

# 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

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

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

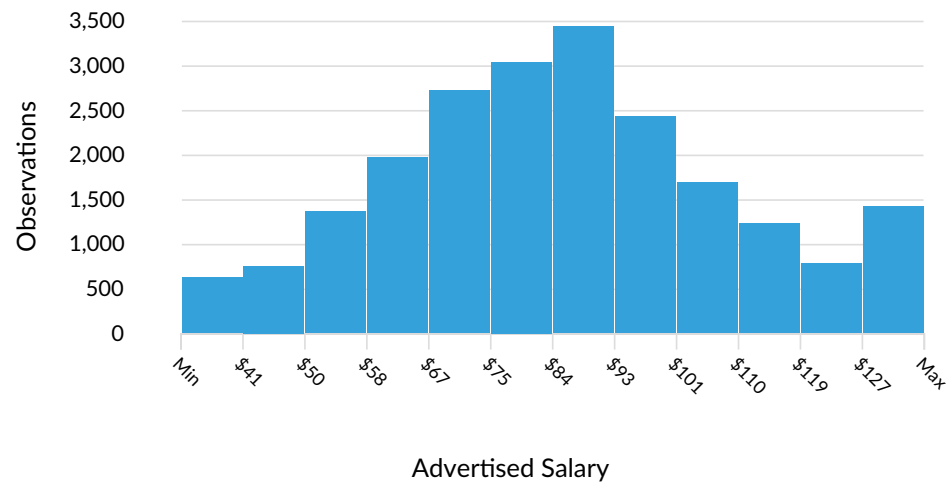


## Advertised Salary

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

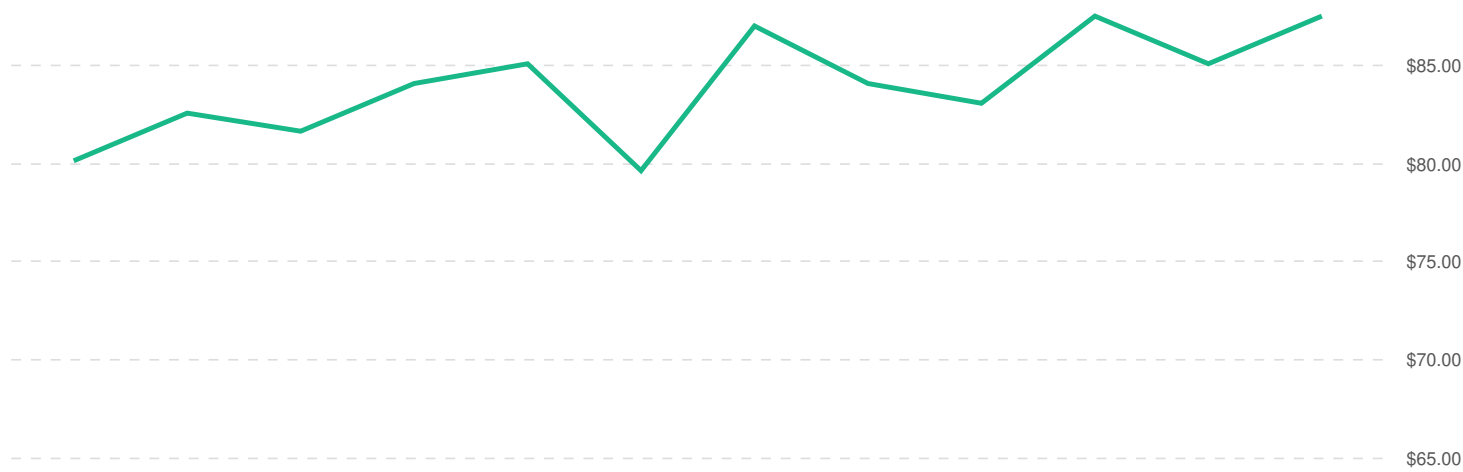
\$84.55/hr

Median Advertised Salary

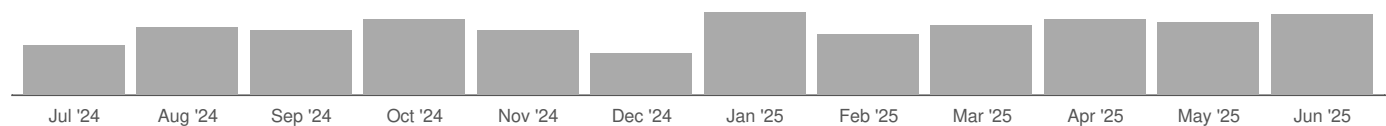


# Advertised Salary Trend

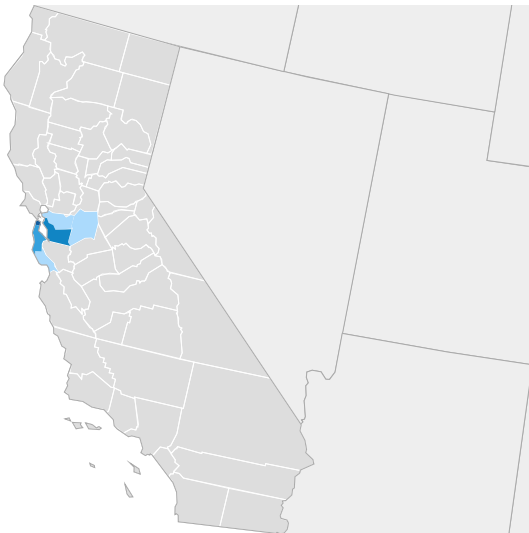
▲ 9.2% Jul 2024 – Jun 2025  
\$84.55 Median



21,438 Job Postings

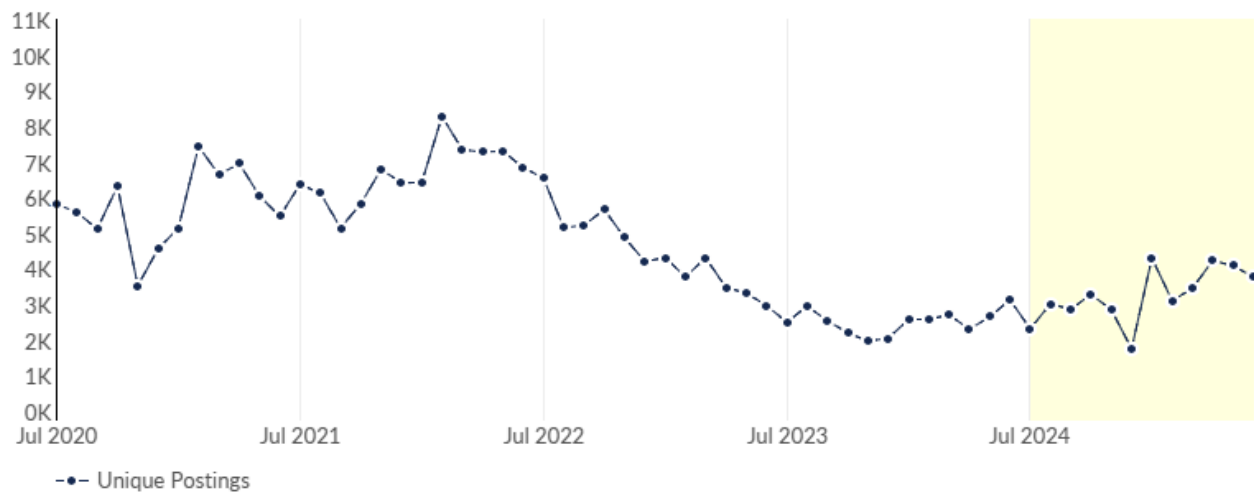


# Job Postings Regional Breakdown



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%



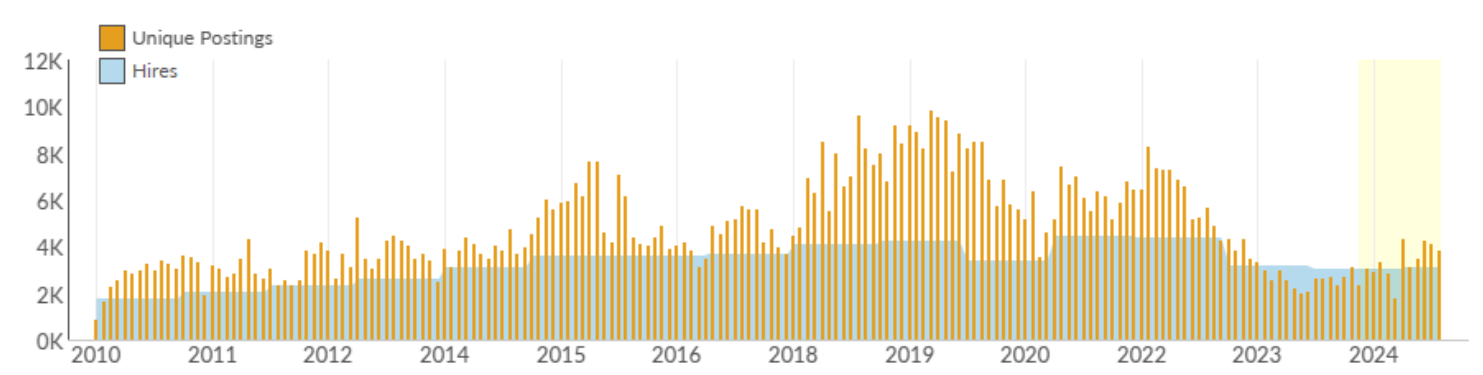
# Experience Breakdown

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

<div>3,259</div> <div>Avg. Monthly Postings (Jul 2024 - Jun 2025)</div>	<div>3,069</div> <div>Avg. Monthly Hires (Jul 2024 - Jun 2025)</div>
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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

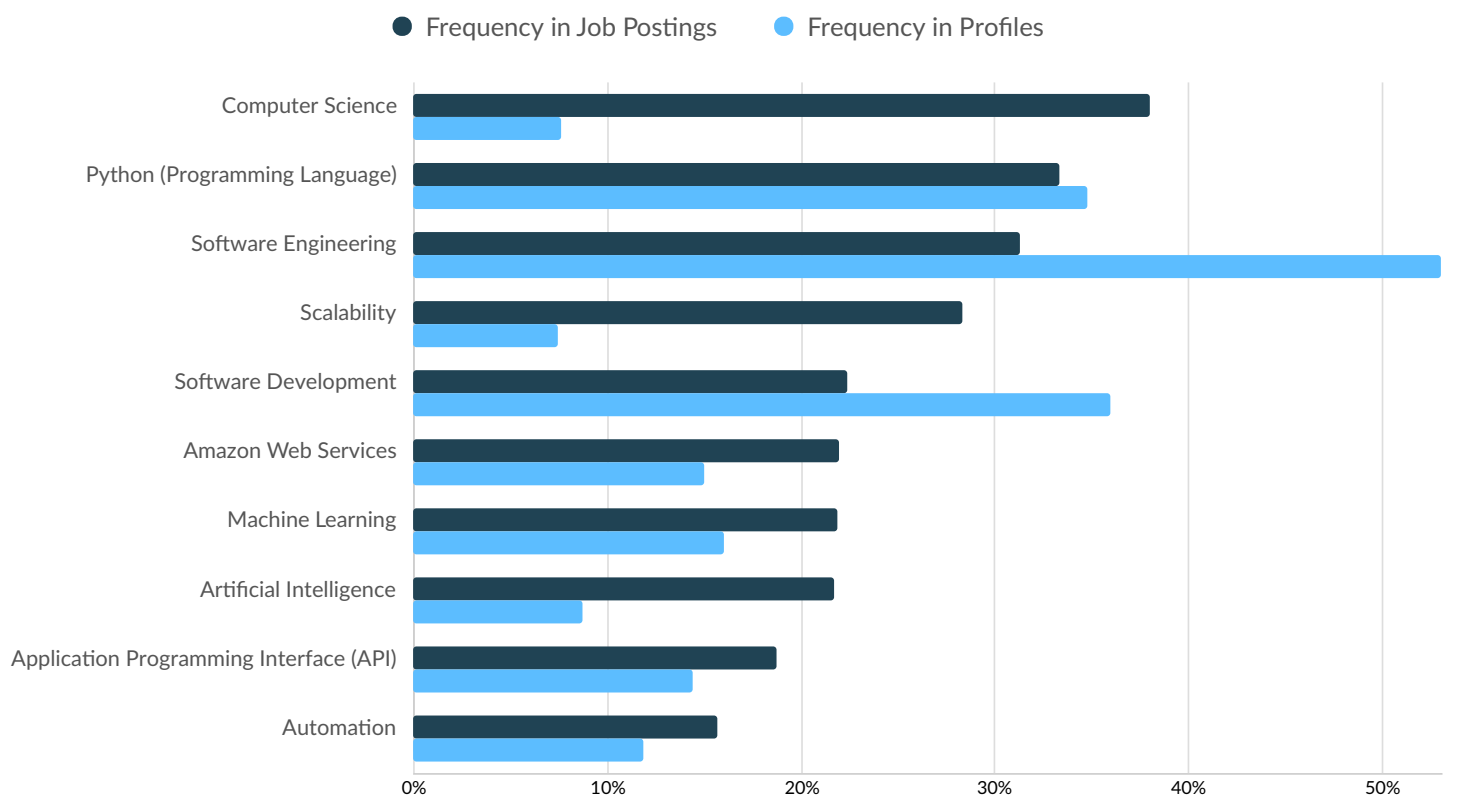
# Top Posted Job Titles

	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

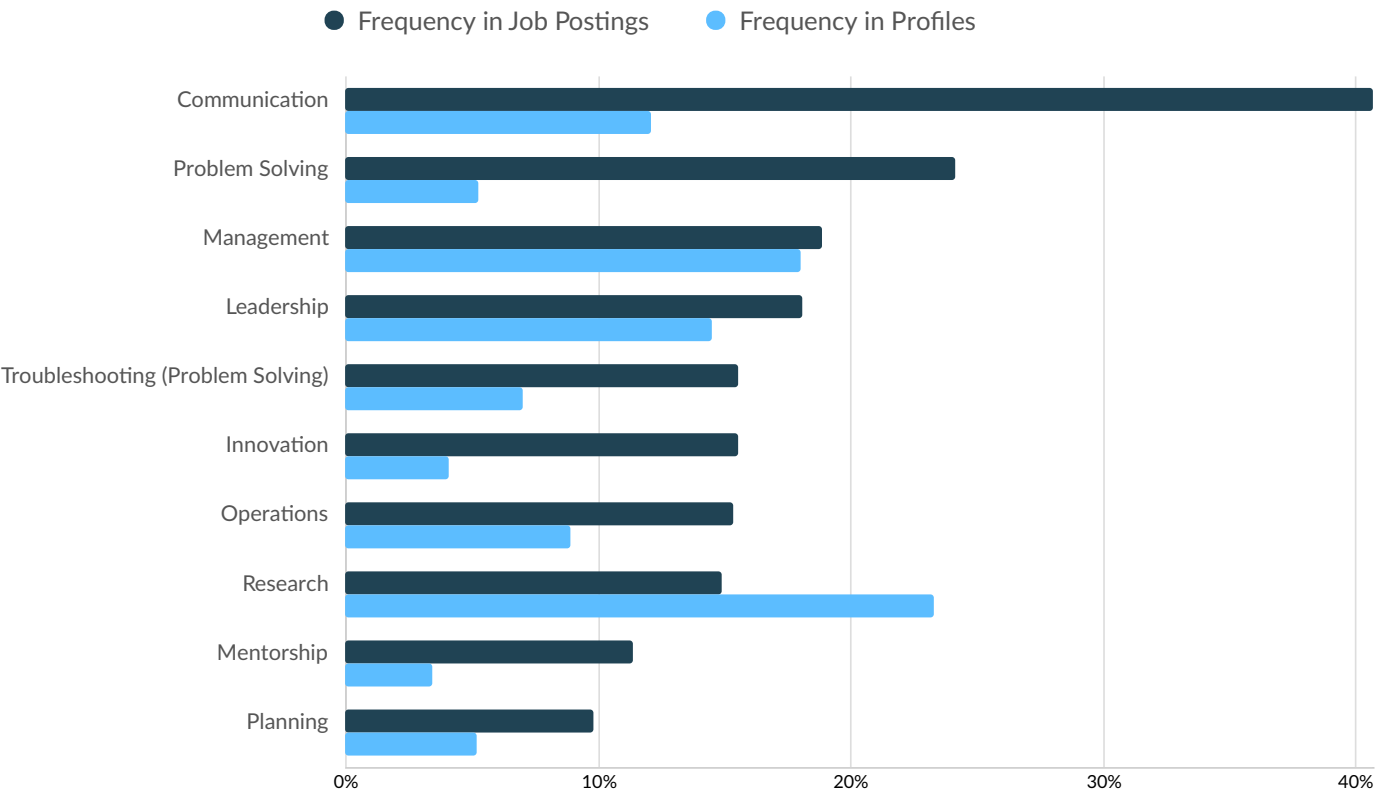
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Unclassified Industry	15,433 / 8,457	2 : 1 	21 days
Custom Computer Programming Services	4,506 / 2,556	2 : 1 	18 days
Employment Placement Agencies	5,174 / 2,410	2 : 1 	21 days
Software Publishers	7,200 / 2,392	3 : 1 	25 days
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

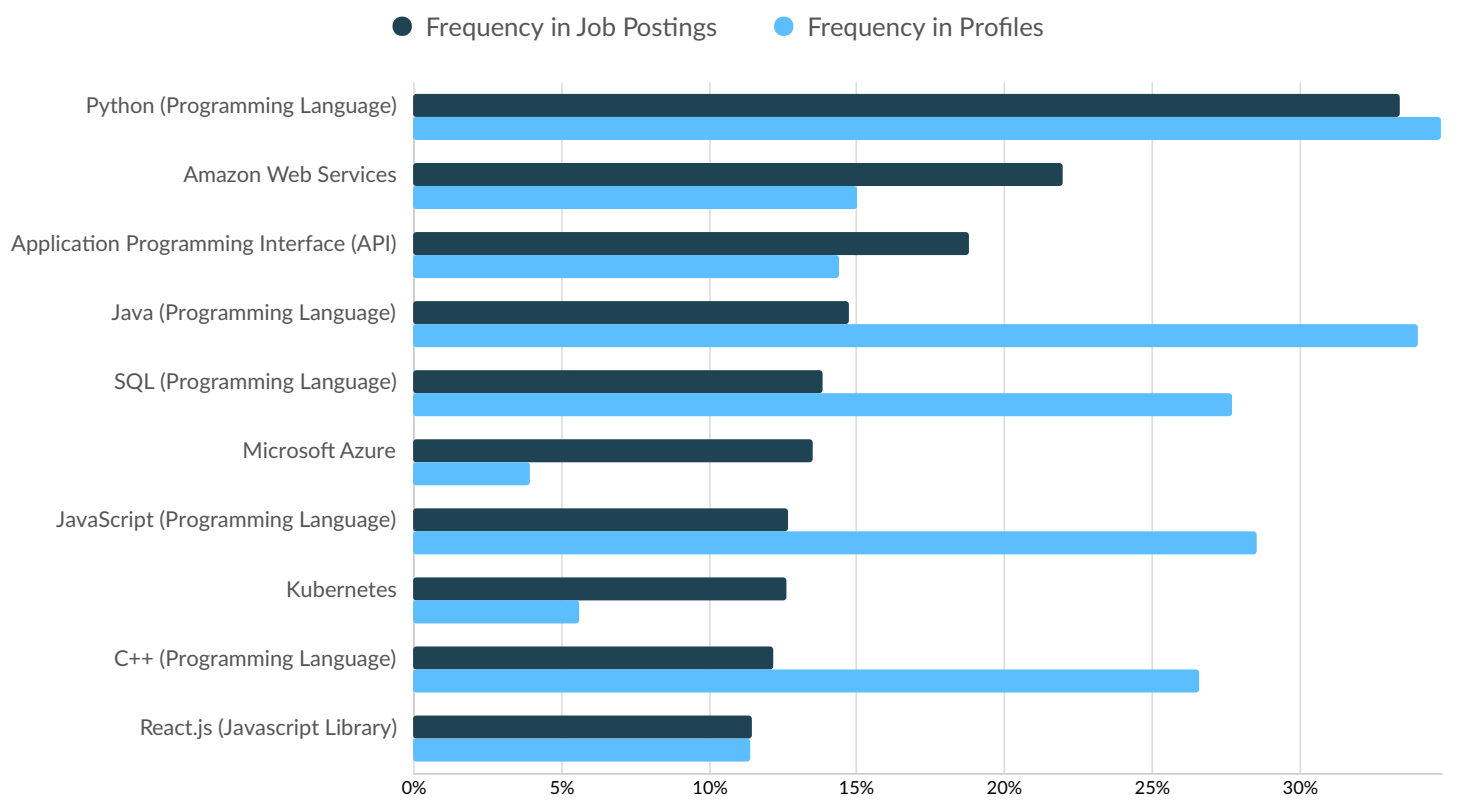
# Top Common Skills



	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: <a href="https://job-boards.greenhouse.io">job-boards.greenhouse.io</a>	
Location: Newark, CA	O*NET: 15-1252.00
Company: Lucid Motors	Job Title: DevOps Engineers
<p>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.</p> <p>Requirements:</p> <p>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</p> <p>Advantageous:</p> <p>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</p> <p>Education Requirements:</p> <p>BS minimum in the areas of Computer Science or other related fields, MS preferred.</p> <p>Salary Range :</p> <p>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.</p>	

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](http://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.

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
<div>Software Engineer</div> <div><ul style="list-style-type: none"><li>Full StackSan Francisco, CA</li><li>\$120k/YR</li><li>\$160k/YR Full Time Posted by:</li></ul></div> <div>Aviator Posted:</div> <div>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</div> <div><ul style="list-style-type: none"><li>talk with your recruiter to learn more. Base pay range \$120,000.00/yr</li><li>\$160,000.</li></ul></div> <div>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</div> <div><ul style="list-style-type: none"><li>whether it was in your day job or projects outside of work.</li></ul></div> <div>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 everydayOwn the product</div> <div><ul style="list-style-type: none"><li>drive the product vision, participate in building the early team and work closely with the users.</li></ul></div> <div>Seniority levelSeniority level Entry levelEmployment typeEmployment type Full-timeJob functionJob function Engineering and Information TechnologyIndustries 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</div> <div><ul style="list-style-type: none"><li>238,000.00 1 day ago San Francisco, CA \$145,000.00</li><li>230,000.00 2 days ago Software Engineer Frontend (Multiple Levels)</li><li>Slack San Francisco, CA \$56.25</li></ul></div>	

- 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 AmericaIndustry ITCategory GraduateRate \$120k/YR
- \$160k/YRCompany AviatorContact Reference JS26489\_25303\_ADF632229796210F392A62495688B766Posted 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
<p>Senior Software Engineer - 3D GraphicsSan Francisco, CA Full Time Posted by: Mach9</p> <p>Robotics Inc Posted:</p> <p>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 AmericaIndustry ITCompany Mach9 Robotics IncContact Reference JS26489_25303_35BAC784C853911B21E4AAE44B8442DDPosted Date 6/30/2025 6:58:07 PM</p>	

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

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## 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