

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

Code	Description
15-2041	Statisticians

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

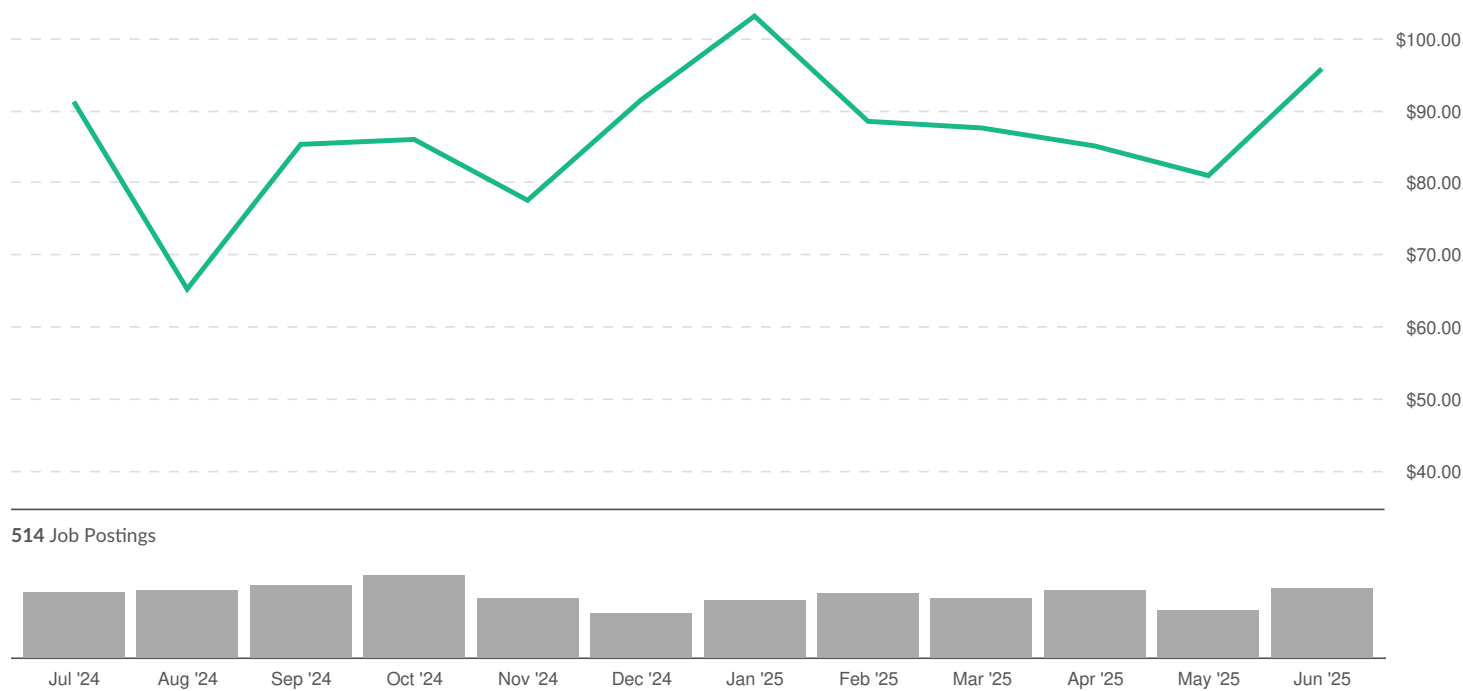
There are 514 advertised salary observations (64% of the 807 matching postings).

\$86.52/hr
Median Advertised Salary

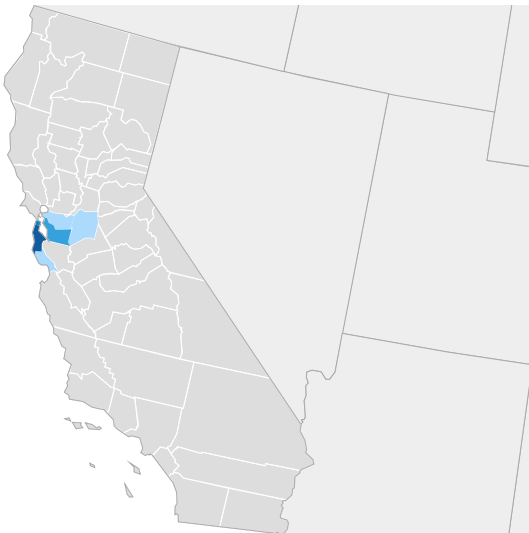


Advertised Salary Trend

▲ 5.0% Jul 2024 – Jun 2025
\$86.52 Median

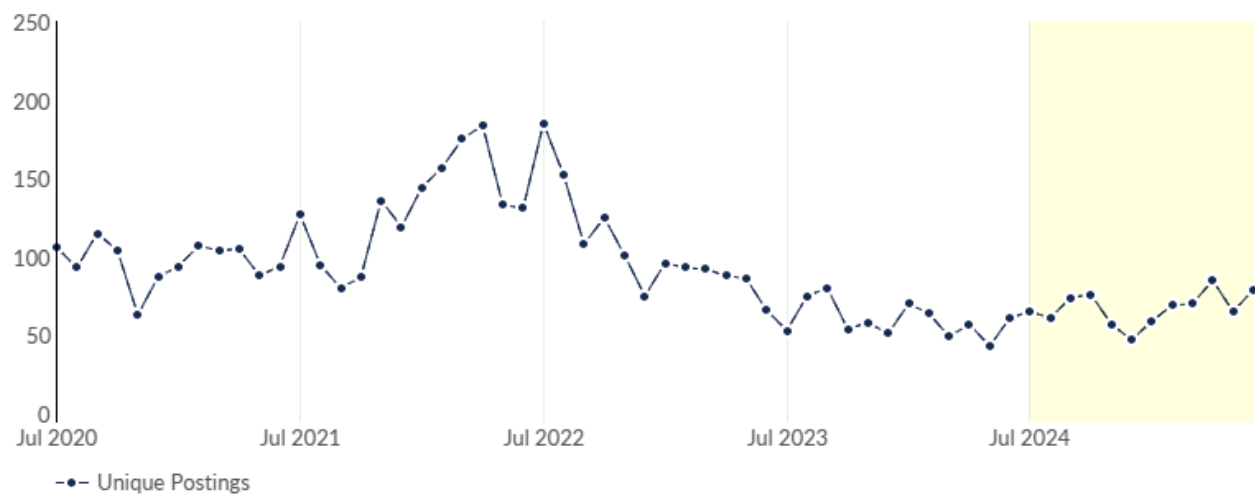


Job Postings Regional Breakdown



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%

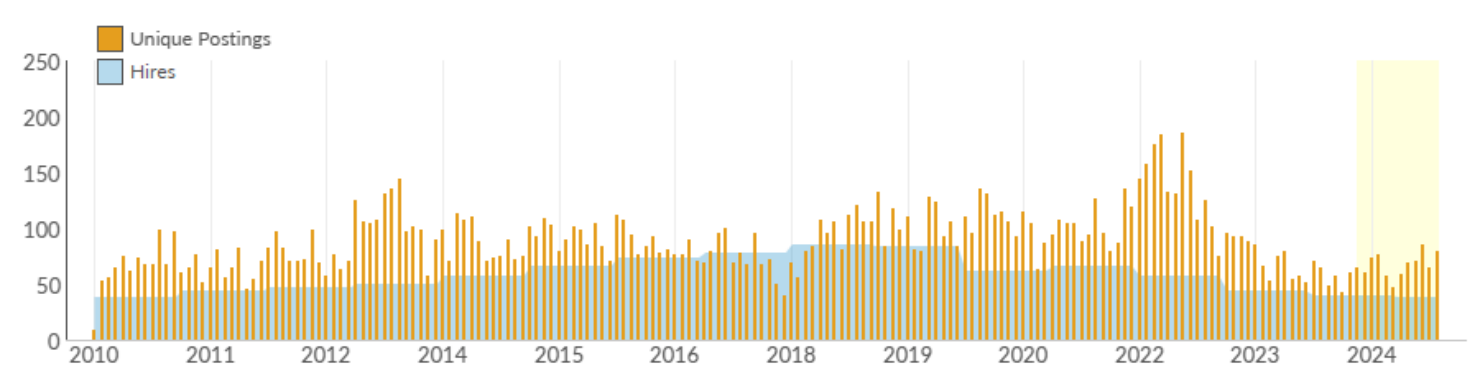
Experience Breakdown

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











67 Avg. Monthly Postings (Jul 2024 - Jun 2025)	40 Avg. Monthly Hires (Jul 2024 - Jun 2025)
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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

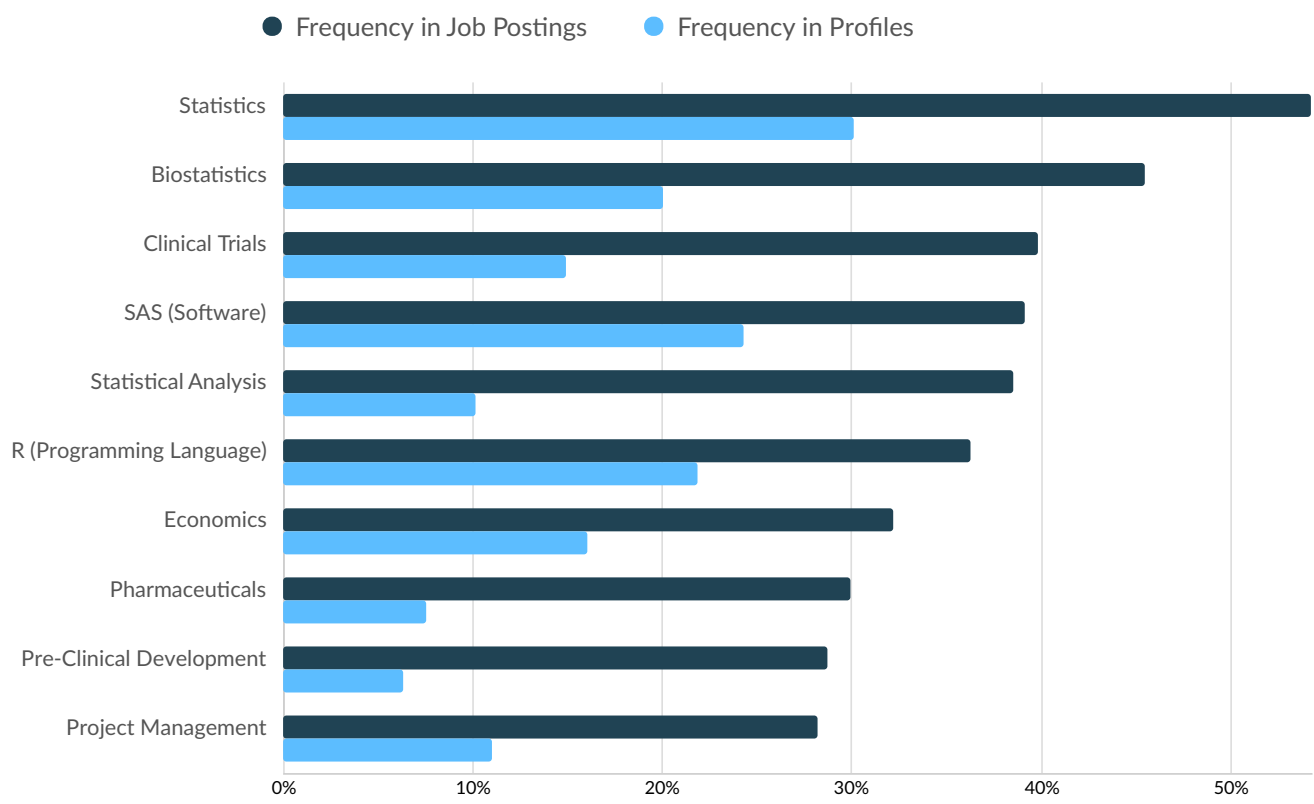
Top Posted Job Titles

	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

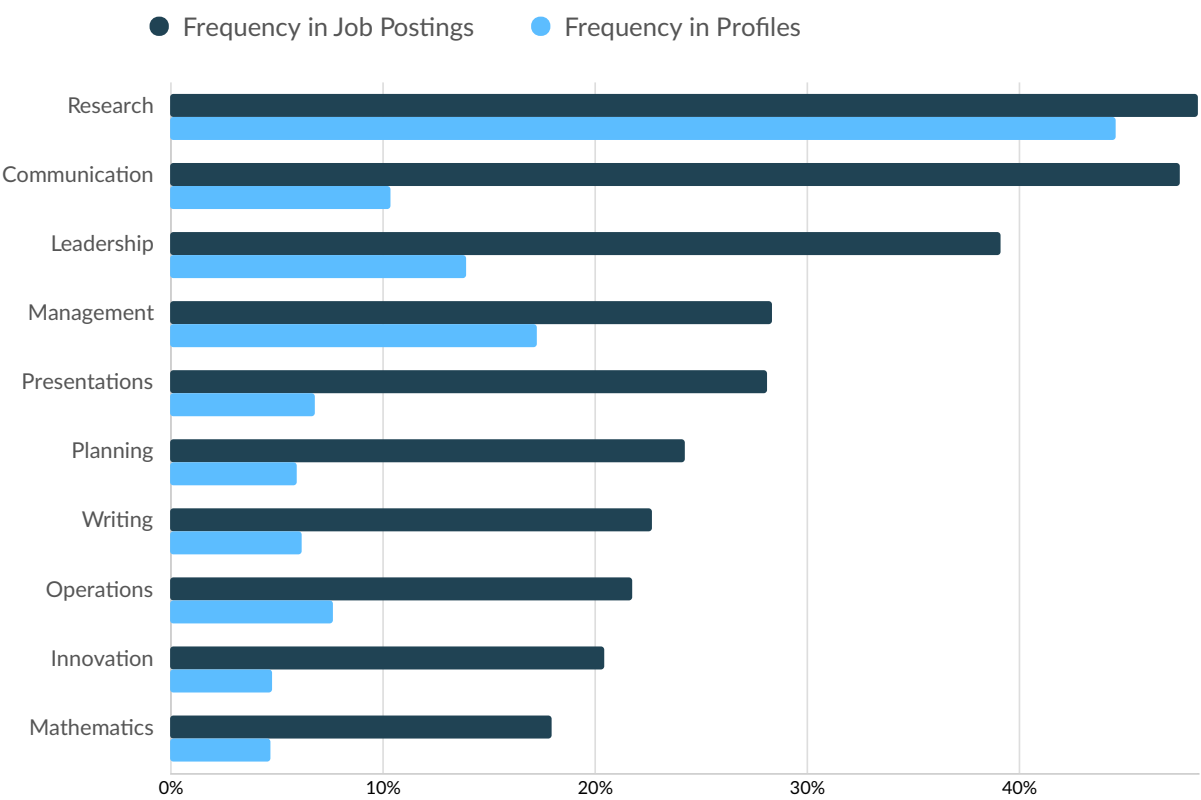
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Pharmaceutical Preparation Manufacturing	474 / 159	3 : 1	24 days
Unclassified Industry	274 / 111	2 : 1	23 days
All Other Professional, Scientific, and Technical Services	97 / 45	2 : 1	29 days
Research and Development in the 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



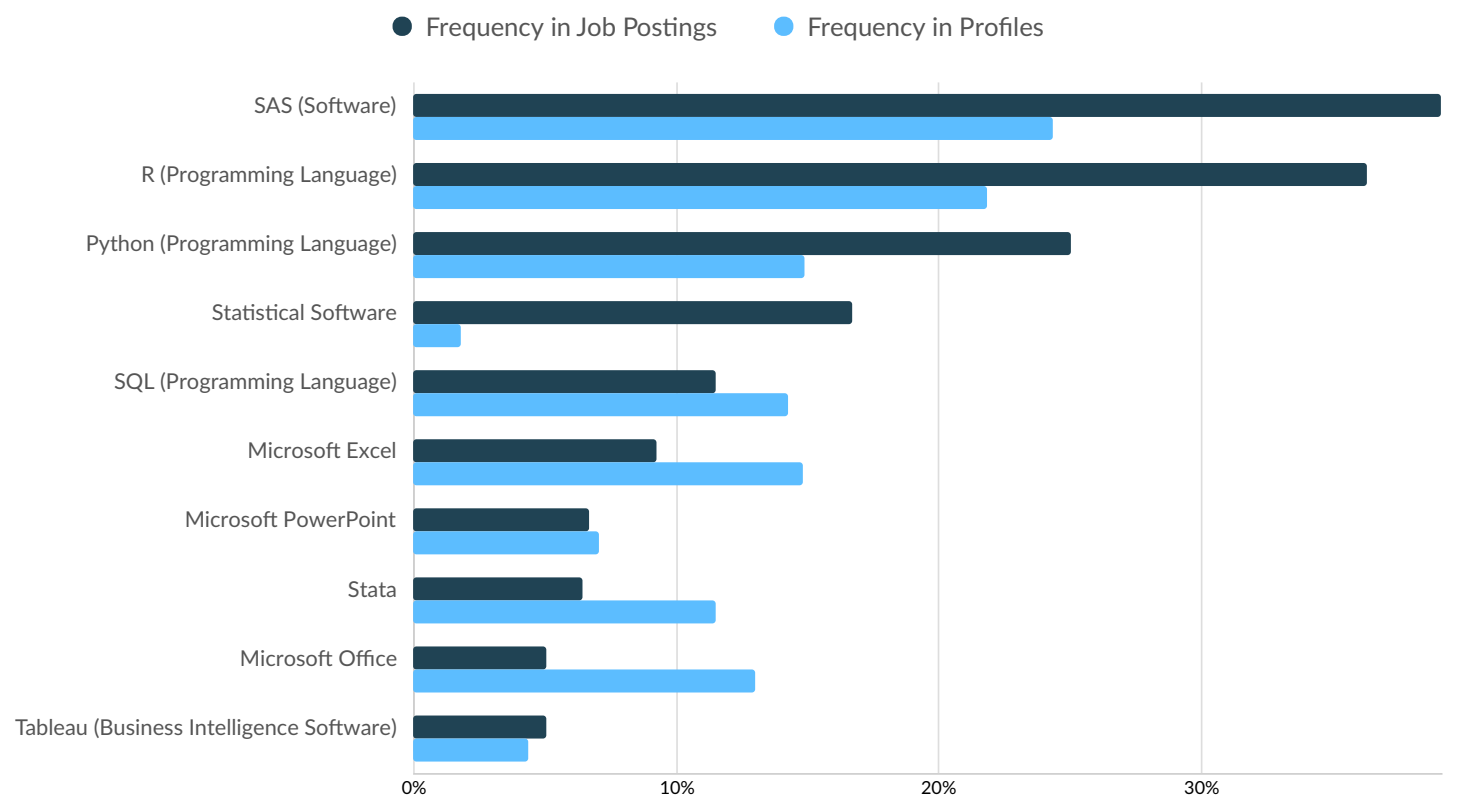
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Statistics	438	54%	521	30%	+22.7%	Rapidly Growing
Biostatistics	367	45%	347	20%	+11.7%	Growing
Clinical Trials	322	40%	258	15%	+15.9%	Growing
SAS (Software)	316	39%	421	24%	+12.4%	Growing
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.)']	

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, BiostatisticsEmployerAlumis Inc.LocationSouth San FranciscoStart dateJun 29, 2025categoriesjobClick to add the job to your shortlistJob DetailsCompanyJob DetailsAlumis 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 dependentsFree access to Genentech Bus & Ferry Share program\$100 monthly cell phone stipendUnlimited PTO for Exempt employeesFree 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.

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
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 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
<p>Postdoctoral Fellow Lawrence Berkeley National Laboratory remote work United States, California, Berkeley 1 Cyclotron Road (Show on map)</p> <p>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.</p> <p>What You Will Do:</p> <p>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/JuliaWork 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</p> <p>Required:</p> <p>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.</p> <p>Desired Qualifications:</p> <p>1 paper publication in IEEE TransactionsExperience 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.</p> <p>Notes:</p> <p>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</p>	

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