	702
indeed.com	699
chronicle.com	553
madison.com	524
rapidcityjournal.com	433
higheredjobs.com	345
diversityjobs.com	281
academiccareers.com	241
universityjobs.com	147
scholarshipdb.net	116
salinasrecruiter.com	114
schooljobs.com	109
peopleadmin.com	97
glassdoor.com	87
ucsc.edu	82
smartrecruiters.com	76
watsonvillerecruiter.com	68
disabledperson.com	67
myworkdayjobs.com	65
edjoin.org	61
wlu.ca	60
craigslist.org	58
diversityinresearch.careers	54
4cdcareers.net	46

Appendix B

Sample Postings

Part-Time Lecturer Pool for the Department of Liberal Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads

Part-Time Lecturer Pool for the Department of Liberal Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Liberal Studies program is housed in the Ethnic Studies department and offers a rich liberal arts educational experience through selected courses from a wide range of academic disciplines. The major consists of a common core and a choice from three concentrations, designed to meet diverse student interests and needs not only for teaching in schools, but also for leadership in government, non-profit organizations, and business, and for graduate education in law, counseling, social work and services, public affairs and administration, and educational leadership. The Teacher Preparation Option provides excellent preparation for K-6 teaching. The Liberal Arts Option provides well-rounded preparation for graduate work and law school, and for employment in business, non-profit, and government organizations. The Early Childhood Education Option prepares students to teach in TK-3rd grade settings.

DUTIES OF THE POSITION

Teach one or more sections of the introductory course (LBST 201) and senior seminar (LBST 499), hold office hours, grade student work, communicate with the Director and other personnel. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)

- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)
- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

For minimum qualifications, candidates must hold at least a master's degree in a related field, including education, humanities and social sciences. Candidates should demonstrate their ability to interact and work effectively with a wide and culturally diverse range of students, including first-generation college students. For preferred qualifications candidate must expect to have an earned doctorate in a related field, including education, humanities and social sciences. Preference will be given to those with experience in working with diverse populations and fostering a collaborative, supportive and inclusive environment. Preference will also be given to those with relevant work experience and those who bring professional capabilities. Experience in interdisciplinary departments or programs is also desirable.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Lecturers in Ethnic Studies – California State University-East Bay in Hayward, CA (J...

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26

Link to Live Job Posting: www.highered360.com

Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies

Part-time Lecturer Pool for Department of Ethnic Studies

AY 25-26

Employer California State University

- East Bay Location Hayward, California, United States Salary Competitive Salary Date posted Jun 30, 2025 View more categories Job Details Company Job Details

FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES

Part-Time Lecturer Pool Position

POSITION AVAILABLE

One or more temporary, part-time lecturers for a pool from which instructors will be considered for appointments as they become available for Fall Semester 2025, and/or Spring Semester 2026.

THE DEPARTMENT

The Department of Ethnic Studies offers cultural, historical, social science, and interdisciplinary approaches to the study of people of color in the US. We value an intersectional lens that accounts for race, gender, sexuality, and class. We offer courses in both on-ground and online formats. Our courses focus on Black Studies, Asian American and Pacific Islander Studies, American Indian Studies, Chicanx/Latinx Studies, Comparative Ethnic Studies, and Genders and Sexualities in Communities of Color.

DUTIES OF THE POSITION

Teaching one or more lower or upper-division courses. Please note that teaching assignments at California State University, East Bay may include courses at the Hayward campus, Concord Center, and/or online. The policy and expectation of the California State University is that all faculty members will perform all of their duties within the state of California.

RANK AND SALARY

Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer

- Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)
- \$5,507
- \$6,677 Lecturer AY (Range 3)
- \$6,221
- \$13,224 Lecturer AY (Range 4)
- \$6,825
- \$14,523 Lecturer AY (Range 5)

- \$8,593
- \$15,211 The anticipated hiring range is generally at or near the minimum of the appropriate range, commensurate with education and experience.

DATE OF APPOINTMENT

Fall Semester begins August 18, 2025 and Spring Semester begins January 20, 2026.

QUALIFICATIONS

M.A., ABD, or Ph.D. in Ethnic Studies or closely related field. Demonstrated commitment to student success and innovative teaching.

APPLICATION DEADLINE

Positions open until filled. Applications are considered on a continuous basis.

Applicants must submit the following:

1) A cover letter describing their teaching or course interests, degree or career qualifications, and teaching experiences and/or teaching philosophy; 2) a complete and current CV or resume and transcripts (official or unofficial) for the highest qualifying degree; 3) three letters of recommendation by persons familiar with their teaching or career experience; 4) academic application (see "Now") through Page Up (CSU Career Opportunities).

Note:

California State University, East Bay hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon the presentation of documents demonstrating the appointee's identity and eligibility to work in accordance with provisions of the Immigration Reform and Control Act. A background check (including a criminal records check and prior employment verification) must be completed and cleared prior to the start of employment. CSUEB is an Equal Opportunity Employer and does not discriminate on the basis of age, race, color, national origin, sex, sexual orientation, or disability. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body. Sponsorship Cal State East Bay is not a sponsoring agency for Lecturer positions and we are not an E-Verify employer.

Advertised:

June 30, 2025 (9:00 AM) Pacific Daylight TimeApplications close:

Professors of Music – San Francisco Conservatory of Music in San Francisco, CA (J...)

Professor, Foundations of Music Teaching

Link to Live Job Posting: recruiting.paylocity.com

Location: San Francisco, CA	O*NET: 25-1121.00
Company: San Francisco Conservatory of Music	Job Title: Professors of Music

Professor, Foundations of Music Teaching
San Francisco, CA
Description The San Francisco Conservatory of Music seeks a part-time professor in our Professional Development Department to teach PDV 434 Foundations of Music Teaching beginning in Fall 2025. PDV 434 is a 1-credit, half-semester module course and will run from September 2, 2025 through December 15, 2025. PDV 434: 14 load hours over 7 weeks (Fall semester)
Rate of Pay for 2025-2026

Academic Year:

\$148.51/hr This course will be taught in person. No aspect of the course will be taught online or in a hybrid format. PDV 434 Foundations of Music Teaching introduces musicians to pedagogical strategies for both individual and group lessons across a wide range of ages and experience levels, to be carried out with confidence and clarity.

Topics currently covered include:

Instructional design for multiple learning modalities
Creating lesson plans, teaching procedures, and assessment strategies
Adjusting for age groups and lesson size (private versus group lessons)
Classroom management techniques
Inclusive pedagogy practices
This course is eligible for revision due to the ongoing evolution of the industry and the instructor's subject-matter expertise, which together create an opportunity to ensure the course content remains relevant and continues to develop meaningfully over time.
The Professional Development Department upholds the following

Program Learning Outcomes:

Identify career-related resources, terminology, and concepts to employ in a professional setting.
Demonstrate a professional demeanor in both physical and digital settings.
Learn business and personal skills to build and strengthen their careers.
Develop lifelong habits that support mental and physical health.
Adapt to a changing job market by drawing on a diverse skill set.
Requirements
Required Qualifications
Bachelor's degree (music or education strongly preferred)
Professional experience and deep knowledge within the music pedagogy
Clear understanding of skill sets necessary for careers within music teaching today
Knowledge of best practices in inclusive pedagogy practice and excellence in teaching
Based in The Bay Area/able to travel to San Francisco for in-person instruction
Strong communication skills and engaging classroom leadership
Preferred Qualifications
Collegiate teaching experience
Experience with Google Suite including Google Classroom
Knowledge of multiple career paths within different musical genres
An understanding of the unique challenges inherent in crafting a career within each one
Professional experience as a musician and/or educator
Salary Description
\$148.51 per Hour

Pediatric Endocrinologists – Unclassified in San Francisco, CA (Jun 2025 - Active)

Miller Endowed Chair in Pediatric Endocrinology Clinical X or In Residence Faculty Series

Link to Live Job Posting: careers.jamanetwork.com

Location: San Francisco, CA	O*NET: 25-1071.00
Company: Unclassified	Job Title: Pediatric Endocrinologists

Miller Endowed Chair in Pediatric Endocrinology

- Clinical X or In Residence Faculty Series UC San Francisco Academic
- 5.0 San Francisco, CA Job Details \$127,000
- \$333,700 a year 9 hours ago Qualifications Medicine Doctoral degree Research Supervising experience Doctor of Philosophy Mentoring Pediatrics Medical License Senior level Endocrinology Communication skills Maya Full Job Description Application Window Open date: June 30, 2025 Next review date: Wednesday, Jul 30, 2025 at 11:59pm (Pacific Time) Apply by this date to ensure full consideration by the committee.

Final date:

Wednesday, Dec 30, 2026 at 11:59pm (Pacific Time) Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled. Position description UCSF School of Medicine and UCSF Benioff Children's Hospitals Division of Endocrinology, Department of Pediatrics Clinical X or In Residence Series The Division of Endocrinology in the Department of Pediatrics at the University of California, San Francisco (UCSF), in partnership with UCSF Benioff Children's Hospitals, is recruiting for an endowed faculty position supported by the Miller Endowed Chair in Pediatric Endocrinology. This is a unique opportunity to join a world-class academic environment at the Assistant, Associate, or Full Professor level in either the Clinical X or In Residence faculty series. Academic rank will be commensurate with experience. This search seeks one outstanding investigator across the translational research spectrum—including basic, translational, or clinical science—who is committed to advancing discovery and improving outcomes in pediatric endocrinology. The ideal candidate will have a strong record of research excellence, extramural funding, and scientific innovation, with the potential or proven ability to lead a high-impact, independent research program. We welcome applicants at all career stages, including early-stage, mid-career, and senior faculty, and offer a start-up package to support success. Selected candidates will join a major academic medical center and established fellowship training program. This position may have clinical responsibilities at both the San Francisco and Oakland campuses and would actively contribute to the Department's mission of excellence in research, education, and patient care.

Minimum Qualifications:

MD or MD/PhD with training in pediatrics and/or a pediatric subspecialty Medical license (or eligibility for a CA medical license) Board eligibility or certification in Pediatrics Board eligibility or certification in

Pediatric Endocrinology Preferred Qualifications:

Demonstrated ability to obtain or sustain NIH R01 or equivalent funding Experience with collaborative team science Commitment to academic pediatrics and research mentorship Experience supervising residents or students Excellent communication and interpersonal skills The posted UC salary scales set the minimum pay determined by rank and step at appointment. See Table 5. The minimum base salary range for this position is \$127,000

- 333,700.

This position includes membership in the health sciences compensation plan which provides for eligibility for additional compensation. Interested candidates can apply online at <https://aprecruit.ucsf.edu/JPF05618> with a cover letter, curriculum vitae, statement of research accomplishments, and contact information for 3 references. Applicant materials must list current and/or pending qualifications upon submission. The selected candidate must meet all of the qualifications at the time of appointment.

For more information contact:

Maya Lodish, M.D. Professor of Clinical Pediatrics The University of California, San Francisco (UCSF) is one of the nation's leading biomedical research institutions. UCSF has consistently ranked among the top public institutions in National Institutes of Health (NIH) funding, reflecting a long-standing commitment to advancing scientific discovery and improving health. The Department's clinical enterprise spans UCSF Benioff Children's Hospital San Francisco, UCSF Benioff Children's Hospital Oakland, Mount Zion, Zuckerberg San Francisco General, and multiple outreach clinics throughout Northern California, providing unparalleled opportunities to serve infants, children, and young adults across the Bay Area. For 2024-2025, UCSF Benioff Children's Hospitals ranked in all 10 children's specialties in U.S. News & World Report. Located in a region renowned for groundbreaking innovation, UCSF and the Department of Pediatrics bridge research and industry to drive the future of medicine. Application Requirements Document requirements Cover Letter Curriculum Vitae

- CV must clearly list current and/or pending qualifications (e.

g. board eligibility/certification, medical licensure, etc.). Statement of Research Statement of Teaching (Optional) Reference requirements 3 required (contact information only) About UC San Francisco As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements. The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law. As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct. "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, or discrimination, as defined by the employer. UC Sexual Violence and Sexual Harassment Policy UC Anti-Discrimination Policy APM

- 035: Affirmative Action and Nondiscrimination in Employment Job location San Francisco and/or Oakland, CA

MA350-MA550: Real Analysis (Winter 2026)

Link to Live Job Posting: Posting is no longer active

Location: Waterloo, CA

O*NET: 25-1022.00

Company: Wilfrid Laurier University

Job Title: Unclassified

Faculty/Academic Area:

Faculty of Science Department:

Mathematics Campus:

Waterloo Employee Group:

WLUFA Requisition ID:

10018

Position Title:

MA350-MA550

Real Analysis (Winter 2026)

Term:

Winter 2026 (Jan 1st•April 31st)

Days/Times:

Monday, Wednesday 5:30-6:20 PMHours per week/

Hours Total:

36

Type of Course:

In-person Anticipated Class Size:

40

Additional Course Requirements:

NonePosted on: June 30th 2025Posting ends: July 14th 2025

Position Summary:

Course instructor:

MA350-MA550 MA350-MA550

are taught concurrently Topics in metric spaces including open and closed sets, compactness, uniform continuity. Sequences and series of functions. The Riemann-Stieltjes integral. Introduction to Lebesgue integration. Qualifications•

Required:

PhD in MathematicsQualifications•

Discipline:

PhD in MathematicsQualifications•

Other:

Ability to prepare course documents using LaTeX.

Salary:

\$ 9,206.40

Application Deadline:

July 14th 2025 Required for All Applicants CV (Maximum of 10 pages, with 12-point font and 2.54 cm (1 inch) margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application)Only CVs submitted as a single .pdf file will be considered.Candidate Application Form (CAF)On the CAF, applicants must clearly outline only those qualifications which are relevant for each course for which they have applied and articulate how their work and academic experience enhances their ability to teach each course.4-page total limit on the responses to all of Questions 1, 3 and 4 and 200-word limit on responses for Question 2 will be enforced Required for External Applicants Verification of the highest degree (e.g., a copy of the transcript)Name and contact information for referees (Maximum of 1 page in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application). Optional Material (submitted as a single .pdf file): Teaching Dossier and/or relevant supplementary documentation (Maximum of 9 pages in total, with 12-point font and 2.54 cm margins. Pages which exceed this limit will not be considered in the committee's evaluation of the application).External applicants shall combine the teaching dossier, relevant supplementary documentation, verification of the highest degree, and name and contact information for referees in a single .pdf file to be considered.

To Apply:

Please click the gold "Apply Now" button located on the top right hand side of the page. You will be asked to sign in if you have already created an account. If you are not a registered user you may create an account to apply to career opportunities. Once an account is created you will be able to sign in to apply for the position. This appointment is in accordance with the Contract Teaching Faculty and Part-time Librarians Collective Agreement, for which the Wilfrid Laurier Faculty Association (WLUFA) is the exclusive bargaining agent. All applicants are assessed using both the "

Appendix H:

Assessment of CTF Candidates under 13.6.1" in the collective agreement and the program specific rubric, where applicable. Candidates should review these documents and ensure the information required is easily accessible in the application.

Please Note:

Candidate Application form (CAF) is used to apply to an individual posting and must be submitted with each application. The completed form

is to be uploaded with all other application materials by the deadline listed in the course posting. Refer to Appendix I of the Contract Teaching Faculty Collective Agreement for further guidance about completing the CAF and Appendix H for details on how this form will be scored.CTF Members (those who have taught a Laurier in the last 36 months) may wish to submit a single application to multiple course postings via the Posted Course Application Form (PCAF) Appendix G, which includes the CAF. The link to the Faculty specific PCAF is included in the email notification of posted courses you would have received from the hiring department/program/area at Laurier. The PCAF is a separate form due within 5 days of the email notification of posted courses and is submitted via Qualtrics. Refer to this notification for the link to the PCAF. Members who do not submit a PCAF may apply for posted course through a separate application for each course. Refer to the collective agreement for additional information on the PCAF. For Supplementary Remuneration for large classes or multi-section courses, see Article 28.3 Pursuant to Article 13.5 of the Collective Agreement for Contract Teaching Faculty (CTF) and Part-time Librarians, all applicants shall apply electronically. Applications must be received by 23:59 local time of the date on the posting.Wilfrid Laurier University endeavors to fill positions with qualified candidates who have a combination of education, experience, skills, and abilities to successfully perform the duties of the position while demonstrating Laurier's Employee Success Factors.Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates from equity deserving groups. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at indigenous@wlu.ca. Candidates from other equity deserving groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca. We have strived to make our application process accessible, however if you require any assistance applying for a position or would like this job posting in an alternative format, please contact Human Resources at hr@wlu.ca.All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the requirements of Citizenship and Immigration Canada, the successful applicants will be required to prove they are legally able to work in Canada.Members of the designated groups must self-identify to the appropriate Dean(s) to be considered for employment equity.All course offerings will be contingent on adequate student registration and subject to budgetary funding.Members of the Contract Teaching Faculty bargaining unit:Should you be interested in learning more about this opportunity, please visit www.wlu.ca/careers for additional information and the online application system. All applications must be submitted online.All applications shall be reviewed and considered under a set of criteria established by the part-time hiring committee. Only those applicants recommended for a position will be contacted.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: California Employment Development Department