

Accounting

Labor Market Analysis 2025-26

Introduction

This report includes three segments:

1. An occupational analysis from Lightcast for the 2025-26 period for students with an **Associate's Degree** in Accounting;
2. An occupational analysis from Lightcast for the 2025-26 period for students with an **Bachelor's Degree** in Accounting;
3. A comparative analysis of the labor market outcomes of both degrees.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
13-2011	Accountants and Auditors
11-3031	Financial Managers
43-3031	Bookkeeping, Accounting, and Auditing Clerks
13-2082	Tax Preparers
43-4141	New Accounts Clerks

Code	Description
13-2051	Financial and Investment Analysts
13-2031	Budget Analysts
13-2054	Financial Risk Specialists
13-2081	Tax Examiners and Collectors, and Revenue Agents
43-3051	Payroll and Timekeeping Clerks

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6041	Marin County, CA
6075	San Francisco County, CA

Code	Description
6081	San Mateo County, CA
6085	Santa Clara County, CA
6087	Santa Cruz County, CA

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED

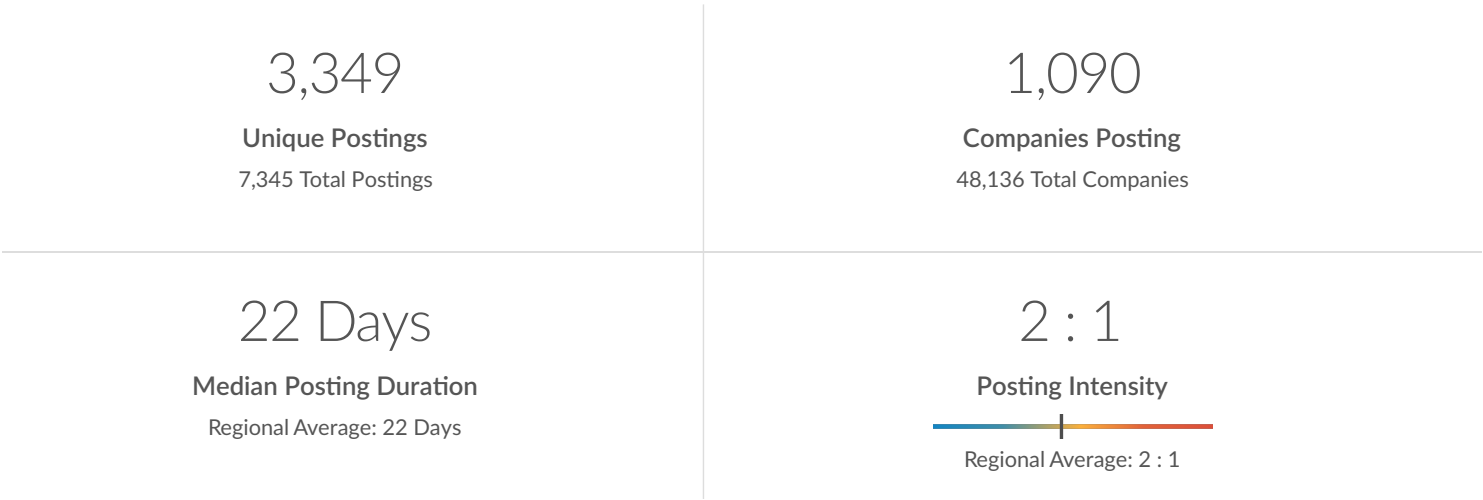
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 2,311 advertised salary observations (69% of the 3,349 matching postings).

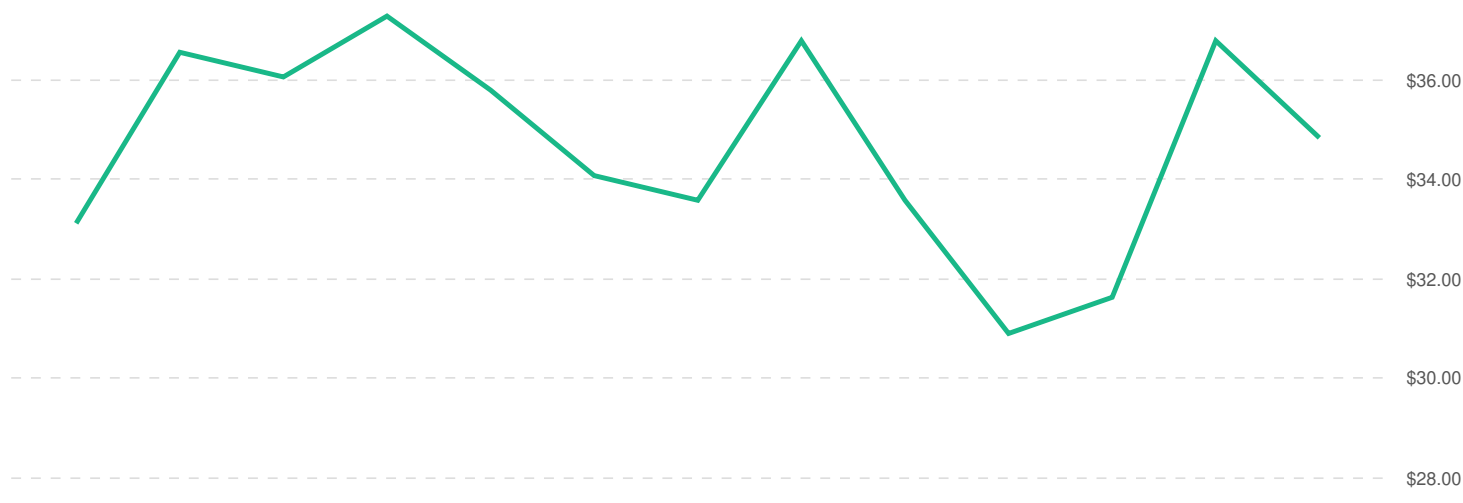
\$34.34/hr

Median Advertised Salary

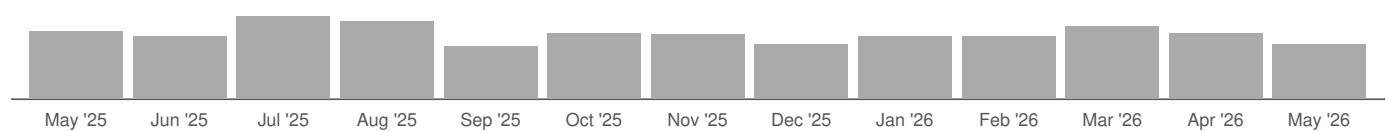


Advertised Salary Trend

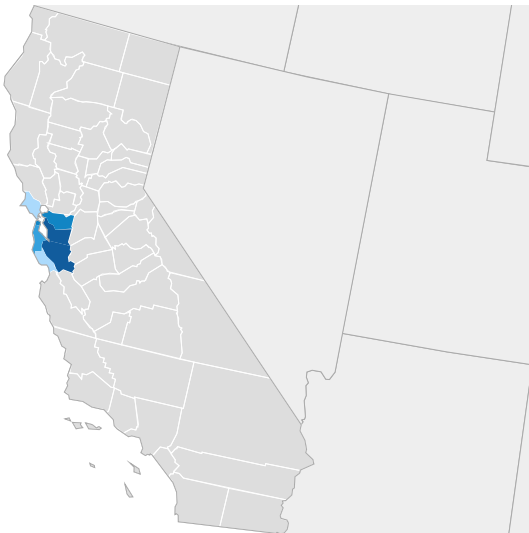
▲ 5.2% May 2025 – May 2026
\$34.34 Median



2,311 Job Postings

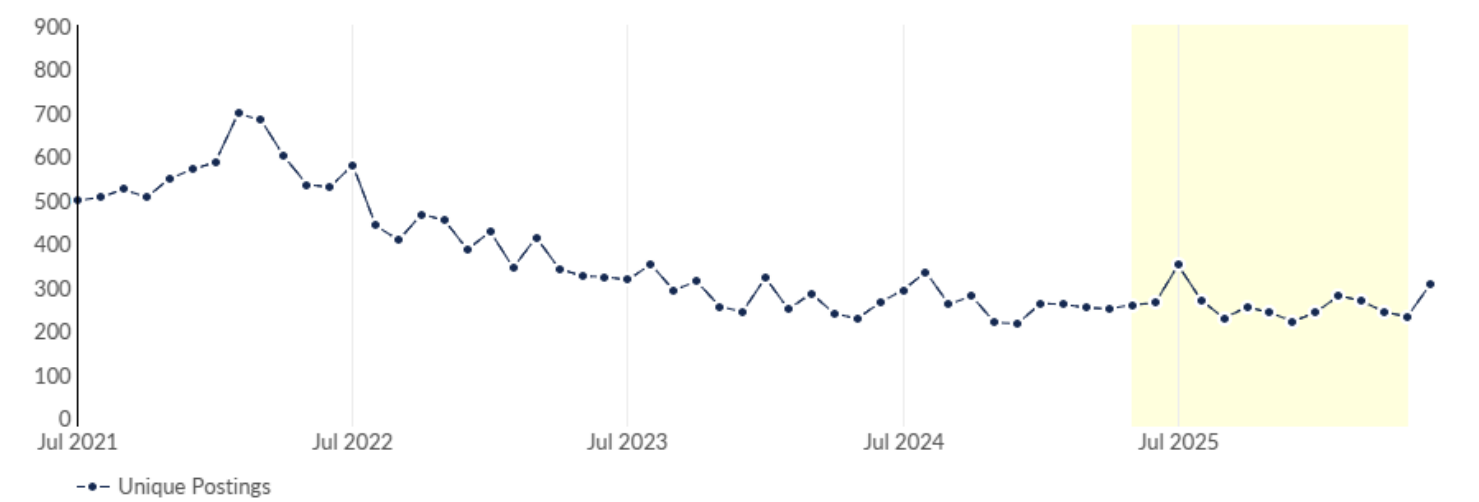


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Alameda County, CA	910
Santa Clara County, CA	887
Contra Costa County, CA	505
San Francisco County, CA	502
San Mateo County, CA	287

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	306	2 : 1
May 2026	232	2 : 1
Apr 2026	242	2 : 1
Mar 2026	268	2 : 1
Feb 2026	280	3 : 1
Jan 2026	241	2 : 1
Dec 2025	221	2 : 1
Nov 2025	241	2 : 1
Oct 2025	254	2 : 1
Sep 2025	228	2 : 1
Aug 2025	270	2 : 1
Jul 2025	350	2 : 1
Jun 2025	263	2 : 1
May 2025	259	2 : 1
Apr 2025	250	3 : 1
Mar 2025	252	2 : 1
Feb 2025	260	2 : 1
Jan 2025	262	3 : 1
Dec 2024	216	3 : 1
Nov 2024	218	3 : 1

Oct 2024	279	3 : 1
Sep 2024	260	2 : 1
Aug 2024	334	3 : 1
Jul 2024	293	2 : 1
Jun 2024	264	2 : 1
May 2024	227	2 : 1
Apr 2024	239	2 : 1
Mar 2024	285	2 : 1
Feb 2024	249	2 : 1
Jan 2024	321	3 : 1
Dec 2023	243	3 : 1
Nov 2023	255	3 : 1
Oct 2023	313	3 : 1
Sep 2023	292	3 : 1
Aug 2023	352	3 : 1
Jul 2023	316	3 : 1
Jun 2023	323	4 : 1
May 2023	325	3 : 1
Apr 2023	342	3 : 1
Mar 2023	414	3 : 1
Feb 2023	344	4 : 1
Jan 2023	427	3 : 1
Dec 2022	386	3 : 1
Nov 2022	453	3 : 1
Oct 2022	467	2 : 1
Sep 2022	407	3 : 1
Aug 2022	441	3 : 1
Jul 2022	580	3 : 1
Jun 2022	529	3 : 1
May 2022	535	2 : 1
Apr 2022	600	3 : 1

Mar 2022	683	3 : 1
Feb 2022	698	3 : 1
Jan 2022	586	4 : 1
Dec 2021	570	4 : 1
Nov 2021	548	5 : 1
Oct 2021	506	6 : 1
Sep 2021	524	6 : 1
Aug 2021	506	3 : 1
Jul 2021	498	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	2,148	64%
Associate's degree	1,665	50%
Bachelor's degree	1,573	47%
Master's degree	123	4%
Ph.D. or professional degree	15	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,148	0	64%
Associate's degree	1,201	281	36%
Bachelor's degree	0	1,469	0%
Master's degree	0	111	0%
Ph.D. or professional degree	0	15	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	906	27%
0 - 1 Years	460	14%
2 - 3 Years	1,187	35%
4 - 6 Years	626	19%
7 - 9 Years	93	3%
10+ Years	77	2%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
H&R Block	417 / 216	2 : 1 	19 days
Robert Half	216 / 194	1 : 1 	17 days
JPMorgan Chase	495 / 103	5 : 1 	36 days
AppleOne	83 / 53	2 : 1 	19 days
Insurance Office Of America	79 / 52	2 : 1 	21 days
Randstad	48 / 43	1 : 1 	23 days
Lee Hecht Harrison	54 / 38	1 : 1 	13 days
Zurich Insurance	76 / 33	2 : 1 	17 days
Bank of America	82 / 31	3 : 1 	28 days
Cedar Point	30 / 26	1 : 1 	17 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	1,213 / 503	2 : 1 	22 days
San Jose, CA	938 / 382	2 : 1 	21 days
Fremont, CA	341 / 159	2 : 1 	18 days
Oakland, CA	330 / 158	2 : 1 	23 days
Walnut Creek, CA	269 / 142	2 : 1 	26 days
Concord, CA	207 / 102	2 : 1 	22 days
Santa Clara, CA	271 / 102	3 : 1 	21 days
Hayward, CA	227 / 96	2 : 1 	21 days
Livermore, CA	165 / 82	2 : 1 	21 days
Palo Alto, CA	116 / 76	2 : 1 	22 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Bookkeeping, Accounting, and Auditing Clerks	2,132 / 1,167	2 : 1 	21 days
Financial Managers	1,955 / 743	3 : 1 	28 days
Accountants and Auditors	799 / 418	2 : 1 	22 days
Financial and Investment Analysts	784 / 312	3 : 1 	22 days
Payroll and Timekeeping Clerks	611 / 276	2 : 1 	24 days
Tax Preparers	537 / 247	2 : 1 	25 days
New Accounts Clerks	382 / 121	3 : 1 	32 days
Financial Risk Specialists	78 / 35	2 : 1 	14 days
Tax Examiners and Collectors, and Revenue Agents	36 / 20	2 : 1 	29 days
Budget Analysts	31 / 10	3 : 1 	31 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Bookkeeping, Accounting, and Auditing Clerks	2,132 / 1,167	2 : 1 	21 days
Financial Managers	1,742 / 660	3 : 1 	28 days
Accountants and Auditors	799 / 418	2 : 1 	22 days
Financial and Investment Analysts	784 / 312	3 : 1 	22 days
Payroll and Timekeeping Clerks	611 / 276	2 : 1 	24 days
Tax Preparers	537 / 247	2 : 1 	25 days
New Accounts Clerks	382 / 121	3 : 1 	32 days
Treasurers and Controllers	150 / 55	3 : 1 	28 days
Financial Risk Specialists	78 / 35	2 : 1 	14 days
Investment Fund Managers	63 / 28	2 : 1 	15 days
Tax Examiners and Collectors, and Revenue Agents	36 / 20	2 : 1 	29 days
Budget Analysts	31 / 10	3 : 1 	31 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Bookkeeper / Accounting Clerk	2,132 / 1,167	2 : 1 	21 days
Banking Branch Manager	1,267 / 416	3 : 1 	30 days
Accountant	634 / 341	2 : 1 	22 days
Payroll Specialist	588 / 268	2 : 1 	25 days
Tax Analyst / Specialist	402 / 205	2 : 1 	18 days
Corporate Development Analyst / Manager	519 / 186	3 : 1 	21 days
Financial Manager	312 / 158	2 : 1 	22 days
Personal Banker / Banking Sales Staff	382 / 121	3 : 1 	32 days
Financial Analyst	211 / 106	2 : 1 	22 days
Auditor	165 / 77	2 : 1 	26 days
Treasurer / Controller	144 / 51	3 : 1 	31 days
Tax Preparer	140 / 46	3 : 1 	26 days
Risk Analyst	80 / 34	2 : 1 	17 days
Accounting Supervisor	69 / 30	2 : 1 	21 days
Investment Fund Manager	63 / 28	2 : 1 	15 days
Risk Manager	30 / 19	2 : 1 	12 days
Accounts Payable / Receivable Manager	30 / 18	2 : 1 	29 days
Tax Manager	25 / 16	2 : 1 	25 days
Tax Examiner / Collector	31 / 16	2 : 1 	29 days
Pricing Analyst	24 / 14	2 : 1 	30 days
Budget Analyst	31 / 10	3 : 1 	31 days
Human Resources Assistant	23 / 8	3 : 1 	16 days
Insurance Underwriter	22 / 5	4 : 1 	15 days
Chief Financial Officer	5 / 4	1 : 1 	28 days
Investment Underwriter	12 / 3	4 : 1 	43 days

Logistician / Supply Chain Specialist	4 / 2	2 : 1		29 days
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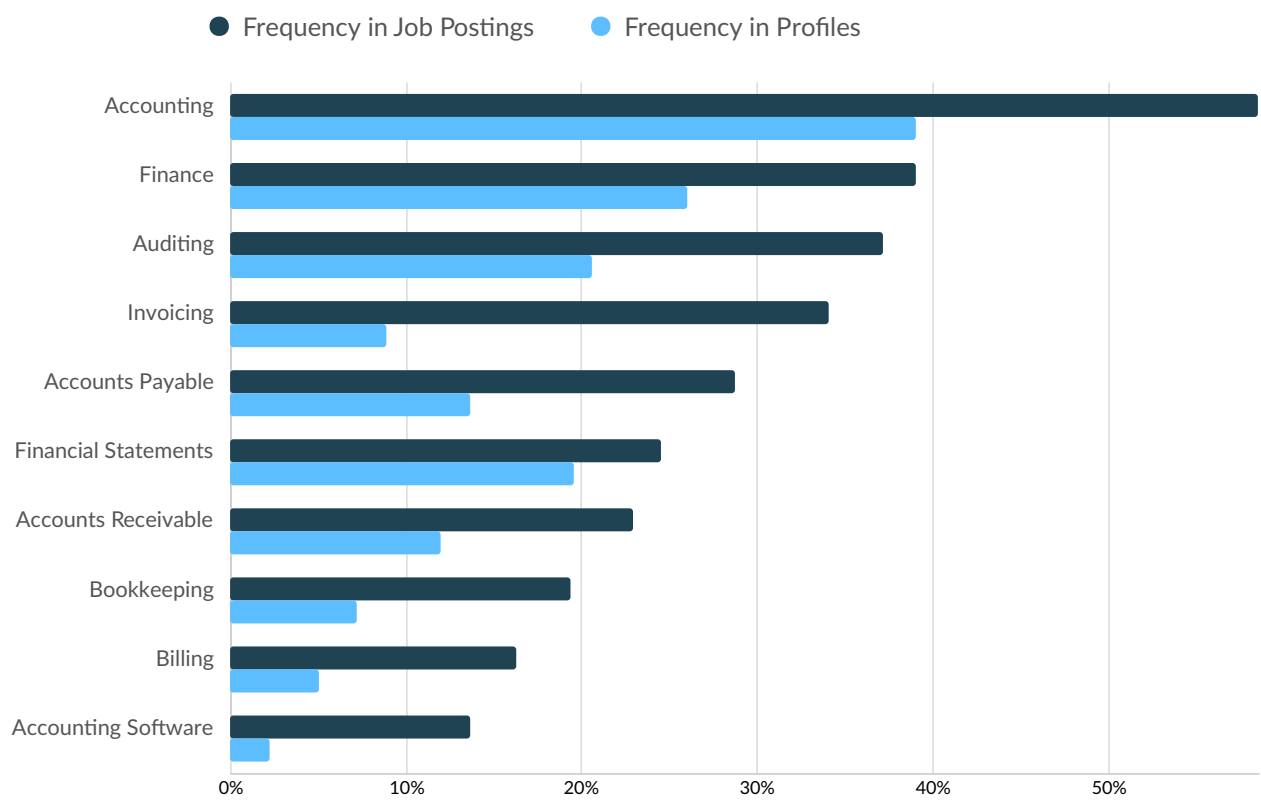
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)		Posting Intensity	Median Posting Duration
Accounts Payable Specialists	265 / 161	2 : 1		20 days
Branch Managers	251 / 109	2 : 1		22 days
Payroll Specialists	230 / 108	2 : 1		23 days
Accounting Clerks	183 / 105	2 : 1		21 days
Personal Bankers	265 / 86	3 : 1		33 days
Accounts Receivable Specialists	143 / 86	2 : 1		24 days
Accounting Assistants	122 / 78	2 : 1		18 days
Accounts Payable Clerks	146 / 78	2 : 1		18 days
Tax Professionals	164 / 75	2 : 1		18 days
Bookkeepers	126 / 73	2 : 1		17 days

Top Industries

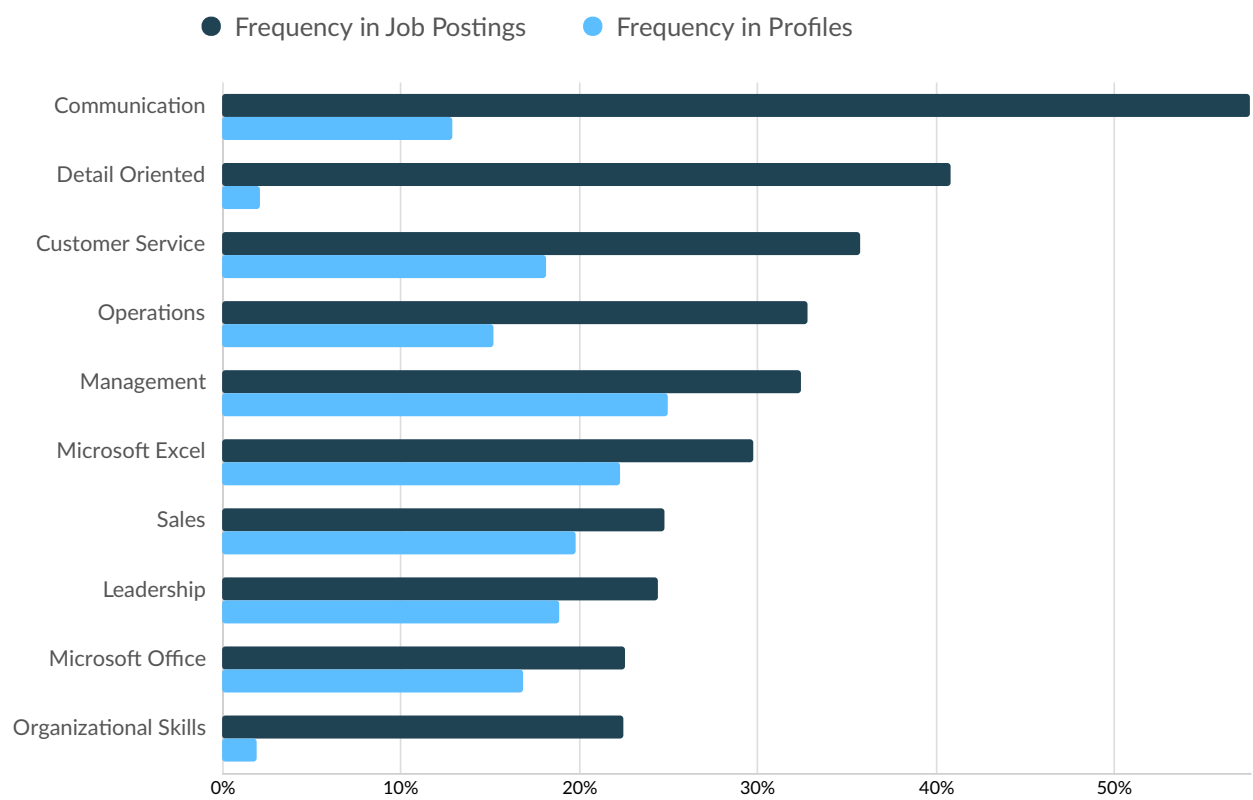
	Total/Unique (May 2025 - May 2026)		Posting Intensity	Median Posting Duration
Employment Placement Agencies	626 / 420	1 : 1		18 days
Commercial Banking	1,086 / 312	3 : 1		30 days
Tax Preparation Services	422 / 221	2 : 1		19 days
Temporary Help Services	125 / 86	1 : 1		22 days
Insurance Agencies and Brokerages	107 / 66	2 : 1		21 days
Elementary and Secondary Schools	112 / 65	2 : 1		24 days
Credit Unions	163 / 58	3 : 1		37 days
Offices of Certified Public Accountants	70 / 43	2 : 1		15 days
Hotels (except Casino Hotels) and Motels	128 / 38	3 : 1		37 days
Colleges, Universities, and Professional Schools	128 / 37	3 : 1		27 days

Top Specialized Skills



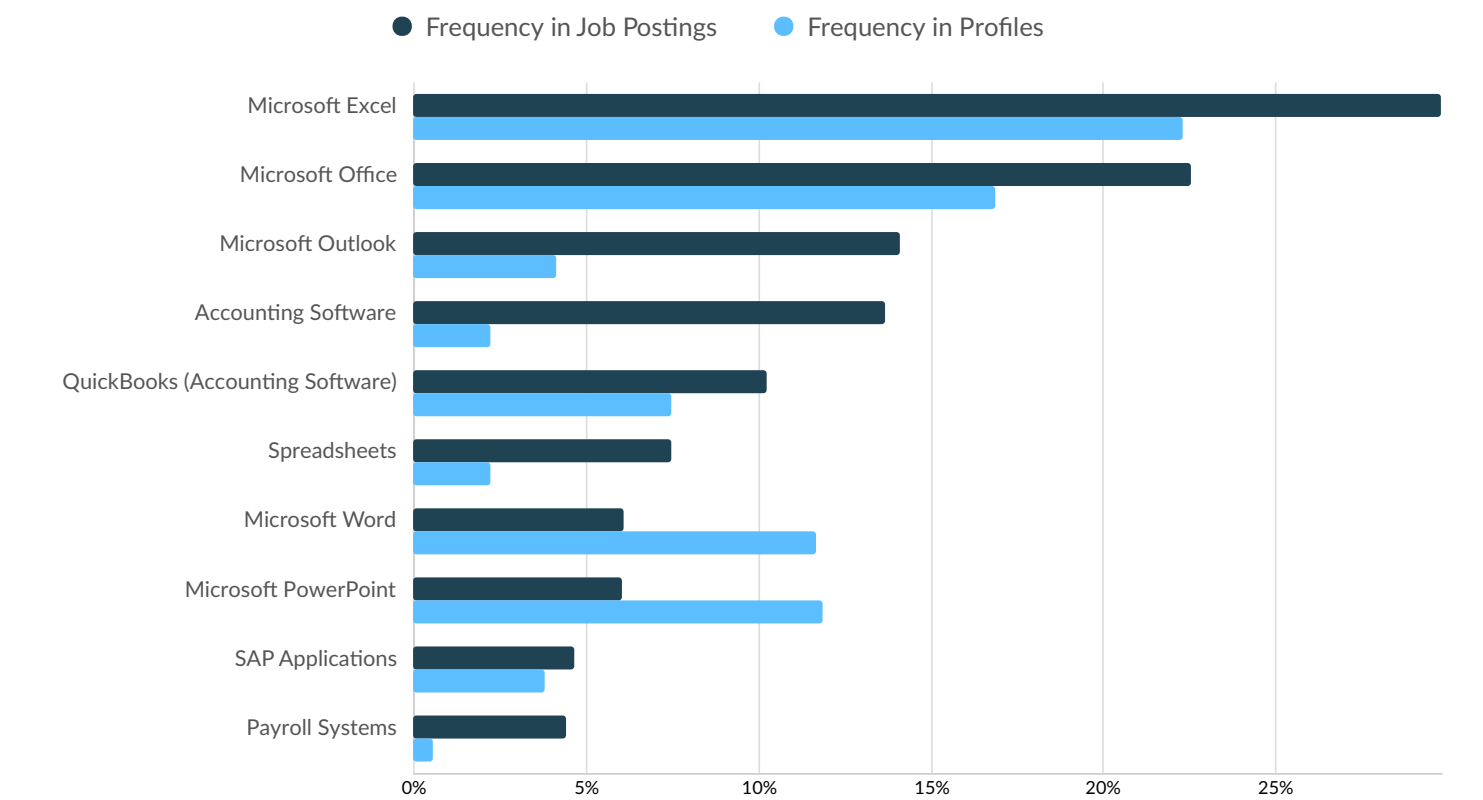
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Accounting	1,961	59%	63,756	39%	+16.3%	Growing
Finance	1,307	39%	42,542	26%	+22.4%	Rapidly Growing
Auditing	1,247	37%	33,722	21%	+20.8%	Rapidly Growing
Invoicing	1,143	34%	14,462	9%	+13.2%	Growing
Accounts Payable	964	29%	22,315	14%	+2.3%	Lagging
Financial Statements	821	25%	32,043	20%	+16.8%	Growing
Accounts Receivable	769	23%	19,592	12%	+18.8%	Rapidly Growing
Bookkeeping	649	19%	11,826	7%	+16.4%	Growing
Billing	546	16%	8,254	5%	+17.8%	Rapidly Growing
Accounting Software	459	14%	3,670	2%	+16.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	1,931	58%	21,133	13%	+8.5%	Stable
Detail Oriented	1,370	41%	3,500	2%	+8.2%	Stable
Customer Service	1,200	36%	29,726	18%	+5.0%	Stable
Operations	1,101	33%	24,802	15%	+8.8%	Stable
Management	1,089	33%	40,852	25%	+5.7%	Stable
Microsoft Excel	998	30%	36,429	22%	+14.8%	Growing
Sales	830	25%	32,449	20%	+7.7%	Stable
Leadership	819	24%	30,933	19%	+9.5%	Growing
Microsoft Office	756	23%	27,600	17%	+16.9%	Growing
Organizational Skills	755	23%	3,184	2%	+13.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	998	30%	36,429	22%	+14.8%	Growing
Microsoft Office	756	23%	27,600	17%	+16.9%	Growing
Microsoft Outlook	472	14%	6,773	4%	+22.2%	Rapidly Growing
Accounting Software	459	14%	3,673	2%	+16.6%	Growing
QuickBooks (Accounting Software)	344	10%	12,263	8%	+11.0%	Growing
Spreadsheets	251	7%	3,630	2%	+15.6%	Growing
Microsoft Word	204	6%	19,048	12%	+6.8%	Stable
Microsoft PowerPoint	202	6%	19,380	12%	+19.9%	Rapidly Growing
SAP Applications	156	5%	6,202	4%	+18.8%	Rapidly Growing
Payroll Systems	149	4%	901	1%	+8.9%	Stable

Top Qualifications

	Postings with Qualification
Valid Driver's License	280
Enrolled Agent (EA)	116
Certified Payroll Professional	51
Certified Public Accountant	42
Master Of Business Administration (MBA)	33
Nationwide Mortgage Licensing System (NMLS)	24
Fundamental Payroll Certification (FPC)	20
Commercial Driver's License (CDL)	14
CDL Class B License	13
Cardiopulmonary Resuscitation (CPR) Certification	11

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	4,311 / 2,006	2 : 1 	23 days
Insurance	3,809 / 1,792	2 : 1 	22 days
Paid Leave	3,134 / 1,403	2 : 1 	23 days
Health and Wellness Benefits	2,021 / 827	2 : 1 	24 days
Education and Career Development	1,761 / 760	2 : 1 	26 days
Supplemental Pay	1,183 / 549	2 : 1 	25 days
Work-Life Balance	572 / 281	2 : 1 	21 days
Other Benefits	649 / 267	2 : 1 	28 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	1,514
indeed.com	1,126
dejobs.org	497
diversityjobs.com	232
glassdoor.com	203
myworkdayjobs.com	184
hrblock.com	176
disabledperson.com	164
oraclecloud.com	120
aicpa-cima.com	117
fairygodboss.com	101
jobit.com	81
governmentjobs.com	69
craigslist.org	49
icims.com	42
appleone.com	41
randstadusa.com	38
careersingovernment.com	37
edjoin.org	35
jobvite.com	34
accaglobal.com	25
talentally.com	24
ultipro.com	24
efinancialcareers.com	23
adp.com	20

Appendix B

Sample Postings

Senior Construction Specialties Risk Engineering Consultant	
Link to Live Job Posting: Posting is no longer active	
Location: Stanford, CA	O*NET: 11-3031.00
Company: Zurich Insurance	Job Title: Risk Engineering Consultants
Senior Construction Specialties Risk Engineering Consultant: Arizona or California. Zurich is currently looking for a Senior Construction Specialties Risk Engineer for the Builders Risk Line of Business. This is a work from home virtual role with a periodic office presence, to reside within the above noted area. Ideally, candidates would be located near a major airport. The role includes a company car with expected travel of 25-30%.You will be responsible for leveraging Zurich's risk engineering tools and services to improve customer risk and facilitate general account management of customers who purchase Zurich Construction's Builder's Risk Insurance product. You will be responsible for managing business partner relationships within the region. Risk Engineering services will include remote and onsite surveys and risk assessments of construction companies and projects to include large data centers and the energy sector, as well as the overall operations review of existing and prospective customers. Risk Engineers also provide technical support to customers, underwriters and the claims department by identifying improvement strategies, preparing external reporting to the marketplace, preparing internal reports which form the basis of underwriting, claims and other insurance decisions to identify and manage risk.Final candidates will be subject to a Motor Vehicle Record background check as this position includes a company car. Basic Qualifications: We select team players who are strategic thinkers, creative, confident and self-motivated. In addition, you must possess: Bachelor's Degree with 6 or more years of experience in the Construction, Engineering, or Risk Consulting fieldORHigh School Diploma or Equivalent and 8 or more years of experience in the Construction, Engineering, or Risk Consulting fieldORZurich Certified Apprentice, including an Associates degree and 6 or more years of experience in the Risk Engineering areaAND Experience working in a team environment Preferred Qualifications: Have a high level of computer literacy and be proficient in Microsoft OfficeBe experienced working in both independent and team environmentsBachelor's degree in either Engineering, Construction Management, Building Technology, or equivalent20 or more years of combined experience in Construction Management/Project Management/Engineering consultingConstruction experience with an advanced level of knowledge of construction processes, quality management and associated risks and exposuresExperience with data center constructionExperience in energy projects (i.e. solar panel installations, geothermal power plants, hydroelectric dams, biomass power plants, nuclear power stations and SMR's, power transmission lines, energy storage facilities)Knowledge of NFPA 70E StandardsHazard identification & mitigation skills; analytical aptitudeKnowledge of project cost/scheduling and supply chains in constructionKnowledge of Zurich Construction Builder's Risk Insurance productAwareness of Construction Workforce and Economic issuesIntermediate knowledge of exposures, controls and best practice risk improvement methodologiesCapable of public speaking, presentation skills, developing programs to address industry needs and marketing/consulting services for feeComfortable with technology, building information modeling, and standard computer software programs and communication applicationsProfessional certifications: CCM, P.E., PMP, AIA, LEED AP, etc.Excellent interpersonal, communication and consulting skillsStrong leadership and management skillsAdvanced Technical Writing	

AP, etc.Excellent interpersonal, communication and consulting skillsStrong leadership and management skillsAdvanced technical writing skillsAdvanced Microsoft Office skills, iOS/iPad Skills, Virtual ConsultingWillingness to embrace the Zurich Basics, including our values of integrity, Sustainability, Customer Centricity, Excellence and Teamwork Your pay at Zurich is based on your role, location, skills, and experience. We follow local laws to ensure fair compensation. You may also be eligible for bonuses and merit increases. If your expectations are above the listed range, we still encourage you to apply—your unique background matters to us. The pay range shown is a national average and may vary by location. The proposed Salary range for this position is \$100,200.00 - \$164,100.00, with short-term incentive bonus eligibility set at 15%. We offer competitive pay and comprehensive benefits for employees and their families. [Learn more about Total Rewards here.] Why Zurich?At Zurich, we value your ideas and experience. We offer growth, inclusion, and a supportive environment—so you can help shape the future of insurance. Zurich North America is a leader in risk management, with over 150 years of expertise and coverage across 25+ industries, including 90% of the Fortune 500®. Join us for a brighter future—for yourself and our customers. Zurich in North America does not discriminate based on race, ethnicity, color, religion, national origin, sex, gender expression, gender identity, genetic information, age, disability, protected veteran status, marital status, sexual orientation, pregnancy or other characteristics protected by applicable law. Equal Opportunity Employer disability/vets. Zurich complies with 18 U.S. Code § 1033.

Please note:

Zurich does not accept unsolicited CVs from agencies. Preferred vendors should use our Recruiting Agency Portal. Location(s): AM - California Virtual Office, AM -

Arizona Virtual OfficeRemote Working:

YesSchedule:

Full TimeEmployment Sponsorship Offered:

No Linkedin Recruiter Tag:

#LI-AW1 #

LI-ASSOCIATE

#

LI-REMOTE

Account Payable Coordinator	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 43-3031.00
Company: Stars Behavioral Health Group	Job Title: Accounts Payable Coordinators
Account Payable Coordinator Stars Behavioral Health Group, Inc. - 3.0 San Jose, CA Job Details Full-time \$22 - \$25 an hour 13 hours ago Benefits Continuing education credits Internet reimbursement Paid holidays Health insurance Dental insurance Paid time off On-the-job training Vision insurance Qualifications High school diploma or GED Full Job Description Partner with us in making a positive change! Join a team where your work truly matters. We're proud to have been certified as a Great Place to Work for 8 years by our own employees. We invite you to partner with us in our mission to improve mental healthcare. Job Title: Accounts Payable Coordinator Division/Program: Oakland Regional Office Starting Compensation: 22.00 - 25.00 SD Per Hour (\$65 Monthly Internet Stipend Included) Working Location: San Jose, North CA (90 % Remote / 10% On-Site) Working Hours/Shift: Monday - Friday 8:00 AM - 5:00 PM Why Join Our Team? Competitive Compensation : Offering a salary that matches your skills and experience. Generous Time Off : Enjoy ample vacation and holiday pay. Comprehensive Benefits Package : Employer-paid medical, dental, and vision coverage. Additional voluntary benefits to support your lifestyle. Professional Growth Opportunities : On-the-job training with access to paid CEU opportunities. Career development programs designed to help you grow. Supervision for BBS hours for AMFT, ACSW, and APCC professionals (where applicable). Employee Recognition & Rewards : A culture that celebrates and rewards your hard work and dedication What you bring to SBHG (Qualifications) : Education High school	

diploma. Associate degree or vocational school diploma preferred. Experience Two years of accounting experience, inpatient or outpatient medical setting preferred. License or Certification Valid California driver's license preferred. How you will make a difference (Job Overview): The AP Coordinator oversees processing accounts payable and employee expense reports across multiple entities, including SAC, SVCFS, SVBH, TEAMMATES, and Valley Star, this role ensures all financial obligations are met with precision. Given the potential impact on the company's legal and economic standing, maintaining high standards of accuracy, confidentiality, and timeliness is a top priority.

Division/Program Overview:

Beyond data management, this position serves as the organization's subject matter expert on cultural competency and evidence-based practices. You will supervise clinical protocols, publish essential programs and training guides, and provide direct onsite coaching at various locations, including residential and inpatient sites. By staying ahead of legal requirements and industry trends, you will ensure our services remain both compliant and culturally informed. Learn more about SBHG at : <https://www.starsinc.com/stars-inc/>

For Additional Information:

Accounts Payable Specialist	
Link to Live Job Posting: Posting is no longer active	
Location: Menlo Park, CA	O*NET: 43-3031.00
Company: United States Department of Energy	Job Title: Accounts Payable Specialists
Accounts Payable Specialist Menlo Park, CA Job Details Temporary Full-time \$28.79 - \$34.79 an hour 1 day ago Qualifications Associate's degree in accounting Accounting systems Financial close processing Internal controls Purchase orders Financial data reconciliation Oracle Bachelor's degree in finance Associate's degree in Business Administration Logistics Associate's degree in finance Mid-level Bachelor's degree in business administration Freight forwarding logistics Finance High school diploma or GED Invoice payment processing Decision making Accounting and finance experience Computer skills Business Administration Bachelor's degree in accounting Financial audit support Business Associate's degree Accrual accounting 2 years Accounting Communication skills Workday Financial compliance Oracle Enterprise Resource Planning (ERP) Customs clearance management Full Job Description SLAC Job Postings Position overview: We're looking for a highly organized and detail-oriented Accounts Payable Specialist to join our Accounts Payable (AP) team. In this role, you'll support day-to-day AP operations with a strong focus on reconciliations, invoice processing, and ensuring the accuracy and integrity of financial data. This position operates within a federally funded research environment and requires close adherence to internal controls, audit readiness, and Department of Energy (DOE) and Stanford University financial requirements. If you enjoy digging into details, solving discrepancies, and keeping processes running smoothly, this is a great opportunity to grow your finance career. SLAC National Accelerator Laboratory is one of 17 Department of Energy (DOE) National Laboratories. Operated by Stanford University on behalf of the DOE, SLAC develops and operates some of the world's premier science facilities. The SLAC Controller's Office is responsible for providing excellent service and timely payments to employees and vendors, ensuring accuracy, reliability, and integrity of financial information, and delivering accounting and financial services to the Laboratory, Stanford University, and the DOE. Note : This is a 24-month fixed-term position with the possibility of extension or conversion to a regular continuing role. Your specific responsibilities include, but are not limited to, the following: Review, verify, and process vendor invoices in accordance with SLAC policies, Stanford University requirements, and applicable Department of Energy (DOE) financial requirements. Ensure invoices are properly matched to purchase orders, receipts, and supporting documentation. Perform accurate invoice vouchering within the financial system. Identify, research, and resolve invoice discrepancies in a timely and well-documented manner. Support the end-to-end Procure-to-Pay (P2P) lifecycle. Coordinate with Procurement, Receiving, and internal departments to resolve invoice, receipt, or purchase order issues. Maintain accurate documentation and records for all AP transactions. Respond to vendor inquiries regarding invoice status and payment processing. Support vendor onboarding activities, including review of required documentation, in coordination with Procurement and other stakeholders. Reconcile vendor statements and investigate outstanding balances. Perform reconciliation of the Accounts Payable subledger to the general ledger and assist in resolving identified differences. Assist with month-end closing activities, including accruals and payment verification. Support identification and recording of routine AP accruals to ensure expenses are recognized in the appropriate accounting period. Review and reconcile invoices related to customs duties, tariffs, and import-related charges as recorded in the financial system. Coordinate with freight forwarders, customs brokers, and internal logistics or procurement teams to verify duty-related charges and supporting documentation. Support reconciliation and documentation of customs duty payments when applicable. Ensure proper documentation is maintained to support audit, compliance, and internal control requirements. Ensure adherence to internal financial controls and audit requirements. Maintain compliance with SLAC, Stanford University, and DOE financial policies. Support internal and external audits by timely providing requested documentation and explanations within the scope of assigned responsibilities. Other duties may also be assigned. To be successful in this position you will bring:	

High School diploma or equivalent and two years; work experience in Accounting, Finance, Business Administration, or related field, or equivalent experience Experience in Accounts Payable or accounting operations, including reconciliations and month-end support. High attention to detail and a commitment to data accuracy. Strong understanding of invoice workflows, three-way matching, and reconciliation processes. Proficiency with Excel and familiarity with ERP or AP automation systems (e.g., Oracle, PeopleSoft, Workday, or similar). Strong communication skills and a collaborative mindset. Ability to manage multiple priorities and meet deadlines in a fast-paced environment. In addition, Preferred requirements include: Associate's or Bachelor's degree in Accounting, Finance, Business Administration, or related field, or equivalent experience. Experience working with tariffs, customs duties, or import/export documentation. Experience reconciling freight, logistics, and customs-related invoices. Familiarity with government-funded organizations or research institutions. Experience working with internal controls and audit compliance. SLAC employee competencies :

Effective Decisions:

Uses job knowledge and solid judgment to make quality decisions in a timely manner.

Self-Development:

Pursues a variety of venues and opportunities to continue learning and developing.

Dependability:

Can be counted on to deliver results with a sense of personal responsibility for expected outcomes.

Initiative:

Pursues work and interactions proactively with optimism, positive energy, and motivation to move things forward.

Adaptability:

Flexes as needed when change occurs, maintains an open outlook while adjusting and accommodating changes.

Communication:

Ensures effective information flow to various audiences and creates and delivers clear, appropriate written, spoken, presented messages.

Relationships:

Builds relationships to foster trust, collaboration, and a positive climate to achieve common goals.

Physical requirements and Working conditions:

Constantly perform desk-based computer tasks. Consistent with its obligations under the law, the University will provide reasonable accommodation to any employee with a disability who requires accommodation to perform the essential functions of his or her job.

Work standards:

Interpersonal Skills:

Demonstrates the ability to work well with Stanford colleagues and clients and with external organizations.

Promote Culture of Safety:

Demonstrates commitment to personal responsibility and value for safety; communicates safety concerns; uses and promotes safe behaviors based on training and lessons learned. Subject to and expected to comply with all applicable University policies and procedures, including but not limited to the personnel policies and other policies found in the University's Administrative Guide, As a national laboratory, SLAC National

Accelerator Laboratory is responsible for adhering to the Homeland Security Presidential Directive 12 (HSPD-12) and Department of Energy (DOE) Order 473.1A, which require employees to obtain and maintain a HSPD-12 Personal Identity Verification (PIV) Credential. To obtain this credential, employees must successfully complete the applicable tier of federal background investigation post hire and receive a favorable federal adjudication. The tier of federal background investigation will be determined by job duties and national security or public trust responsibilities associated with the job. All tiers of investigation include a declaration of illegal drug activities, including use, supply, possession, or manufacture within the last 1 to 7 years (depending on the applicable tier of investigation). Illegal drug activities include marijuana and cannabis derivatives, which are still considered illegal under federal law, regardless of state laws -

Classification Title:

Accounting/Finance Associate Job code: 4437,

Grade:

E Employment Duration:

24-month The expected pay range for this position is \$28.79 - \$34.79 per hour SLAC National Accelerator Laboratory/Stanford University provides pay ranges representing its good faith estimate of the salary or hourly wage the university reasonably expects to pay for a position upon hire. The pay offered to a selected candidate will be determined based on factors such as (but not limited to) the scope and responsibilities of the position, the qualifications of the selected candidate, departmental budget availability, internal equity, geographic location, and external market pay for comparable jobs. At SLAC/Stanford, base pay represents only one aspect of the comprehensive rewards package.

Accounts Receivable Coordinator	
Link to Live Job Posting: Posting is no longer active	
Location: Walnut Creek, CA	O*NET: 43-3031.00
Company: Robert Half	Job Title: Accounts Receivable Coordinators
Description Ready to launch your career in accounting? Our client is looking for an Accounts Receivable Coordinator on a contract-to-permanent basis in Walnut Creek, CA. If you are proactive, detail-oriented, and passionate about customer service and finance, we want to hear from you! Accurately process client payments and ensure timely posting Generate and distribute customer billing, statements, and reminder notices Monitor AR aging and assist with collections efforts Investigate and resolve payment irregularities or disputes Prepare reconciliations and assist with reporting at month-end Communicate with customers and internal staff regarding account status Assist with additional accounting and administrative tasks as needed Requirements High school diploma required; Associate's degree or relevant coursework a plus Experience in accounts receivable, billing, or clerical accounting roles preferred Comfortable with Microsoft Office, especially Excel; experience with ERP/accounting systems a plus Excellent organizational skills and keen attention to detail Strong interpersonal and written communication skills Robert Half is the world's first and largest specialized talent solutions firm that connects highly qualified job seekers to opportunities at great companies. We offer contract, temporary and permanent placement solutions for finance and accounting, technology, marketing and creative, legal, and administrative and customer support roles. Robert Half works to put you in the best position to succeed. We provide access to top jobs, competitive compensation and benefits, and free online training. Stay on top of every opportunity - whenever you choose - even on the go. Download the Robert Half app (https://www.roberthalf.com/us/en/mobile-app) and get 1-tap apply, notifications of AI-matched jobs, and much more. All applicants applying for U.S. job openings must be legally authorized to work in the United States. Benefits are available to contract/temporary professionals, including medical, vision, dental, and life and disability insurance. Hired contract/temporary professionals are also eligible to enroll in our company 401(k) plan. Visit roberthalf.gobenefits.net for more information. © 2025 Robert Half. An Equal Opportunity Employer. M/F/Disability/Veterans. By clicking "", you're agreeing to Robert Half's Terms of Use (https://www.roberthalf.com/us/en/terms) and Privacy Notice (https://www.roberthalf.com/us/en/privacy) .	

Office Assistants — Wsh Management in Oakley, CA (Apr 2026 - Jun 2026)

Office Assistant	
Link to Live Job Posting: Posting is no longer active	
Location: Oakley, CA	O*NET: 43-3031.00
Company: Wsh Management	Job Title: Office Assistants

Position Summary WSH Management is currently recruiting for an Office Assistant in an apartment community located in Oakley, CA. The Office Assistant is responsible for all telephone calls and in-person visits. Managing and processing prospect applications and securing deposits in accordance with the company procedures and Fair Housing requirements. Securing new resident signature(s) on appropriate paperwork prior to move-in. Assist in lease transactions by typing leases, gathering applicant(s) history and credit approvals. Strong customer service skills are a must. Must possess a positive attitude and the ability to smile under all circumstances. Knowledge of leasing & fair housing is a plus. A minimum one-year experience in a customer service related industry or one year apartment leasing experience preferred.

Reports to:

Property Manager What we

Offer:

\$22.00 to \$24.00 per hour, commensurate on experience.

Full Time Hourly Schedule:

Monday to Friday 8am to 5pm Medical, Dental, Vision, Life and 401k with employer match Paid vacation and 15 paid company holidays What you'll do: Receive all telephone calls and in-person visits. Listen to resident requests, concerns and comments. Greet prospects and qualify by covering all criteria (ask questions; utilize completed guest cards, etc.). Immediately record all telephone and in-person visits on appropriate reports. Demonstrate community and apartment/model and apply product knowledge to client's needs by communicating the features and benefits; close the sale. Have prospect complete application and secure deposit in accordance with the company procedures and Fair Housing requirements. Secure new resident signature(s) on appropriate paperwork prior to move-in. Orient new residents to community. Represent the company in a professional manner at all the times. Operate computers programmed with accounting software to record, store and analyze information. Understand the lease agreement and application. Comply with federal, state and company policies, procedures and regulations. Operate 10-key calculators, copy and facsimile machines to perform calculations, produce and distribute documents. Assist in lease transactions by typing leases, gathering applicant's history and credit approvals. Assist with maintaining compliance with all applicable Affordable Housing programs. Provide general clerical assistance to community office Enforce policies of the community. Assist in placing, removing/updating banners, balloons, bandit signs, flags, etc. Distribute newsletters, pamphlets, flyers, etc. Assist in conducting market surveys and shop competitive communities. Ensures that unsafe conditions are corrected in a timely manner. Daily review of all emails and respond as necessary within 24 hours. Performs other related duties as assigned. Carries out additional responsibilities as needed to support department and company objective

Abilities:

Must possess a positive attitude and the ability to smile under all circumstances. Participate in training in order to comply with new or existing laws. Strong command of the English language, including proper grammar, spelling, and sentence structure. Thorough understanding of the English language and ability to communicate effectively with others. Strong writing and proofreading skills. Ability to work a flexible schedule. Neat, clean, professional at all times throughout the workday and/or whenever present at the community. Must possess a valid Driver's License, reliable transportation and current auto insurance coverage as this position may require some driving for company business. Comply with expectations as demonstrated in the employee handbook. Demonstrate ability to diffuse and respond to customer concerns to avoid escalation of the problem. High School Diploma or equivalent required; some college preferred. A minimum one-year experience in a customer service related industry or one year apartment leasing experience or a combination of accounting skills/education with customer service experience is preferred. Must possess strong attention to detail and sales ability. Demonstrate an ability to support and contribute to community team. Strong command of the English language, including proper grammar, spelling, and sentence structure. Thorough understanding of the English language and ability to communicate effectively with others. Strong writing and proofreading skills. Competence in operation of telephone, business calculator, copy machine, facsimile, personal computer/keyboard, Microsoft Office including Word, and MS Outlook and community software.

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.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
13-2011	Accountants and Auditors
11-3031	Financial Managers
43-3031	Bookkeeping, Accounting, and Auditing Clerks
13-2082	Tax Preparers
43-4141	New Accounts Clerks

Code	Description
13-2051	Financial and Investment Analysts
13-2031	Budget Analysts
13-2054	Financial Risk Specialists
13-2081	Tax Examiners and Collectors, and Revenue Agents
43-3051	Payroll and Timekeeping Clerks

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6041	Marin County, CA
6075	San Francisco County, CA

Code	Description
6081	San Mateo County, CA
6085	Santa Clara County, CA
6087	Santa Cruz County, CA

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED
Associate's degree

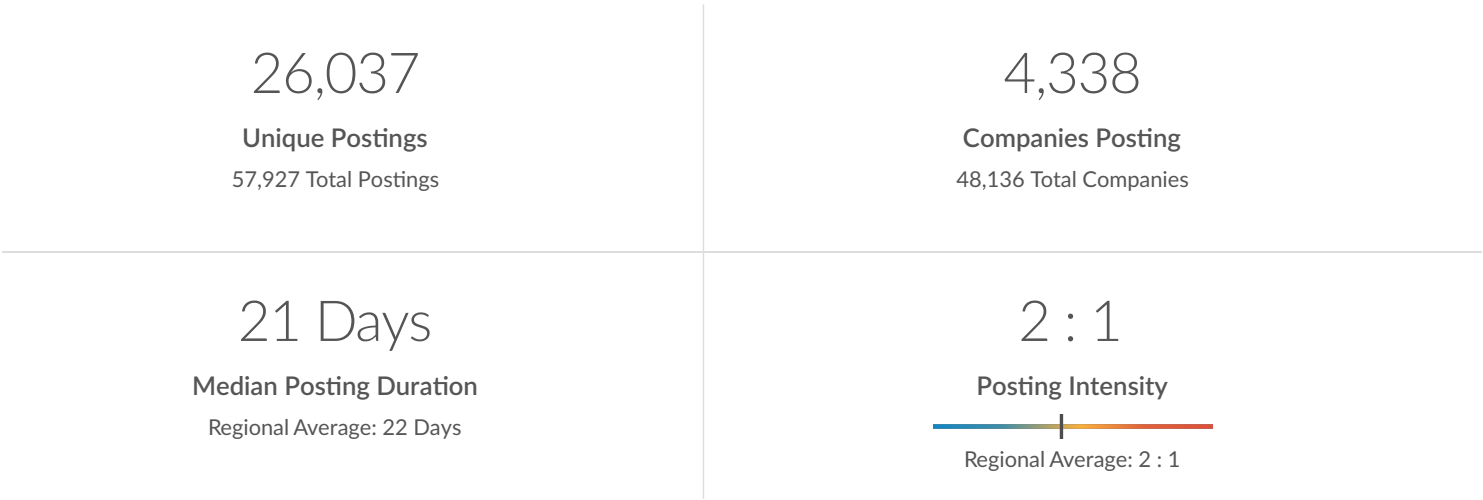
Description
Bachelor's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 17,756 advertised salary observations (68% of the 26,037 matching postings).

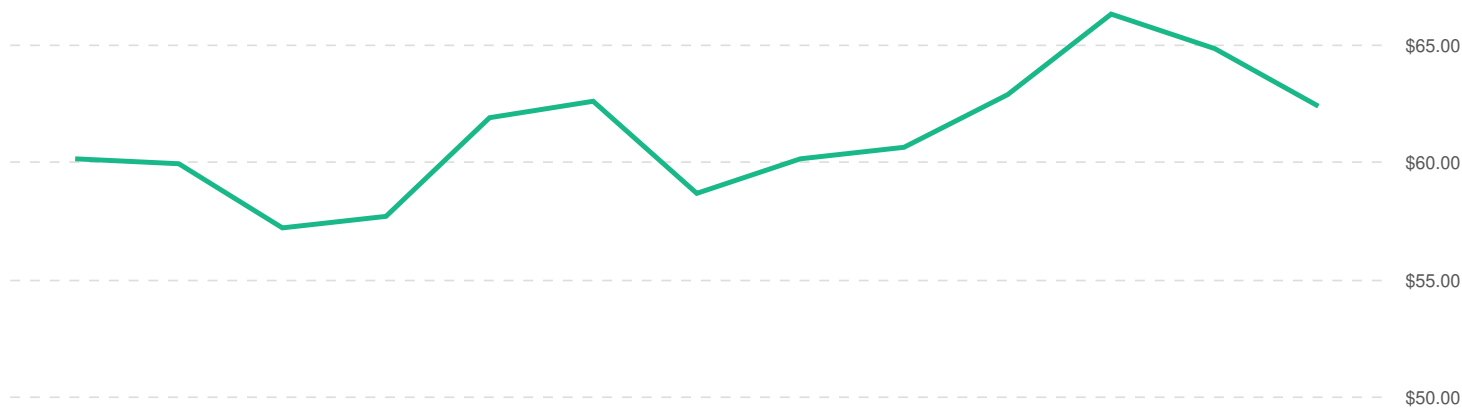
\$61.42/hr

Median Advertised Salary

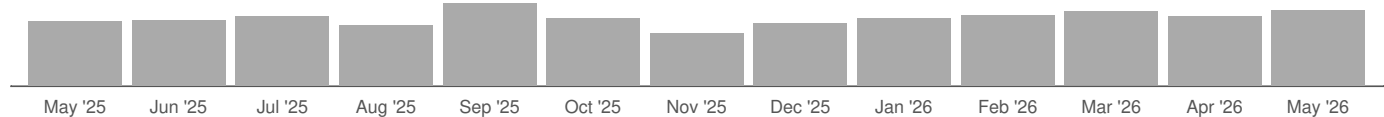


Advertised Salary Trend

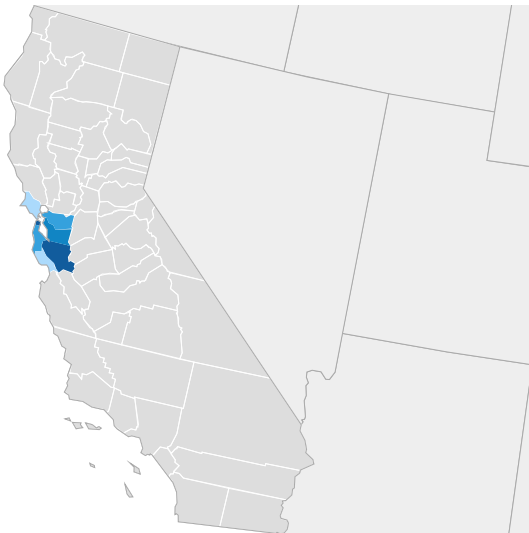
▲ 3.7% May 2025 – May 2026
\$61.42 Median



17,756 Job Postings



Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	7,818
San Francisco County, CA	7,423
Alameda County, CA	4,793
San Mateo County, CA	2,918
Contra Costa County, CA	2,070

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	2,351	2 : 1
May 2026	2,406	2 : 1
Apr 2026	2,129	2 : 1
Mar 2026	2,188	2 : 1
Feb 2026	2,046	2 : 1
Jan 2026	1,919	2 : 1
Dec 2025	2,126	2 : 1
Nov 2025	1,592	2 : 1
Oct 2025	1,887	2 : 1
Sep 2025	2,308	2 : 1
Aug 2025	1,647	2 : 1
Jul 2025	1,922	2 : 1
Jun 2025	1,881	2 : 1
May 2025	1,986	2 : 1
Apr 2025	2,341	2 : 1
Mar 2025	2,002	3 : 1
Feb 2025	1,769	2 : 1
Jan 2025	2,077	2 : 1
Dec 2024	1,496	2 : 1
Nov 2024	1,683	3 : 1

Oct 2024	1,792	3 : 1
Sep 2024	1,645	3 : 1
Aug 2024	2,076	3 : 1
Jul 2024	1,589	3 : 1
Jun 2024	1,747	2 : 1
May 2024	1,601	2 : 1
Apr 2024	1,421	2 : 1
Mar 2024	1,559	2 : 1
Feb 2024	1,581	2 : 1
Jan 2024	1,785	2 : 1
Dec 2023	1,473	3 : 1
Nov 2023	1,540	3 : 1
Oct 2023	1,800	3 : 1
Sep 2023	1,880	3 : 1
Aug 2023	2,140	3 : 1
Jul 2023	2,173	3 : 1
Jun 2023	2,196	3 : 1
May 2023	2,513	3 : 1
Apr 2023	2,466	3 : 1
Mar 2023	2,589	3 : 1
Feb 2023	2,417	3 : 1
Jan 2023	2,758	3 : 1
Dec 2022	2,799	3 : 1
Nov 2022	3,413	3 : 1
Oct 2022	3,718	2 : 1
Sep 2022	3,197	3 : 1
Aug 2022	2,845	3 : 1
Jul 2022	3,858	3 : 1
Jun 2022	4,018	3 : 1
May 2022	4,438	2 : 1
Apr 2022	4,909	3 : 1

Mar 2022	4,434	2 : 1
Feb 2022	4,437	3 : 1
Jan 2022	3,902	3 : 1
Dec 2021	3,753	3 : 1
Nov 2021	3,699	4 : 1
Oct 2021	3,474	4 : 1
Sep 2021	3,104	4 : 1
Aug 2021	3,466	3 : 1
Jul 2021	3,359	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	2,148	8%
Associate's degree	1,665	6%
Bachelor's degree	24,261	93%
Master's degree	7,492	29%
Ph.D. or professional degree	1,049	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,148	0	8%
Associate's degree	1,201	281	5%
Bachelor's degree	22,688	1,469	87%
Master's degree	0	6,566	0%
Ph.D. or professional degree	0	1,049	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	5,130	20%
0 - 1 Years	1,657	6%
2 - 3 Years	5,885	23%
4 - 6 Years	7,491	29%
7 - 9 Years	3,482	13%
10+ Years	2,392	9%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Robert Half	1,562 / 1,283	1 : 1 	11 days
Google	2,163 / 552	4 : 1 	22 days
Lee Hecht Harrison	504 / 330	2 : 1 	13 days
KPMG	495 / 324	2 : 1 	27 days
Apple	1,024 / 291	4 : 1 	17 days
H&R Block	510 / 271	2 : 1 	19 days
Visa	878 / 253	3 : 1 	31 days
JPMorgan Chase	936 / 220	4 : 1 	36 days
Ledgent	342 / 205	2 : 1 	28 days
Meta	602 / 187	3 : 1 	31 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	16,709 / 7,447	2 : 1 	22 days
San Jose, CA	6,440 / 2,803	2 : 1 	22 days
Oakland, CA	2,613 / 1,158	2 : 1 	20 days
Santa Clara, CA	2,775 / 1,150	2 : 1 	22 days
Mountain View, CA	2,827 / 897	3 : 1 	23 days
Sunnyvale, CA	2,306 / 789	3 : 1 	22 days
Fremont, CA	1,533 / 729	2 : 1 	18 days
Palo Alto, CA	1,119 / 643	2 : 1 	22 days
Walnut Creek, CA	1,287 / 617	2 : 1 	22 days
Menlo Park, CA	1,117 / 535	2 : 1 	25 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Financial Managers	19,833 / 8,915	2 : 1 	21 days
Financial and Investment Analysts	16,772 / 6,605	3 : 1 	20 days
Accountants and Auditors	10,754 / 5,653	2 : 1 	20 days
Bookkeeping, Accounting, and Auditing Clerks	3,567 / 1,962	2 : 1 	21 days
Financial Risk Specialists	2,567 / 989	3 : 1 	21 days
Tax Preparers	1,748 / 830	2 : 1 	25 days
Payroll and Timekeeping Clerks	1,177 / 555	2 : 1 	22 days
New Accounts Clerks	861 / 215	4 : 1 	30 days
Tax Examiners and Collectors, and Revenue Agents	343 / 183	2 : 1 	20 days
Budget Analysts	305 / 130	2 : 1 	28 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Financial and Investment Analysts	16,772 / 6,605	3 : 1 	20 days
Financial Managers	14,256 / 6,309	2 : 1 	21 days
Accountants and Auditors	10,754 / 5,653	2 : 1 	20 days
Treasurers and Controllers	4,728 / 2,203	2 : 1 	22 days
Bookkeeping, Accounting, and Auditing Clerks	3,567 / 1,962	2 : 1 	21 days
Financial Risk Specialists	2,567 / 989	3 : 1 	21 days
Tax Preparers	1,748 / 830	2 : 1 	25 days
Payroll and Timekeeping Clerks	1,177 / 555	2 : 1 	22 days
Investment Fund Managers	849 / 403	2 : 1 	22 days
New Accounts Clerks	861 / 215	4 : 1 	30 days
Tax Examiners and Collectors, and Revenue Agents	343 / 183	2 : 1 	20 days
Budget Analysts	305 / 130	2 : 1 	28 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Accountant	8,660 / 4,604	2 : 1 	19 days
Financial Manager	8,576 / 3,821	2 : 1 	20 days
Financial Analyst	8,463 / 3,515	2 : 1 	18 days
Corporate Development Analyst / Manager	7,260 / 2,645	3 : 1 	22 days
Treasurer / Controller	4,472 / 2,052	2 : 1 	23 days
Bookkeeper / Accounting Clerk	3,567 / 1,962	2 : 1 	21 days
Tax Manager	2,470 / 1,233	2 : 1 	20 days
Auditor	2,063 / 1,037	2 : 1 	22 days
Tax Analyst / Specialist	1,820 / 891	2 : 1 	22 days
Banking Branch Manager	1,962 / 670	3 : 1 	29 days
Risk Analyst	1,616 / 657	2 : 1 	21 days
Payroll Specialist	1,144 / 541	2 : 1 	22 days
Risk Manager	1,278 / 496	3 : 1 	22 days
Pricing Analyst	915 / 404	2 : 1 	23 days
Investment Fund Manager	849 / 403	2 : 1 	22 days
Chief Financial Officer	409 / 218	2 : 1 	19 days
Personal Banker / Banking Sales Staff	861 / 215	4 : 1 	30 days
Accounts Payable / Receivable Manager	313 / 143	2 : 1 	24 days
Budget Analyst	305 / 130	2 : 1 	28 days
Accounting Supervisor	241 / 123	2 : 1 	20 days
Tax Preparer	206 / 85	2 : 1 	26 days
Financial Reporting Manager	200 / 81	2 : 1 	18 days
Tax Examiner / Collector	65 / 37	2 : 1 	29 days
Insurance Underwriter	75 / 34	2 : 1 	20 days
Human Resources Assistant	33 / 14	2 : 1 	19 days

Investment Underwriter	69 / 12	6 : 1		26 days
Account Executive	31 / 12	3 : 1		23 days
Logistician / Supply Chain Specialist	4 / 2	2 : 1		29 days

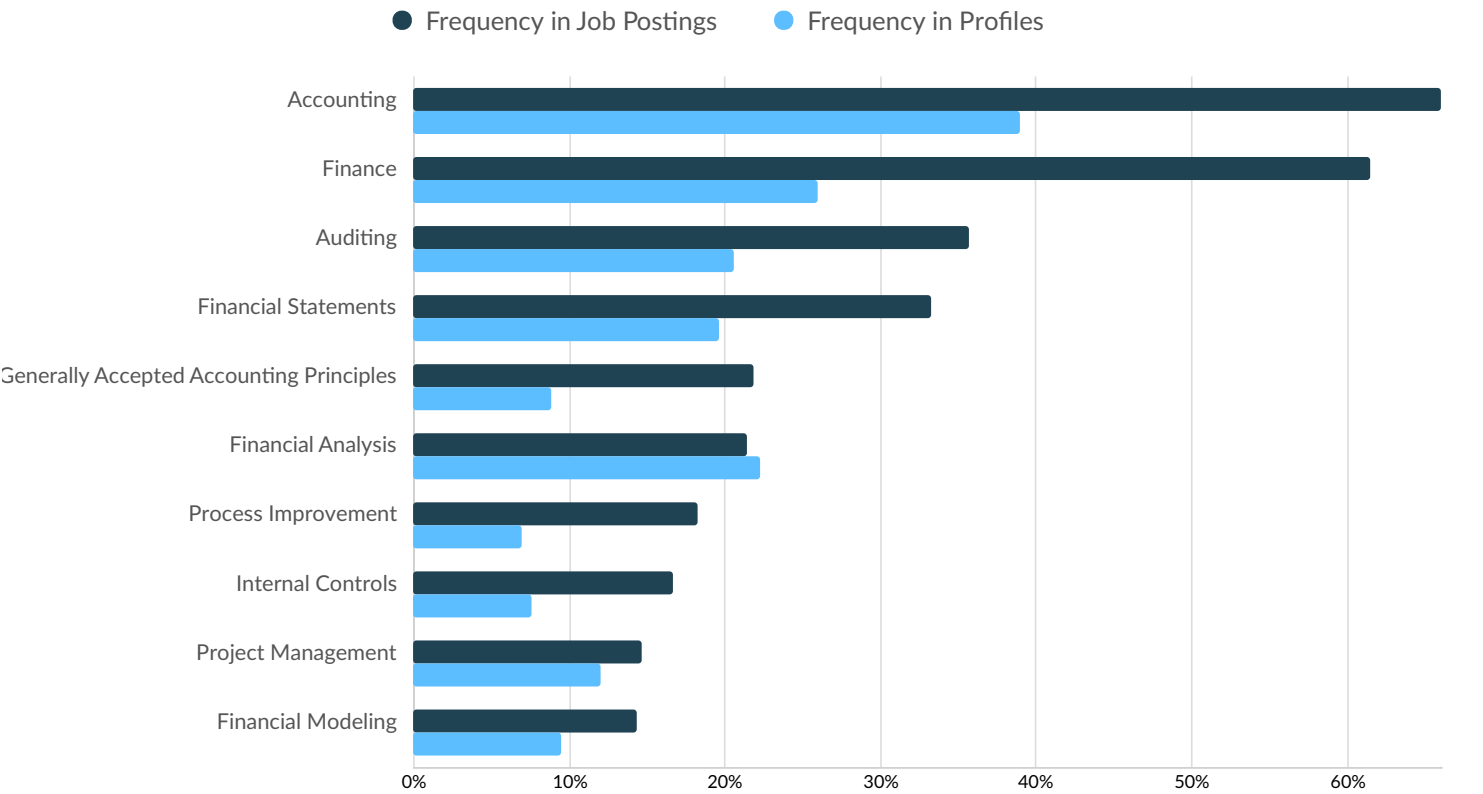
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)		Posting Intensity	Median Posting Duration
Accountants	1,881 / 1,145	2 : 1		19 days
Financial Analysts	2,216 / 1,018	2 : 1		17 days
Staff Accountants	757 / 502	2 : 1		18 days
Accounting Managers	754 / 463	2 : 1		17 days
Tax Managers	998 / 462	2 : 1		18 days
Finance Managers	1,053 / 414	3 : 1		18 days
Controllers	801 / 406	2 : 1		21 days
Accounts Payable Specialists	478 / 284	2 : 1		20 days
Financial Planning and Analysis Managers	700 / 282	2 : 1		17 days
Branch Managers	481 / 209	2 : 1		22 days

Top Industries

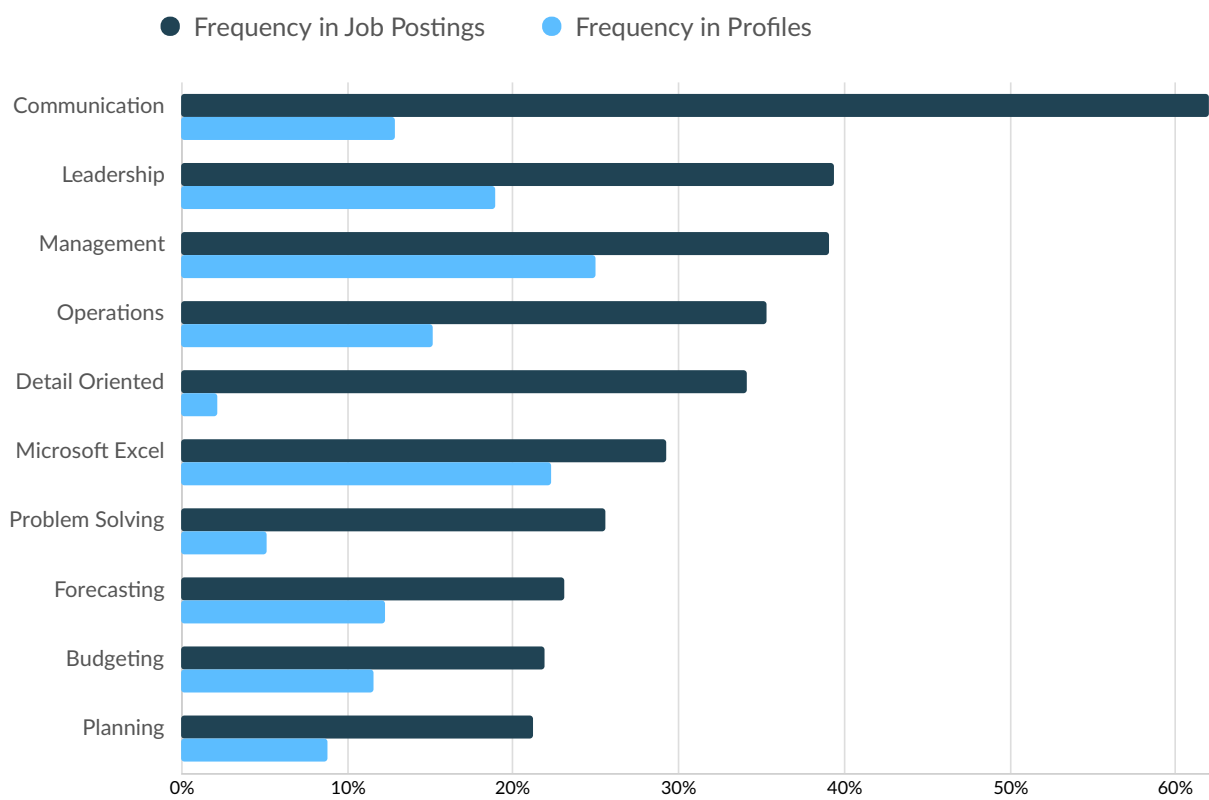
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	6,126 / 3,576	2 : 1 	16 days
Offices of Certified Public Accountants	2,890 / 1,574	2 : 1 	22 days
Commercial Banking	3,097 / 954	3 : 1 	25 days
Web Search Portals and All Other Information Services	2,795 / 751	4 : 1 	23 days
Custom Computer Programming Services	1,131 / 549	2 : 1 	21 days
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	1,432 / 543	3 : 1 	30 days
Software Publishers	1,105 / 522	2 : 1 	27 days
Financial Transactions Processing, Reserve, and Clearinghouse Activities	1,603 / 513	3 : 1 	31 days
Temporary Help Services	732 / 464	2 : 1 	21 days
Colleges, Universities, and Professional Schools	1,502 / 432	3 : 1 	27 days

Top Specialized Skills



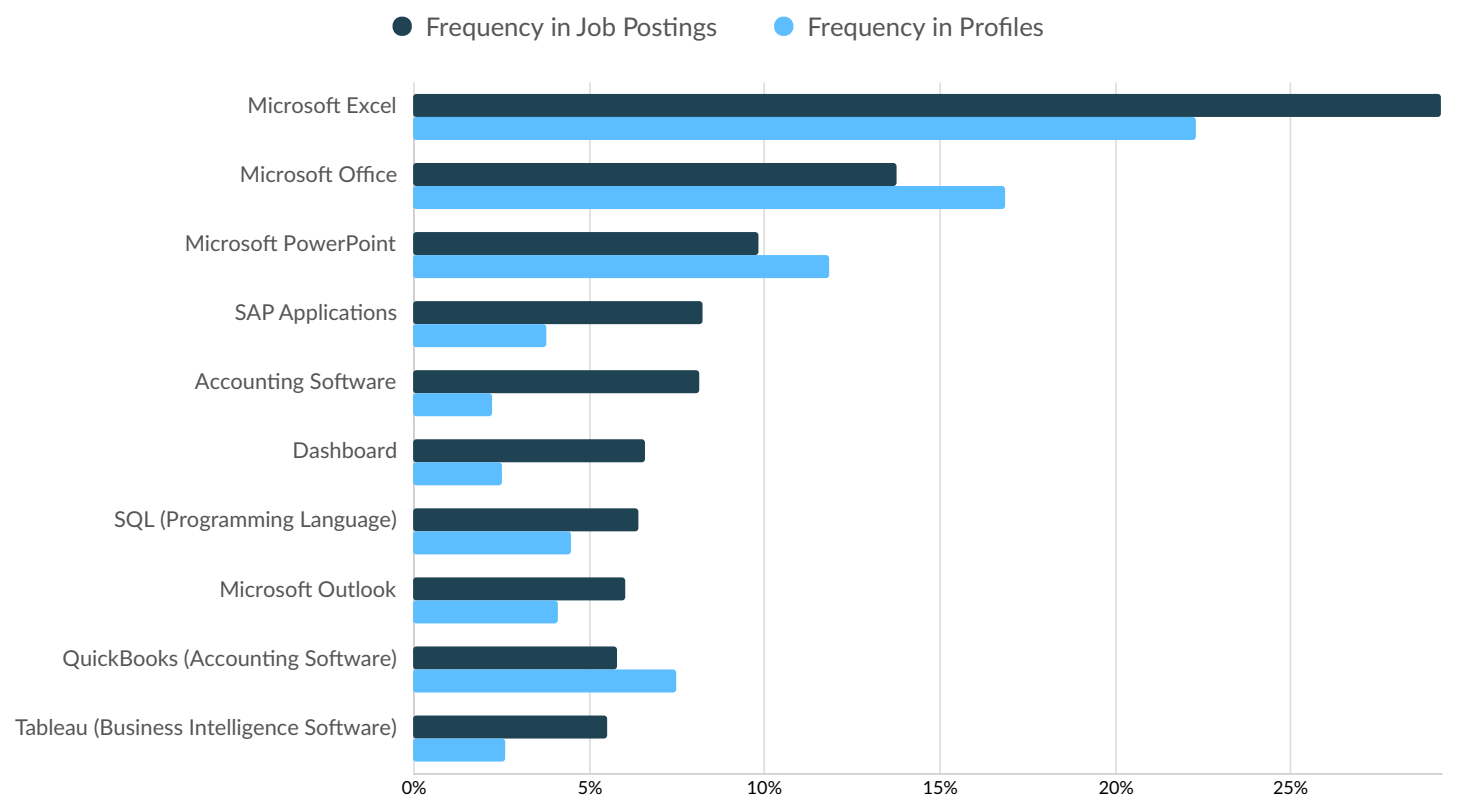
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Accounting	17,203	66%	63,756	39%	+16.3%	Growing
Finance	16,026	62%	42,542	26%	+22.4%	Rapidly Growing
Auditing	9,291	36%	33,722	21%	+20.8%	Rapidly Growing
Financial Statements	8,671	33%	32,043	20%	+16.8%	Growing
Generally Accepted Accounting Principles	5,706	22%	14,454	9%	+13.1%	Growing
Financial Analysis	5,582	21%	36,470	22%	+22.5%	Rapidly Growing
Process Improvement	4,770	18%	11,470	7%	+21.3%	Rapidly Growing
Internal Controls	4,341	17%	12,386	8%	+15.7%	Growing
Project Management	3,820	15%	19,703	12%	+19.4%	Rapidly Growing
Financial Modeling	3,750	14%	15,565	10%	+13.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	16,155	62%	21,133	13%	+8.5%	Stable
Leadership	10,262	39%	30,933	19%	+9.5%	Growing
Management	10,179	39%	40,852	25%	+5.7%	Stable
Operations	9,210	35%	24,802	15%	+8.8%	Stable
Detail Oriented	8,885	34%	3,500	2%	+8.2%	Stable
Microsoft Excel	7,628	29%	36,429	22%	+14.8%	Growing
Problem Solving	6,661	26%	8,510	5%	+11.1%	Growing
Forecasting	6,019	23%	20,040	12%	+15.4%	Growing
Budgeting	5,711	22%	18,987	12%	+14.2%	Growing
Planning	5,526	21%	14,490	9%	+10.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	7,628	29%	36,429	22%	+14.8%	Growing
Microsoft Office	3,587	14%	27,600	17%	+16.9%	Growing
Microsoft PowerPoint	2,569	10%	19,380	12%	+19.9%	Rapidly Growing
SAP Applications	2,142	8%	6,202	4%	+18.8%	Rapidly Growing
Accounting Software	2,120	8%	3,673	2%	+16.6%	Growing
Dashboard	1,721	7%	4,127	3%	+24.9%	Rapidly Growing
SQL (Programming Language)	1,670	6%	7,346	4%	+5.9%	Stable
Microsoft Outlook	1,570	6%	6,773	4%	+22.2%	Rapidly Growing
QuickBooks (Accounting Software)	1,517	6%	12,263	8%	+11.0%	Growing
Tableau (Business Intelligence Software)	1,441	6%	4,289	3%	+16.4%	Growing

Top Qualifications

	Postings with Qualification
Master Of Business Administration (MBA)	3,286
Certified Public Accountant	3,000
Chartered Financial Analyst	803
Valid Driver's License	690
Certified Internal Auditor	658
Certified Information System Auditor (CISA)	389
Enrolled Agent (EA)	304
Certified Fraud Examiner	273
Certified Information Systems Security Professional	247
Master of Science in Taxation (MST)	214

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	26,893 / 12,812	2 : 1 	22 days
Insurance	23,690 / 11,470	2 : 1 	22 days
Paid Leave	20,557 / 9,661	2 : 1 	22 days
Education and Career Development	10,294 / 4,650	2 : 1 	22 days
Supplemental Pay	9,854 / 4,393	2 : 1 	23 days
Health and Wellness Benefits	9,735 / 4,197	2 : 1 	22 days
Work-Life Balance	4,570 / 2,281	2 : 1 	20 days
Other Benefits	3,567 / 1,328	3 : 1 	25 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	8,453
indeed.com	4,738
dejobs.org	4,429
disabledperson.com	3,825
diversityjobs.com	2,758
myworkdayjobs.com	1,389
aicpa-cima.com	1,383
glassdoor.com	667
greenhouse.io	633
fairygodboss.com	551
smartrecruiters.com	460
oraclecloud.com	408
accaglobal.com	382
efinancialcareers.com	308
dice.com	302
google.com	291
icims.com	280
governmentjobs.com	265
jobit.com	230
jobserve.com	224
themuse.com	222
hrblock.com	218
hercjobs.org	195
careersingovernment.com	183
ashbyhq.com	181

Appendix B

Sample Postings

Accounts Receivable Clerks — Robert Half in Hayward, CA (May 2026 - Jul 2026)

Accounts Receivable Clerk	
Link to Live Job Posting: Posting is no longer active	
Location: Hayward, CA	O*NET: 43-3031.00
Company: Robert Half	Job Title: Accounts Receivable Clerks
Description Our client is seeking a detail-oriented and dependable Accounts Receivable Clerk for a temp-to-hire opportunity. This role is ideal for someone with strong organizational skills, experience supporting accounts receivable functions, and the ability to work accurately in a fast-paced environment. The Accounts Receivable Clerk will assist with payment posting, account reconciliation, collections support, and maintaining accurate customer records. Key Responsibilities + Process customer payments and apply cash accurately to customer accounts + Generate and distribute invoices, statements, and account documentation + Monitor accounts for outstanding balances and assist with collections follow-up + Reconcile customer accounts and research payment discrepancies + Respond to customer inquiries regarding billing, payments, and account status + Maintain accurate and up-to-date customer account records + Assist with preparing aging reports and other accounts receivable documentation + Support month-end close activities related to accounts receivable + Collaborate with internal departments to resolve billing and payment issues + Ensure compliance with company policies, procedures, and internal controls + Assist with filing, recordkeeping, and other administrative support as needed Requirements + 1+ years of accounts receivable, billing, accounting clerk, or related experience + Experience with cash application, invoicing, and account reconciliation preferred + Proficiency in Microsoft Excel and accounting software/ERP systems + Strong attention to detail and accuracy + Good written and verbal communication skills + Ability to prioritize tasks and meet deadlines + High school diploma required; associate/bachelor's degree in accounting or related field preferred Robert Half is the world's first and largest specialized talent solutions firm that connects highly qualified job seekers to opportunities at great companies. We offer contract, temporary and permanent placement solutions for finance and accounting, technology, marketing and creative, legal, and administrative and customer support roles. Robert Half works to put you in the best position to succeed. We provide access to top jobs, competitive compensation and benefits, and free online training. Stay on top of every opportunity - whenever you choose - even on the go. Download the Robert Half app (https://www.roberthalf.com/us/en/mobile-app) and get 1-tap apply, notifications of AI-matched jobs, and much more. All applicants applying for U.S. job openings must be legally authorized to work in the United States. Benefits are available to contract/temporary professionals, including medical, vision, dental, and life and disability insurance. Hired contract/temporary professionals are also eligible to enroll in our company 401(k) plan. Visit roberthalf.gobenefits.net for more information. © 2025 Robert Half. An Equal Opportunity Employer. M/F/Disability/Veterans. By clicking "" you're agreeing to Robert Half's Terms of Use (https://www.roberthalf.com/us/en/terms) and Privacy Notice (https://www.roberthalf.com/us/en/privacy) .	

Senior Construction Risk Engineering Consultant	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 11-3031.00
Company: Zurich Insurance	Job Title: Risk Engineering Consultants
Senior Construction Risk Engineering Consultant132287Zurich is currently looking for a Senior Risk Engineering Consultant for the Construction Casualty Lines of Business in our West region. This is a work from home role in San Francisco or surrounding within Northern California. The position includes a company car, with expected travel of 30-40% of your time depending on business needs.In this role you will be responsible for:Will be responsible on multiple large construction accounts within the region. Adapting Zurich's Innovative Solutions to the Construction Industry with the objective of minimizing impacts to customer losses, and overall improvement of Sustainability & Business Resiliency at the Corporate Level.Leveraging Zurich's risk engineering tools and services to improve customer risk and general account management of customers who purchase Zurich Construction Insurance products such as: Workers Compensation, General Liability and Auto Liability.Delivering high quality construction consultative services for customers, including identifying exposures and program risk control gaps to form the basis of risk mitigation recommendations, investigation of cause/effect of major losses for hazard/safety management programs.Developing and maintain positive customer and business partner relationships and collaborate with both customers and business partners to develop appropriate service plans.Marketing and selling a wide range of fee services to customers that support their risk mitigation efforts.Producing advanced level presentations and delivering risk management training for customers and internal business partners.Providing appropriate risk improvement advice, conduct loss investigations (including both trend and root cause analysis), and implement risk improvement programs.Assisting customers with developing corporate and project specific QA/QC plans, safety plans, investigating construction defects when applicable, building envelope reviews and moisture mitigation identification.Participate in Sales Team meetings and presentations to brokers and customers while contributing to fee income sales through opportunity spotting and cross-selling.Final candidates will also be subject to a Motor Vehicle record background check, because this position will include a company car. Basic Qualifications: Bachelors Degree and 6 or more years of experience in the Construction Risk Engineering, Safety/ Risk Management, or Construction Field OperationsORHigh School Diploma or Equivalent and 8 or more years of experience in the Construction Risk Engineering, Safety/ Risk Management, or Construction Field OperationsORZurich Certified Apprentice, including an Associates degree and 6 or more years of experience in the Construction Risk Engineering, Safety/ Risk Management, or Construction Field OperationsANDExperience working in a team environment Preferred Qualifications: Degree in Engineering, Health and Safety, Risk Management, or Construction Management or related degreeConstruction Corporate Safety, Project Management, and/or Superintendent experience • mid to senior level position. Advanced level knowledge of construction safety, operations, quality management and associated construction risks and exposures.Professional certifications: CSP, ARM, CHST Have a high level of computer literacy and be proficient in Microsoft Office and IOS platforms.Proficiency in technical writing to create customer and internal business partner work products.Be experienced working in both independent and team environments.Excellent interpersonal, communication and consulting skills with the ability to communicate and consult at both the corporate and project site levels	

effectively and professionally. Leadership and involvement in extracurricular activities, organizations and/or community, public service, or similar activities. Willingness to embrace the Zurich Basics, including our values of integrity, Sustainability, Customer Centricity, Excellence and Teamwork. Your pay at Zurich is based on your role, location, skills, and experience. We follow local laws to ensure fair compensation. You may also be eligible for bonuses and merit increases. If your expectations are above the listed range, we still encourage you to apply—your unique background matters to us. The pay range shown is a national average and may vary by location. The proposed Salary range for this position is \$100,200.00

- \$164,100.

00, with short-term incentive bonus eligibility set at 15%. We offer competitive pay and comprehensive benefits for employees and their families. [Learn more about Total Rewards here.] Why Zurich? At Zurich, we value your ideas and experience. We offer growth, inclusion, and a supportive environment—so you can help shape the future of insurance. Zurich North America is a leader in risk management, with over 150 years of expertise and coverage across 25+ industries, including 90% of the Fortune 500®. Join us for a brighter future—for yourself and our customers. Zurich in North America does not discriminate based on race, ethnicity, color, religion, national origin, sex, gender expression, gender identity, genetic information, age, disability, protected veteran status, marital status, sexual orientation, pregnancy or other characteristics protected by applicable law. Equal Opportunity Employer disability/vets. Zurich complies with 18 U.S. Code § 1033. Please note: Zurich does not accept unsolicited CVs from agencies. Preferred vendors should use our Recruiting Agency Portal. Location(s): AM

- San Francisco, AM
- California Virtual Office, AM
- Sacramento, AM
- San Jose

Remote Working:

Yes

Schedule:

Full Time

Employment Sponsorship Offered:

No LinkedIn Recruiter Tag:

#LI-AW1 #

LI-ASSOCIATE

#LI-REMOTE

Accounting Clerk	
Link to Live Job Posting: Posting is no longer active	
Location: Berkeley, CA	O*NET: 43-3031.00
Company: Marriott International	Job Title: Accounting Clerks
Accounting Clerk Berkeley, CA Job Details Part-time \$20 - \$21 an hour 1 day ago Benefits Health insurance Paid time off Retirement plan Qualifications Associate's degree in accounting Hospitality Accounting systems Record keeping Financial close processing Document review (document control) Financial data reconciliation Financial reporting Bachelor's degree in finance Associate's degree in Business Administration Filing Associate's degree in finance Bachelor's degree in business administration Finance Administrative experience High school diploma or GED Invoice payment processing Organizational skills Accounting and finance experience Business Administration Clerical experience Bachelor's degree in accounting Financial audit support OPERA Business Associate's degree Escalation handling Accounting Payroll processing Entry level Full Job Description Welcome to Pyramid Global Hospitality, where people come first. As a company that values its employees, Pyramid Global Hospitality is dedicated to creating a supportive and inclusive work environment that fosters diversity, growth, development, and wellbeing. Our commitment to a People First culture is reflected in our approach to employee development, employee benefits and our dedication to building meaningful relationships. Pyramid Global Hospitality offers a range of employment benefits, including comprehensive health insurance, retirement plans, and paid time off, as well as unique perks such as on-site wellness programs, local discounts, and employee rates on hotel stays. In addition, Pyramid Global Hospitality is committed to providing ongoing training and development opportunities to help our people build the skills and knowledge they need to advance their careers. Whether you are just starting out in the hospitality industry or are a seasoned professional, Pyramid Global Hospitality offers a supportive and collaborative work environment that encourages growth and fosters success, in over 230 properties worldwide. Join their team and experience the benefits of working for a company that values its employees and is committed to creating exceptional guest experiences. Check out this video for more information on our great company! About our property: Experience an energizing Residence Inn by Marriott Berkeley. Soaring 17 stories high, this Berkeley, CA hotel features 331 suites with fully equipped kitchens, separate living spaces, and a thoughtful collection of modern amenities. We offer over 15,000 sq.ft. of flexible meeting & event space as well as a rooftop restaurant and bar with spectacular views of the San Francisco Bay Area. Located in the heart of Downtown Berkeley, half a block from Downtown Berkeley BART station and several bus routes making it simple to commute to and from your new career adventure. At Residence Inn Berkeley, not only do we welcome DIVERSITY, We embrace it, encourage it, and celebrate it. CARE / RESPECT / REWARDS EEOC/ADA/VET/LGBTQ+ What you will have an opportunity to do: The Accounting Clerk supports the Finance Department by performing a variety of accounting, payroll support, and administrative functions to ensure accurate financial records and timely processing of transactions. This role assists with accounts payable, accounts receivable, financial reconciliations, and timekeeping audits to support payroll accuracy and compliance with company policies and applicable labor regulations. The ideal candidate is highly organized, detail-oriented, and comfortable working with financial systems in a fast-paced hospitality environment. Essential Functions Accounts Payable Process vendor invoices and ensure proper coding and approvals are obtained. Assist with payment processing and maintain vendor records. Reconcile vendor statements and assist with resolving invoice discrepancies. Maintain organized documentation for all accounts payable transactions. Accounts Receivable Assist with posting payments and monitoring outstanding balances. Support billing for group, corporate, and house accounts. Maintain accurate guest and client account records. Financial Record Support Assist with daily revenue reconciliation and financial reporting. Maintain organized accounting files and supporting documentation. Assist with journal entries and balance sheet reconciliations as directed. Support the Finance team with monthly close activities. Payroll & Timekeeping Audit Support Assist with timekeeping audits to ensure accuracy of employee time records prior to payroll processing. Review timekeeping records for discrepancies such as missed punches, unapproved	

overtime, and pay code errors. Review time edits and supporting documentation for completeness and compliance with company policies. Escalate potential payroll or wage-hour compliance concerns to Finance or Human Resources leadership. Maintain documentation related to payroll and timekeeping reviews. Administrative Support Provide general clerical support to the Finance Department. Maintain confidentiality of financial and personnel information. Assist with internal or external audits by preparing requested documentation. Support special projects and financial initiatives as needed. Adapt to changing priorities and assist with additional assignments as business needs evolve. What are we looking for? High school diploma required; Associate's or Bachelor's degree in Accounting, Finance, or Business Administration preferred. 1-2 years of accounting, bookkeeping, payroll support, or administrative experience preferred. Hospitality accounting experience is a plus. Familiarity with accounting and hospitality systems (M3, Opera, FOSSE, BirchStreet, Hotel Effectiveness, etc.) preferred. Strong attention to detail and organizational skills. Ability to work with financial data and maintain strict confidentiality.

Compensation:

\$20 \$21 Pyramid Global Hospitality is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Actual compensation packages are based on a wide array of factors unique to each candidate, including but not limited to skill set, years & depth of experience, certifications and specific office location. This may differ in other locations due to cost of labor considerations.

Accounts Payable Accountant

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 13-2011.00

Company: Seneca Family Of Agencies

Job Title: Accounts Payable Accountants

The Accounts Payable Accountant is responsible for processing vendor invoices, employee expense reports, and credit card reports. This role involves managing payments and performing monthly reconciliations. The Accounts Payable Accountant also serves as a key point of contact for addressing payment inquiries. About the Accounting Department The accounting department plays a critical role in the financial health of the organization. Its core responsibilities include preparing and processing payments for bills, issuing customer invoices and managing cash receipts, maintaining the general ledger, and preparing accurate financial statements. About Seneca Seneca Family of Agencies has been nominated among the Bay Area's Top Workplaces for several consecutive years. We're committed to providing traditionally marginalized communities with a network of excellent mental health, community-based, and educational services. We are committed to building a diverse staff. Our programs deeply engage in conversations and training on Diversity, Equity, and Inclusion to bring equity and justice to the youth and families we serve.

Responsibilities:

Analyzing and processing invoices and employee reimbursements for payments in a timely and accurate manner. Ensure proper coding and approvals in accordance with company policy. Review and reconcile credit card transactions, ensuring proper coding and supporting documentation Maintain accurate and up-to-date vendor and employee records Respond to vendor and employee inquiries and resolve payment discrepancies professionally and promptly. Prepare and process payments via check, ACH, or wire transfer, including uploading positive pay files. Assist with month-end closing by preparing accruals. Support internal audits and external financial audits by providing required documentation. Prepare weekly disbursement summary for cash report. Additional responsibilities as requested by leadership.

Qualifications:

Required Education/experience requirements: Bachelor's degree in finance or accounting Associate's degree in finance or accounting + 1 year of applicable work experience High school diploma/GED + 2 years of applicable work experience Applicable work experience includes comparable roles in the accounting industry Proficiency in Microsoft Office products Experience in Accounting ERP system With strong preference and proficiency in Sage Intacct, Paymerang, Emburse Professional, and FloQast At least 21 years of age TB test clearance, fingerprinting clearance, and any other state/federal licensing or certification requirements Skills of an Ideal Candidate Ability to multi-task with attention to detail and accuracy Ability to work as a team player within the department and the agency Strong organizational skills and time management skills Ability to adapt to changes while working in a fast-paced environment Ability to communicate effectively Ability to prioritize tasks effectively to meet accounts payable deadlines Schedule Hybrid; Monday - Friday 8:30am-5:00pm Required to be at Oakland office every Thursday Benefits Starting at \$32.78- \$35.28 per hour Actual salary is dependent on creditable experience above the minimum qualifications for the role Salary increases each year 5 weeks of Paid Time off and 11 Paid Holidays Comprehensive benefits package: Medical, dental, vision, chiropractic, acupuncture, and fertility coverage 50% paid premiums for dependents Long-term disability, family leave, and life insurance 403b Retirement Plan Employer-paid Employee Assistance Plan Seneca is a Public Service Loan Forgiveness certified employer Scholarship opportunities, ongoing training, and professional development opportunities Promotional opportunities across the agency in California and Washington

Assistant Branch Manager	
Link to Live Job Posting: Posting is no longer active	
Location: Livermore, CA	O*NET: 11-3031.00
Company: Heritage Landscape Supply Group	Job Title: Assistant Branch Managers
Assistant Branch Manager Heritage Landscape Supply Group - 2.6 Livermore, CA Job Details Full-time \$25.19 - \$32.07 an hour 1 day ago Benefits Travel reimbursement Employee stock purchase plan Disability insurance Health insurance Dental insurance Flexible spending account Paid time off Vision insurance 401(k) matching Life insurance Qualifications High school diploma or GED Financial acumen Full Job Description Position Purpose: The Assistant Branch Manager (ABM) at Heritage plays a critical role in supporting the Branch Manager to achieve excellence in branch operations, financial performance, and customer satisfaction. This position requires a strategic mindset, operational leadership, financial insight, team development, and relationship management. Key Responsibilities: Operational Leadership: Support the Branch Manager in implementing company standards, optimizing warehouse and branch operations, and driving initiatives that enhance productivity and efficiency. Team Development: Lead, mentor, and develop branch staff, including warehouse personnel, drivers, and inside sales teams. Provide training, performance feedback, and foster a collaborative, high-performing workplace. Customer Relations: Build and maintain strong relationships, proactively addressing inquiries and resolving issues to ensure high levels of customer satisfaction and retention. Strategic Planning: Collaborate with the Branch Manager to develop and execute strategic plans, leveraging market and operational insights to drive branch growth and operational excellence. Reporting and Analysis: Generate and review branch performance reports, including financial results, staffing forecasting and efficiency, inventory levels, and customer satisfaction metrics, providing actionable insights for decision-making. Operational Compliance and Safety: Ensure adherence to company policies, safety standards, and operational procedures. Maintain a safe, organized, and efficient warehouse and branch environment. Up to 25% travel to regional meetings, customer worksites and branch locations to support operational excellence, relationships and branch/team development. Minimum of 2 years (or more) experience in a warehouse, distribution or supervisory/assistant	

relationships, and branch/ team development. Minimum of 2 years (or more) experience in a warehouse, distribution, or supervisory/assistant management role; prior experience in Landscape Distribution , or related industry preferred. Ability to pass criminal background and pre-employment drug screening. High school diploma or equivalent required or Associate or bachelor's degree in business administration, Supply Chain, or related field considered beneficial but not required. The base salary for this position typically falls within the range of \$25.19 to \$32.07 per hour. Starting wage may vary based on a number of factors including, but not limited to, the position being offered, location, education, training, and/or experience. SRS Distribution offers additional competitive and non-financial benefits. Hourly associates may be eligible for overtime based on business needs. Depending on the role, associates may also be eligible for performance-based bonus programs, commissions, car allowance or automobile and fuel program, and reimbursement for travel expenses in accordance with company travel policy.

Job Location:

Imperial Sprinkler Supply, Inc. - Livermore 6630-B Patterson Pass Rd Livermore, CA 94550 As an Equal Employment Opportunity (EEO) employer SRS Distribution Inc., including all its subsidiaries, provides job opportunities to qualified individuals without regard to actual or perceived race, color, creed, religion, national origin, sex, gender, age, disability, gender identity, sexual orientation, citizenship status, uniform service, veteran status, marital status, genetic information, physical or mental disability, or any other characteristic in accordance with applicable federal, state, and local EEO laws. If you are an individual with a disability or a disabled veteran and require a reasonable accommodation in applying for any posted position, please contact Human Resources at

US:

855.556.3221, or by email to: with the nature of your accommodation request and include the Business name, location and title of the job opening. Please allow one (1) business day for a reply. All employment offers are contingent upon successful completion of a background check and drug screen, as permitted by law. Competitive weekly/bi-weekly pay, discretionary bonuses, 401(k) with company match, Employee Stock Purchase Plan, paid time off (vacation, sick, volunteer, holidays, birthday, floating), medical/dental/vision, flexible spending accounts, company-paid life and short-term disability, plus optional long-term disability, and additional life insurance. All benefits subject to eligibility. Should a Candidate be submitted to fill a position by a recruiting or staffing services agency ("Agency"), the Company has no obligation to pay the Agency any fee for submission, offer, placement or any service without a fully executed contract of service covering the engagement.

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.

Comparing Associate's with Bachelor's Degree Labor Market Demand for Accounting

2025-26

Market Demand and Job Volume

A vast disparity exists in overall demand between the two educational levels across the San Francisco Bay Area region:

- **Bachelor's Degree Market:** Dominates the regional labor landscape with **26,037 unique job postings** (out of 57,927 total postings). Overall, 93% of all regional accounting and finance postings require or prefer a Bachelor's degree.
- **Associate's Degree Market:** Represents a smaller, operational segment with **3,349 unique job postings** (out of 7,345 total postings).
- **Posting Duration:** Despite the massive gap in posting volume, recruitment speed is nearly identical. Bachelor's level postings feature a median duration of **21 days**, while Associate's degree postings remain active for a median of **22 days**.

Compensation Levels and Growth Trends

Educational attainment directly drives compensation outcomes, creating a substantial earnings gap across the region:

- **Salary Premium:** Postings requiring a Bachelor's degree advertise a median salary of **\$61.42 per hour** (approximately \$127,750 annually). In contrast, postings open to Associate's degree holders offer a median salary of **\$34.34 per hour** (approximately \$71,420 annually). This represents a **78.9% pay premium** for Bachelor's degree positions.
- **Salary Growth (May 2025 – May 2026):** Advertised salaries for Associate-level roles grew at a faster percentage rate (**▲5.2%**) compared to Bachelor-level roles (**▲3.7%**), reflecting strong demand for entry-level transactional labor amid localized administrative talent shortages.

Geographic Distribution ("Where")

- **Bachelor's Degree Hubs:** Highly concentrated in high-tech and corporate centers. **San Francisco** (7,447 unique postings) and **San Jose** (2,803 unique postings) lead the market, followed by corporate tech hubs like **Santa Clara** (1,150) and **Mountain View** (897).
- **Associate's Degree Hubs:** Shift toward East Bay and industrial/suburban markets. While **San Francisco** (503) and **San Jose** (382) remain the top cities, East Bay cities like **Fremont** (159), **Oakland** (158), **Walnut Creek** (142), **Concord** (102), and **Hayward** (96) represent a significantly larger portion of total hiring.

Experience Expectations and Minimum Requirements

Employers mandate fundamentally different experience profiles for candidates based on degree level:

- **Bachelor's Postings:** Highly experience-intensive. Over **51%** of job postings require 4 or more years of experience (29% requiring 4–6 years, 13% requiring 7–9 years, and 9% requiring 10+ years). Only **6%** are entry-level (0–1 years).
- **Associate's Postings:** Accessible to early-career candidates. **76%** of postings require 3 years of experience or less (27% list no experience required, 14% require 0–1 years, and 35% require 2–3 years). Only **5%** require 7 or more years of experience.

Top Employers and Key Roles

The nature of hiring organizations underscores the operational scope associated with each educational tier:

Bachelor's Degree Landscape

- **Top Hiring Employers:** Enterprise tech giants (**Google** - 552 postings, **Apple** - 291, **Meta** - 187, **Visa** - 253), global financial services (**JPMorgan Chase** - 220), public accounting firms (**KPMG** - 324), and staffing firms (**Robert Half** - 1,283).
- **Primary Occupations & Job Titles:** Financial Managers (8,915 postings), Financial Analysts (6,605), Accountants & Auditors (5,653), Tax Managers, Controllers, and FP&A Managers.

Associate's Degree Landscape

- **Top Hiring Employers:** Tax preparation firms (**H&R Block** - 216 postings), commercial banks (**JPMorgan Chase** - 103, **Bank of America** - 31), insurance carriers (**Zurich Insurance** - 33, **Insurance Office of America** - 52), and specialized staffing agencies (**Robert Half** - 194, **AppleOne** - 53, **Randstad** - 43).
- **Primary Occupations & Job Titles:** Bookkeeping, Accounting, and Auditing Clerks (1,167 postings), Accounts Payable Specialists (161), Payroll Specialists (108), Accounting Clerks (105), Personal Bankers (86), and Accounts Receivable Specialists (86).

Specialized Skills, Software, and Credentials

Skill demands reflect a clear distinction between high-level analytical governance and day-to-day transaction processing:

- **Specialized Domain Skills:**
 - *Bachelor's:* Emphasizes governance and strategic finance, including **Generally Accepted Accounting Principles (GAAP)** (22%), **Financial Analysis** (21%), **Process Improvement** (18%), **Internal Controls** (17%), and **Financial Modeling** (14%).

- *Associate's*: Focuses on core transactional workflows, including **Invoicing** (34%), **Accounts Payable** (29%), **Accounts Receivable** (23%), **Bookkeeping** (19%), and **Billing** (16%).
- **Software and Systems:**
 - *Bachelor's*: Demands enterprise resource planning (ERP) and business intelligence tools such as **SAP Applications** (8%), **SQL** (6%), **Tableau** (6%), and automated analytics dashboards (7%), alongside **Microsoft Excel** (29%).
 - *Associate's*: Centers on small-to-midsize business accounting software and desktop productivity tools, led by **Microsoft Excel** (30%), **Microsoft Office** (23%), **Microsoft Outlook** (14%), **QuickBooks** (10%), and specialized payroll systems (4%).
- **Top Qualifications:**
 - *Bachelor's*: Advanced executive credentials, led by the **MBA** (3,286 postings), **CPA** (3,000 postings), **CFA** (803 postings), **Certified Internal Auditor (CIA)** (658 postings), and **CISA** (389 postings).
 - *Associate's*: Targeted technical certifications, including **Enrolled Agent (EA)** (116 postings), **Certified Payroll Professional (CPP)** (51 postings), and **Fundamental Payroll Certification (FPC)** (20 postings).

The comparison demonstrates that an Associate's degree in accounting serves as an effective, low-barrier entry point into stable administrative and bookkeeping roles throughout the Bay Area, offering competitive starting pay around \$34/hr. However, completing a Bachelor's degree unlocks nearly eight times as many job opportunities, almost doubles earning potential to over \$61/hr, and opens pathways to strategic financial management, tech-sector employment, and executive credentialing.