

# 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

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

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

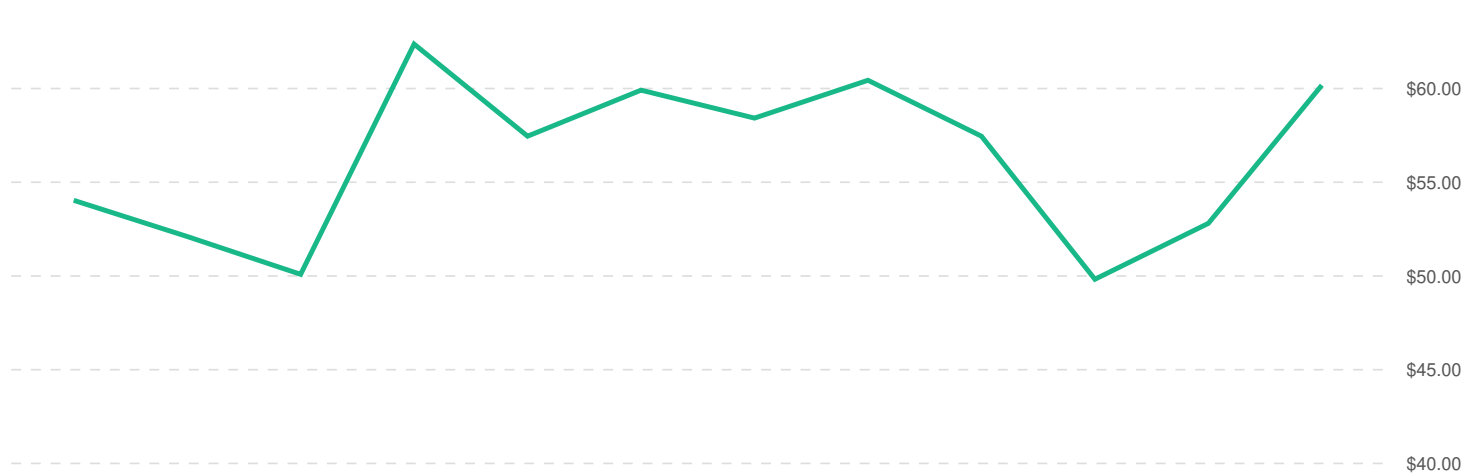
\$55.02/hr

Median Advertised Salary

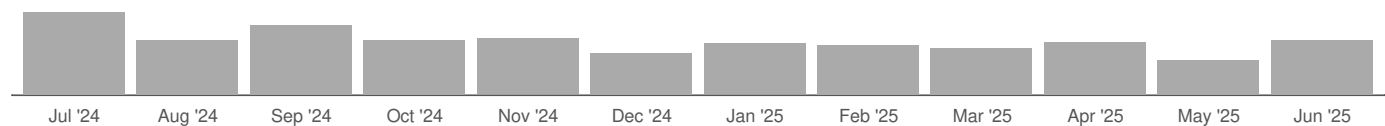


# Advertised Salary Trend

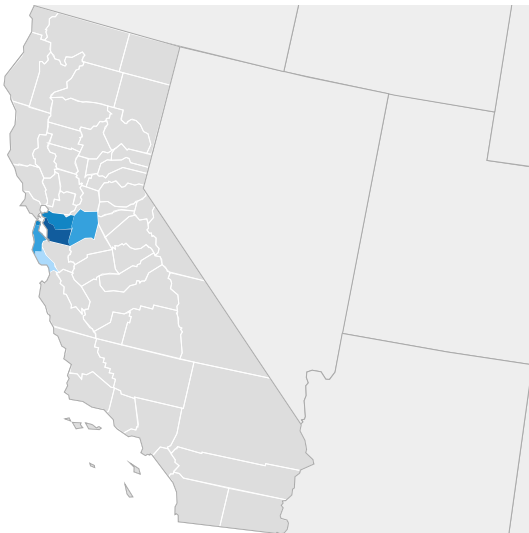
▲ 11.4% Jul 2024 – Jun 2025  
\$55.02 Median



3,724 Job Postings

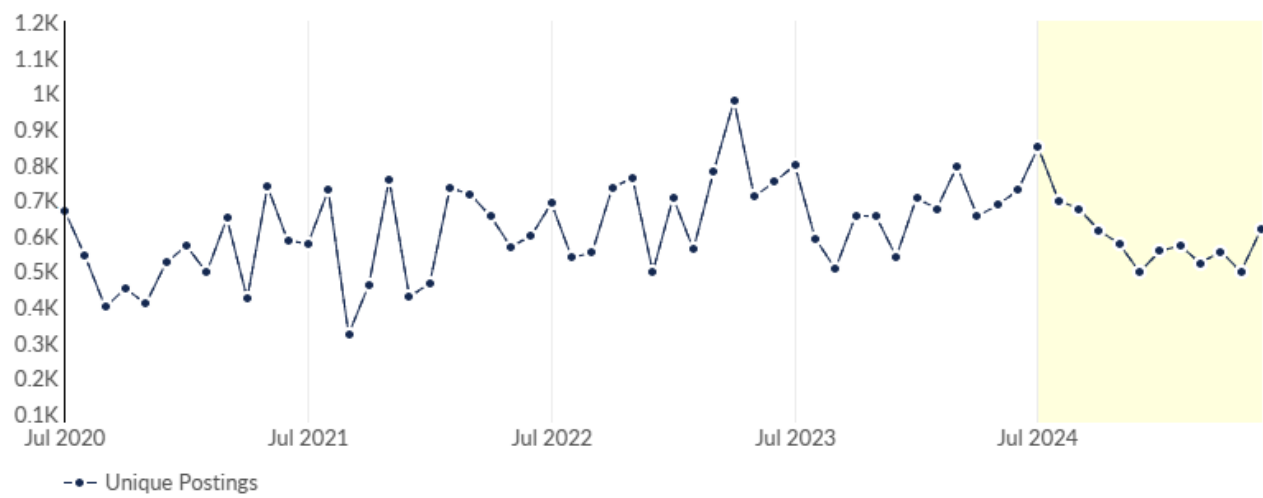


# Job Postings Regional Breakdown



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%



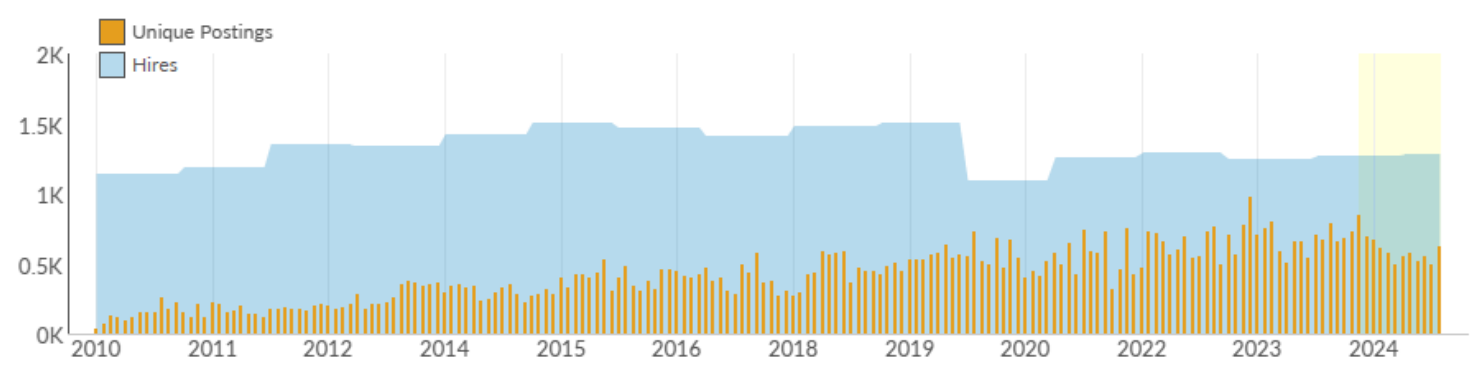
# Experience Breakdown

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











<div>602</div> <div>Avg. Monthly Postings (Jul 2024 - Jun 2025)</div>	<div>1,280</div> <div>Avg. Monthly Hires (Jul 2024 - Jun 2025)</div>
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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








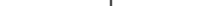


# Top Posted Occupations

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



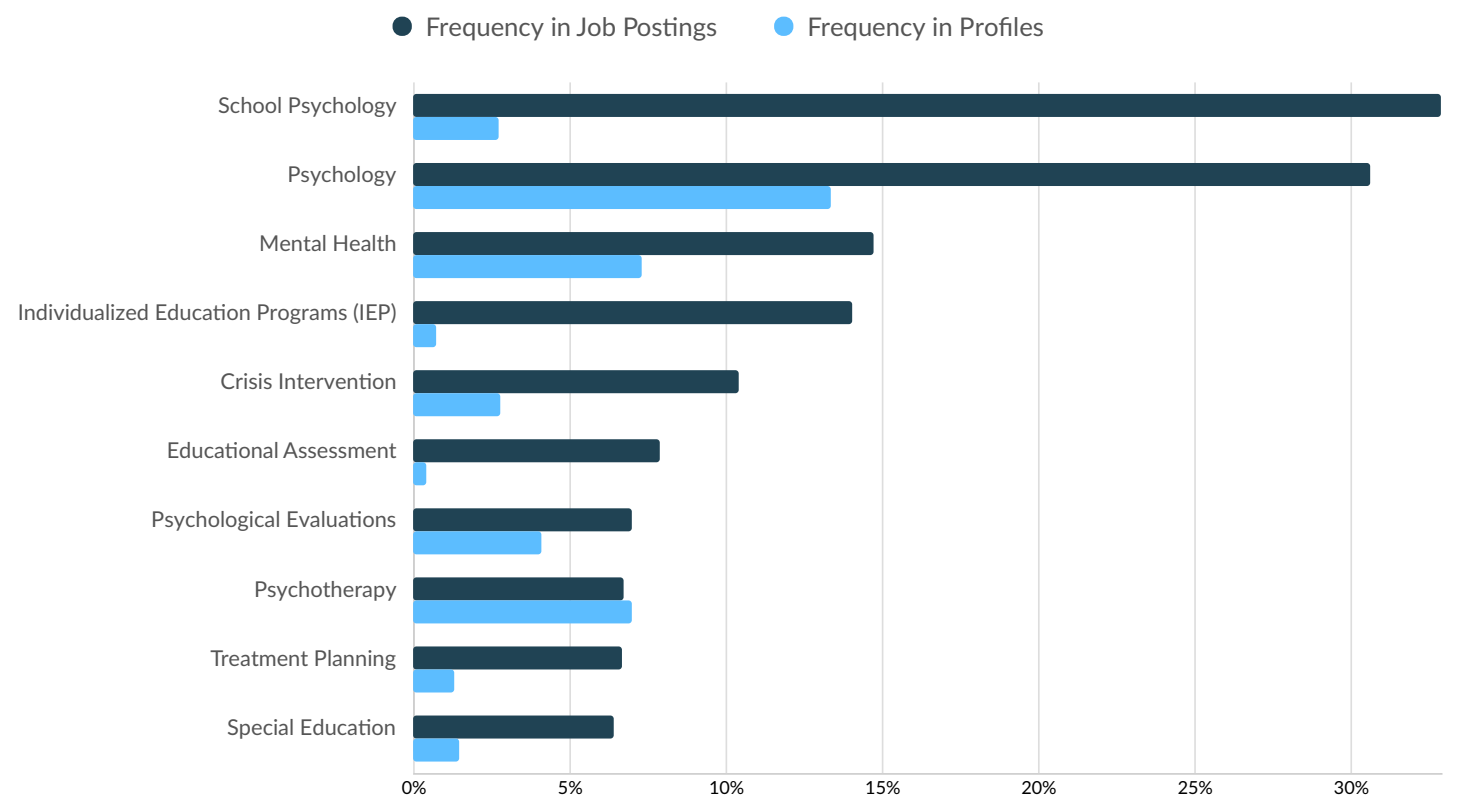
# Top Posted Job Titles

	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

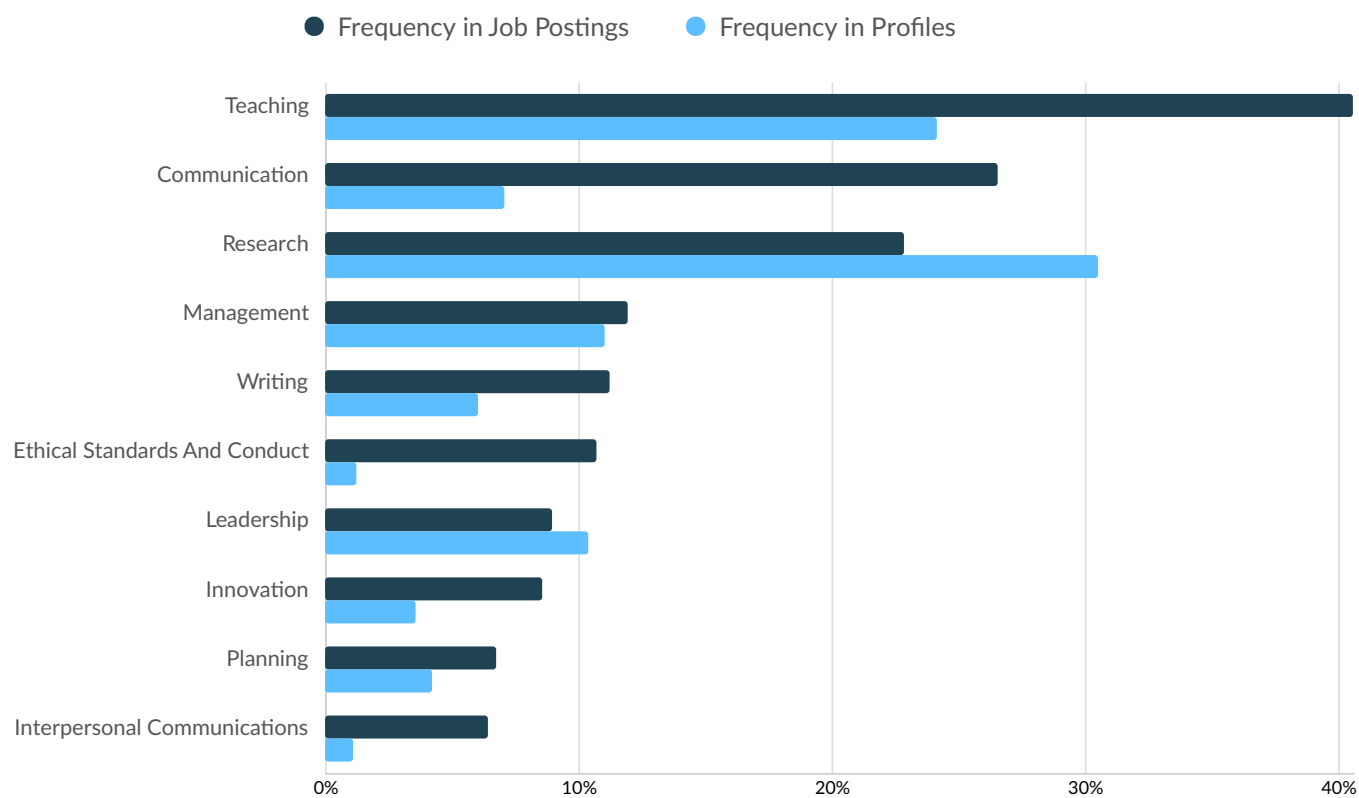
	Total/Unique (Jul 2024 - Jun 2025)	Posting Intensity	Median Posting Duration
Colleges, Universities, and Professional Schools	5,880 / 2,154	3 : 1 	31 days
Employment Placement Agencies	1,734 / 1,006	2 : 1 	17 days
Temporary Help Services	1,387 / 861	2 : 1 	18 days
Unclassified Industry	1,757 / 802	2 : 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



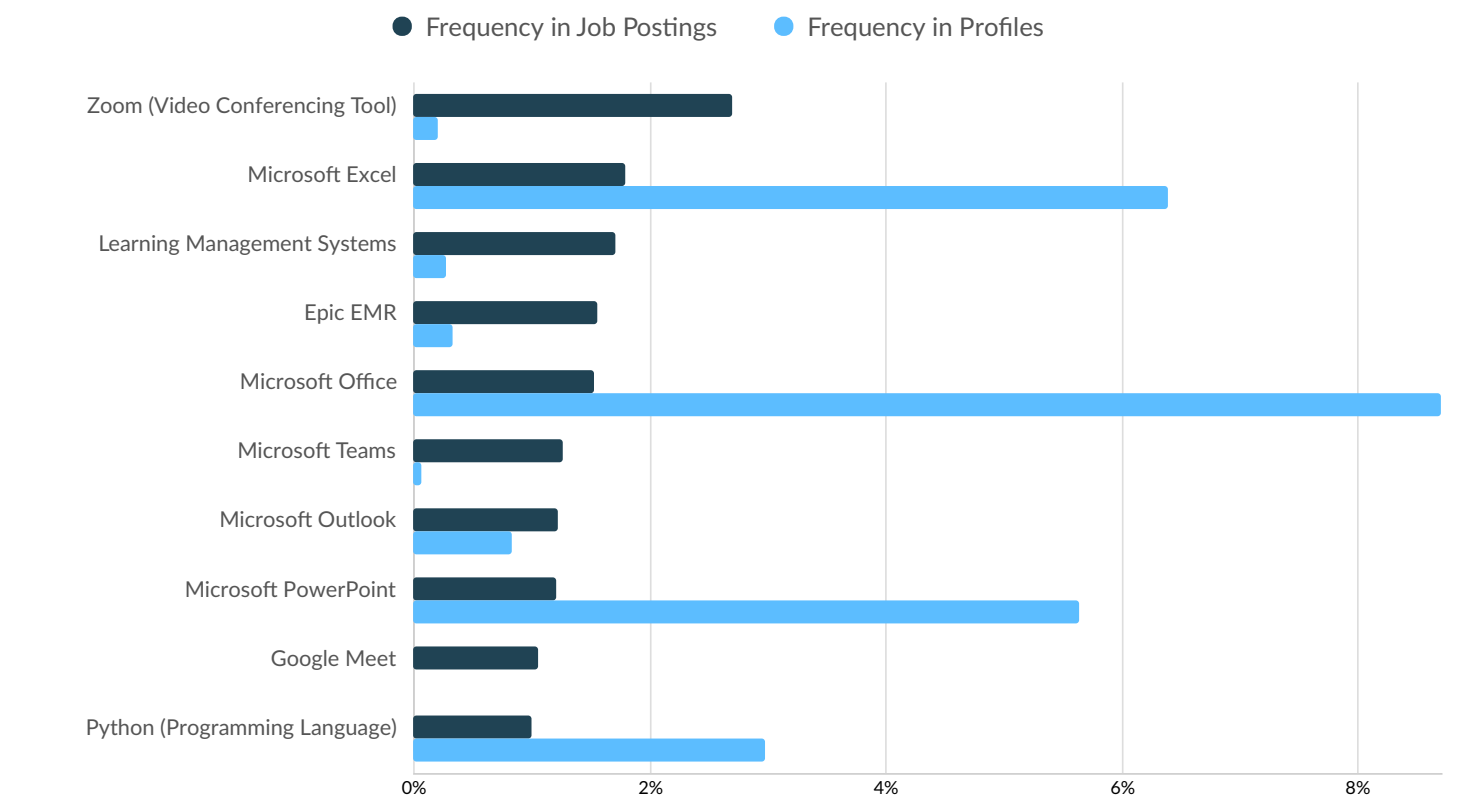
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
School Psychology	2,377	33%	790	3%	+10.0%	Growing
Psychology	2,215	31%	3,828	13%	+6.8%	Stable
Mental Health	1,063	15%	2,099	7%	+13.2%	Growing
Individualized Education Programs (IEP)	1,016	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
higherjobs.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: <a href="http://www.highered360.com">www.highered360.com</a>	
Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Social Studies Department Heads
<p>Part-Time Lecturer Pool for the Department of Liberal Studies</p> <p>AY 25-26</p> <p>EmployerCalifornia State University</p> <ul style="list-style-type: none"><li>East BayLocationHayward, California, United StatesSalaryCompetitive SalaryDate postedJun 30, 2025View more categories Job DetailsCompanyJob Details</li></ul> <p>FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF LIBERAL STUDIES</p> <p>Part-Time Lecturer Pool Position</p> <p>POSITION AVAILABLE</p> <p>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.</p> <p>THE DEPARTMENT</p> <p>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.</p> <p>DUTIES OF THE POSITION</p> <p>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.</p> <p>RANK AND SALARY</p> <p>Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer</p> <ul style="list-style-type: none"><li>Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)</li><li>\$5,507</li><li>\$6,677 Lecturer AY (Range 3)</li></ul>	



- \$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 Time Applications close:

Part-time Lecturer Pool for Department of Ethnic Studies AY 25-26	
Link to Live Job Posting: <a href="http://www.highered360.com">www.highered360.com</a>	
Location: Hayward, CA	O*NET: 25-1062.00
Company: California State University-East Bay	Job Title: Lecturers in Ethnic Studies
<p>Part-time Lecturer Pool for Department of Ethnic Studies</p> <p>AY 25-26</p> <p>EmployerCalifornia State University</p> <ul style="list-style-type: none"><li>East BayLocationHayward, California, United StatesSalaryCompetitive SalaryDate postedJun 30, 2025View more categories Job DetailsCompanyJob Details</li></ul> <p>FACULTY EMPLOYMENT OPPORTUNITY DEPARTMENT OF ETHNIC STUDIES</p> <p>Part-Time Lecturer Pool Position</p> <p>POSITION AVAILABLE</p> <p>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.</p> <p>THE DEPARTMENT</p> <p>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.</p> <p>DUTIES OF THE POSITION</p> <p>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.</p> <p>RANK AND SALARY</p> <p>Lecturer. Salary is dependent upon educational preparation and experience. Position appointment is subject to budgetary authorization. The salary schedule information for the Lecturer</p> <ul style="list-style-type: none"><li>Academic Year Classification is available based on the following ranges: Lecturer AY (Range 2)</li><li>\$5,507</li><li>\$6,677 Lecturer AY (Range 3)</li><li>\$6,221</li><li>\$13,224 Lecturer AY (Range 4)</li><li>\$6,825</li><li>\$14,523 Lecturer AY (Range 5)</li></ul>	

- \$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:

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

### 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 Youll 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
<div>Faculty/Academic Area:</div> <div>Faculty of Science Department:</div> <div>Mathematics Campus:</div> <div>Waterloo Employee Group:</div> <div>WLUFA Requisition ID:</div> <div>10018</div> <div>Position Title:</div> <div>MA350-MA550</div> <div>Real Analysis (Winter 2026)</div> <div>Term:</div> <div>Winter 2026 (Jan 1st•April 31st)</div> <div>Days/Times:</div> <div>Monday, Wednesday 5:30-6:20 PMHours per week/</div> <div>Hours Total:</div> <div>36</div> <div>Type of Course:</div> <div>In-person Anticipated Class Size:</div> <div>40</div> <div>Additional Course Requirements:</div> <div>NonePosted on: June 30th 2025Posting ends: July 14th 2025</div> <div>Position Summary:</div>	

## 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 at 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](mailto: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](mailto: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](mailto: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](http://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