

Business
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:
11 items selected. See Appendix A for details.

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

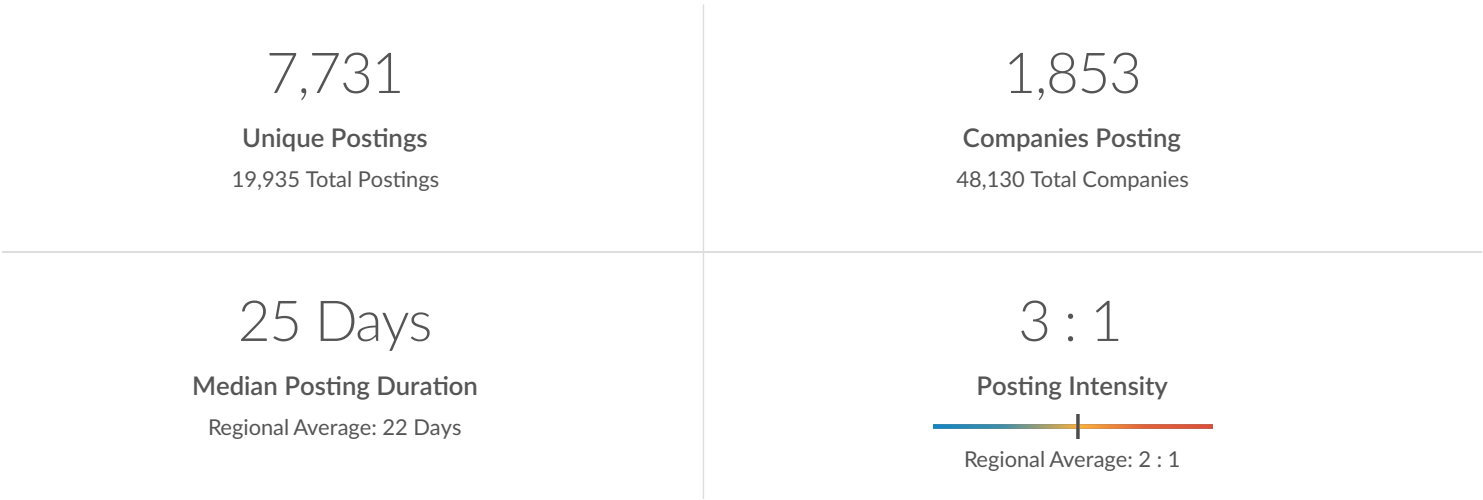
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 5,592 advertised salary observations (72% of the 7,731 matching postings).

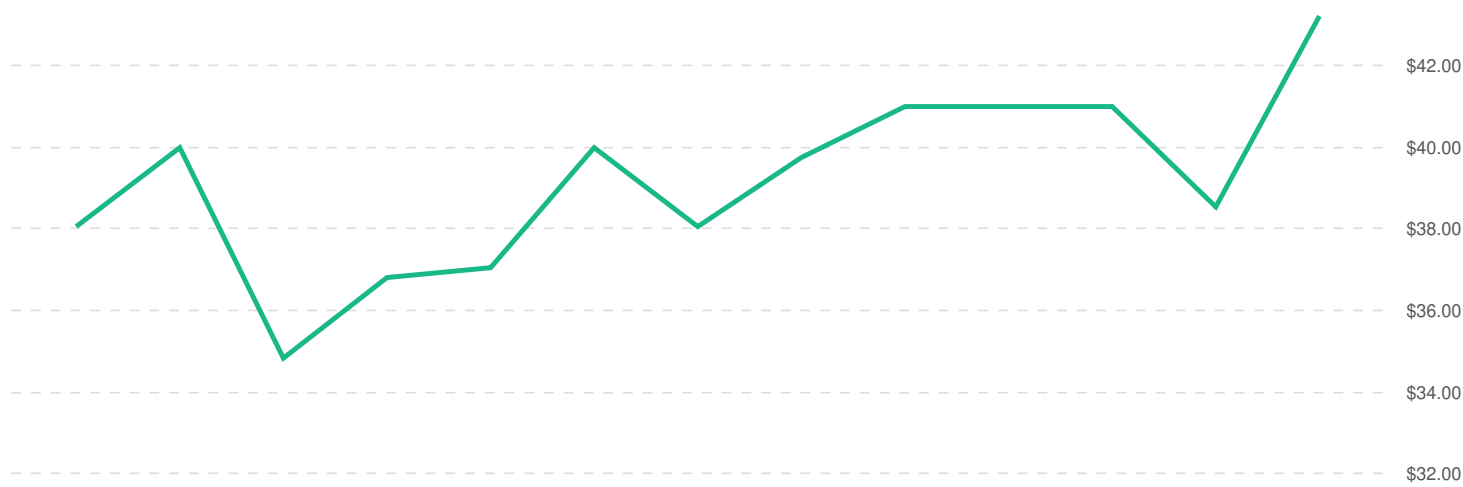
\$38.77/hr

Median Advertised Salary

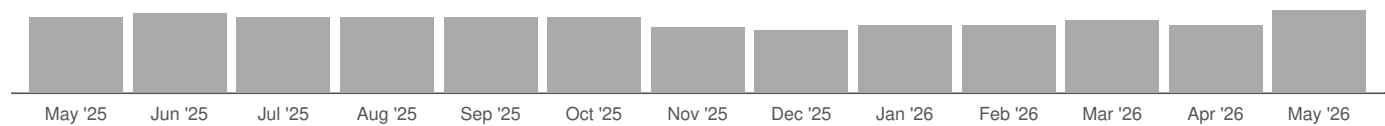


Advertised Salary Trend

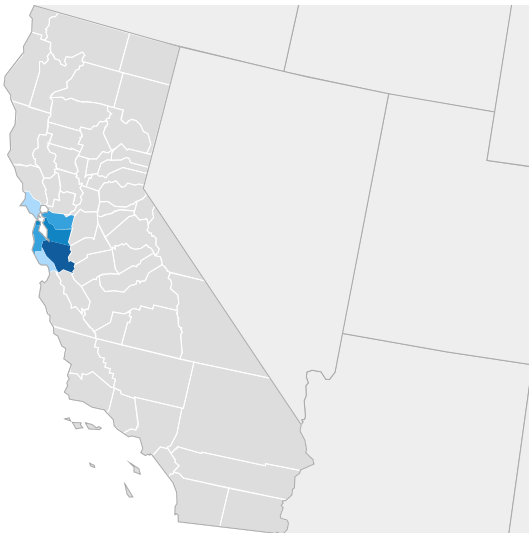
▲ 13.6% May 2025 - May 2026
\$38.77 Median



5,592 Job Postings



Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	2,171
Alameda County, CA	1,800
San Francisco County, CA	1,584
Contra Costa County, CA	1,049
San Mateo County, CA	727

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	659	2 : 1
May 2026	642	2 : 1
Apr 2026	549	2 : 1
Mar 2026	591	3 : 1
Feb 2026	582	3 : 1
Jan 2026	585	3 : 1
Dec 2025	518	3 : 1
Nov 2025	586	3 : 1
Oct 2025	628	3 : 1
Sep 2025	586	2 : 1
Aug 2025	583	2 : 1
Jul 2025	673	2 : 1
Jun 2025	619	3 : 1
May 2025	589	3 : 1
Apr 2025	604	3 : 1
Mar 2025	662	3 : 1
Feb 2025	611	3 : 1
Jan 2025	710	3 : 1
Dec 2024	571	3 : 1
Nov 2024	615	3 : 1

Oct 2024	666	3 : 1
Sep 2024	633	3 : 1
Aug 2024	665	3 : 1
Jul 2024	687	3 : 1
Jun 2024	633	3 : 1
May 2024	658	3 : 1
Apr 2024	538	3 : 1
Mar 2024	670	3 : 1
Feb 2024	602	3 : 1
Jan 2024	720	3 : 1
Dec 2023	591	4 : 1
Nov 2023	592	4 : 1
Oct 2023	622	3 : 1
Sep 2023	665	3 : 1
Aug 2023	848	3 : 1
Jul 2023	810	4 : 1
Jun 2023	755	4 : 1
May 2023	906	4 : 1
Apr 2023	837	3 : 1
Mar 2023	921	5 : 1
Feb 2023	875	4 : 1
Jan 2023	931	4 : 1
Dec 2022	711	3 : 1
Nov 2022	971	4 : 1
Oct 2022	931	3 : 1
Sep 2022	1,042	3 : 1
Aug 2022	930	3 : 1
Jul 2022	1,206	3 : 1
Jun 2022	1,217	3 : 1
May 2022	1,045	3 : 1
Apr 2022	1,238	3 : 1

Mar 2022	1,306	3 : 1
Feb 2022	1,285	3 : 1
Jan 2022	1,140	4 : 1
Dec 2021	1,149	4 : 1
Nov 2021	1,009	4 : 1
Oct 2021	1,069	5 : 1
Sep 2021	984	5 : 1
Aug 2021	1,194	4 : 1
Jul 2021	1,056	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	5,913	76%
Associate's degree	2,571	33%
Bachelor's degree	3,877	50%
Master's degree	433	6%
Ph.D. or professional degree	85	1%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	5,913	0	76%
Associate's degree	1,818	335	24%
Bachelor's degree	0	3,490	0%
Master's degree	0	359	0%
Ph.D. or professional degree	0	85	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2,645	34%
0 - 1 Years	1,023	13%
2 - 3 Years	2,034	26%
4 - 6 Years	1,298	17%
7 - 9 Years	304	4%
10+ Years	427	6%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Accenture	291 / 212	1 : 1 	20 days
CVS Health	313 / 130	2 : 1 	20 days
JPMorgan Chase	504 / 102	5 : 1 	36 days
T-Mobile US	275 / 90	3 : 1 	37 days
Cintas	275 / 85	3 : 1 	33 days
Sysco	307 / 85	4 : 1 	18 days
Marriott International	296 / 68	4 : 1 	32 days
Bank of America	171 / 68	3 : 1 	26 days
The Coca-Cola Company	309 / 62	5 : 1 	30 days
US Foods	154 / 60	3 : 1 	17 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	4,134 / 1,586	3 : 1 	23 days
San Jose, CA	2,834 / 1,031	3 : 1 	25 days
Oakland, CA	1,141 / 437	3 : 1 	23 days
Fremont, CA	758 / 296	3 : 1 	27 days
Walnut Creek, CA	649 / 272	2 : 1 	24 days
Santa Clara, CA	773 / 256	3 : 1 	26 days
Concord, CA	597 / 232	3 : 1 	23 days
Hayward, CA	409 / 172	2 : 1 	28 days
Mountain View, CA	382 / 171	2 : 1 	22 days
San Leandro, CA	372 / 162	2 : 1 	21 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,307 / 1,857	3 : 1 	26 days
General and Operations Managers	3,974 / 1,614	2 : 1 	25 days
Managers, All Other	2,463 / 1,089	2 : 1 	25 days
Sales Managers	2,324 / 1,004	2 : 1 	29 days
Financial Managers	1,955 / 743	3 : 1 	28 days
Executive Secretaries and Executive Administrative Assistants	1,685 / 509	3 : 1 	18 days
Financial and Investment Analysts	784 / 312	3 : 1 	22 days
Management Analysts	574 / 255	2 : 1 	19 days
Marketing Managers	551 / 229	2 : 1 	18 days
Business Operations Specialists, All Other	223 / 75	3 : 1 	21 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,307 / 1,857	3 : 1 	26 days
General and Operations Managers	3,974 / 1,614	2 : 1 	25 days
Managers, All Other	2,287 / 1,015	2 : 1 	26 days
Sales Managers	2,324 / 1,004	2 : 1 	29 days
Financial Managers	1,742 / 660	3 : 1 	28 days
Executive Secretaries and Executive Administrative Assistants	1,685 / 509	3 : 1 	18 days
Financial and Investment Analysts	784 / 312	3 : 1 	22 days
Management Analysts	574 / 255	2 : 1 	19 days
Marketing Managers	551 / 229	2 : 1 	18 days
Online Merchants	181 / 57	3 : 1 	25 days
Treasurers and Controllers	150 / 55	3 : 1 	28 days
Sales Engineers	95 / 44	2 : 1 	18 days
Compliance Managers	78 / 38	2 : 1 	20 days
Loss Prevention Managers	90 / 30	3 : 1 	22 days
Investment Fund Managers	63 / 28	2 : 1 	15 days
Business Continuity Planners	17 / 9	2 : 1 	10 days
Sustainability Specialists	24 / 8	3 : 1 	31 days
Brownfield Redevelopment Specialists and Site Managers	6 / 5	1 : 1 	32 days
Regulatory Affairs Managers	2 / 1	2 : 1 	n/a
Security Management Specialists	1 / 1	1 : 1 	9 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Operations Manager / Supervisor	2,524 / 1,035	2 : 1 	23 days
Business Development / Sales Manager	2,198 / 962	2 : 1 	29 days
Program Manager	2,122 / 934	2 : 1 	27 days
Sales Representative	2,547 / 848	3 : 1 	27 days
Account Manager / Representative	2,078 / 698	3 : 1 	25 days
Executive Assistant	1,685 / 509	3 : 1 	18 days
General Manager	1,149 / 461	2 : 1 	33 days
Banking Branch Manager	1,267 / 416	3 : 1 	30 days
Account Executive	682 / 311	2 : 1 	27 days
Business / Management Analyst	615 / 281	2 : 1 	19 days
Corporate Development Analyst / Manager	519 / 186	3 : 1 	21 days
Financial Manager	312 / 158	2 : 1 	22 days
Marketing Manager	279 / 128	2 : 1 	18 days
Financial Analyst	207 / 104	2 : 1 	22 days
Product Manager	264 / 95	3 : 1 	19 days
Retail Store Manager / Supervisor	221 / 81	3 : 1 	24 days
Treasurer / Controller	144 / 51	3 : 1 	31 days
Sales Engineer	93 / 43	2 : 1 	21 days
IT Project / Program Manager	82 / 42	2 : 1 	24 days
E-Commerce Analyst	126 / 42	3 : 1 	21 days
Compliance Manager	78 / 38	2 : 1 	20 days
Beautician	114 / 37	3 : 1 	30 days
Accounting Supervisor	69 / 30	2 : 1 	21 days
Investment Fund Manager	63 / 28	2 : 1 	15 days
Loss Prevention / Asset Protection Specialist	82 / 28	3 : 1 	22 days

Healthcare Project / Program Manager	59 / 27	2 : 1		20 days
Risk Analyst	36 / 20	2 : 1		25 days
Accounts Payable / Receivable Manager	30 / 18	2 : 1		29 days
Tax Manager	25 / 16	2 : 1		25 days
Shipping / Receiving Clerk	55 / 15	4 : 1		39 days
Pricing Analyst	24 / 14	2 : 1		30 days
Higher Education Administrator	24 / 12	2 : 1		19 days
Chief Operating Officer	34 / 10	3 : 1		25 days
Sustainability Specialist	24 / 8	3 : 1		31 days
Business Change Manager	10 / 6	2 : 1		10 days
Chief Marketing Officer	8 / 6	1 : 1		7 days
Environmental Engineer	6 / 5	1 : 1		32 days
Insurance Underwriter	22 / 5	4 : 1		15 days
Chief Sales Officer	12 / 5	2 : 1		18 days
Chief Financial Officer	5 / 4	1 : 1		28 days
Business Continuity Planner / Analyst	7 / 3	2 : 1		n/a
Investment Underwriter	12 / 3	4 : 1		43 days
Logistician / Supply Chain Specialist	4 / 2	2 : 1		29 days
Security Manager	8 / 2	4 : 1		14 days
Museum Director	5 / 1	5 : 1		22 days
Cyber / Information Security Engineer / Analyst	1 / 1	1 : 1		9 days
Regulatory Affairs Manager	2 / 1	2 : 1		n/a
Sales Engineering Manager	2 / 1	2 : 1		17 days

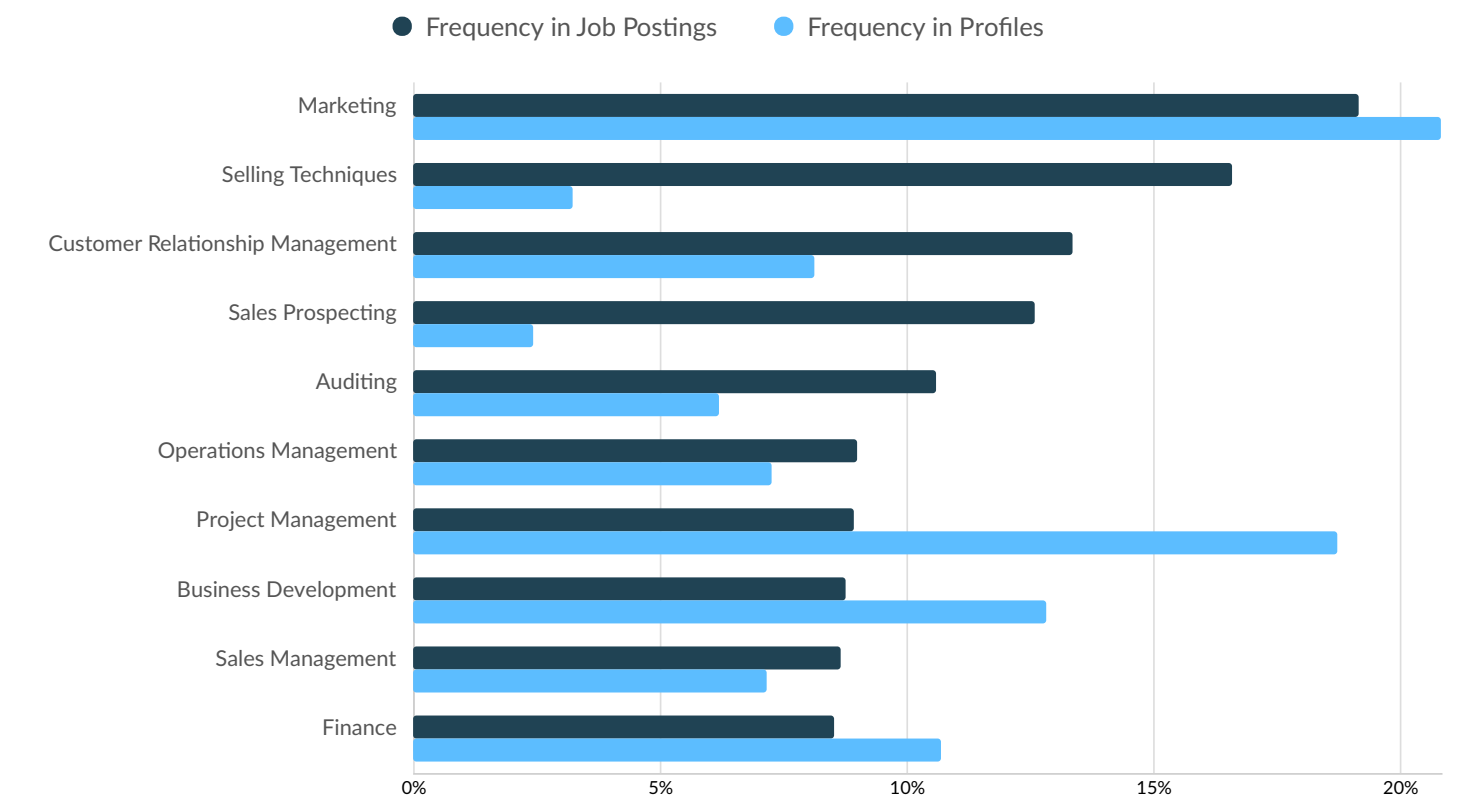
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Sales Representatives	992 / 315	3 : 1 	28 days
Executive Assistants	914 / 282	3 : 1 	19 days
Operations Supervisors	397 / 141	3 : 1 	21 days
Shift Supervisors	274 / 125	2 : 1 	25 days
Program Coordinators	319 / 123	3 : 1 	22 days
Assistant Managers	344 / 119	3 : 1 	29 days
Territory Managers	321 / 116	3 : 1 	31 days
Sales Managers	286 / 113	3 : 1 	31 days
Operations Managers	275 / 111	2 : 1 	26 days
Account Managers	284 / 110	3 : 1 	28 days

Top Industries

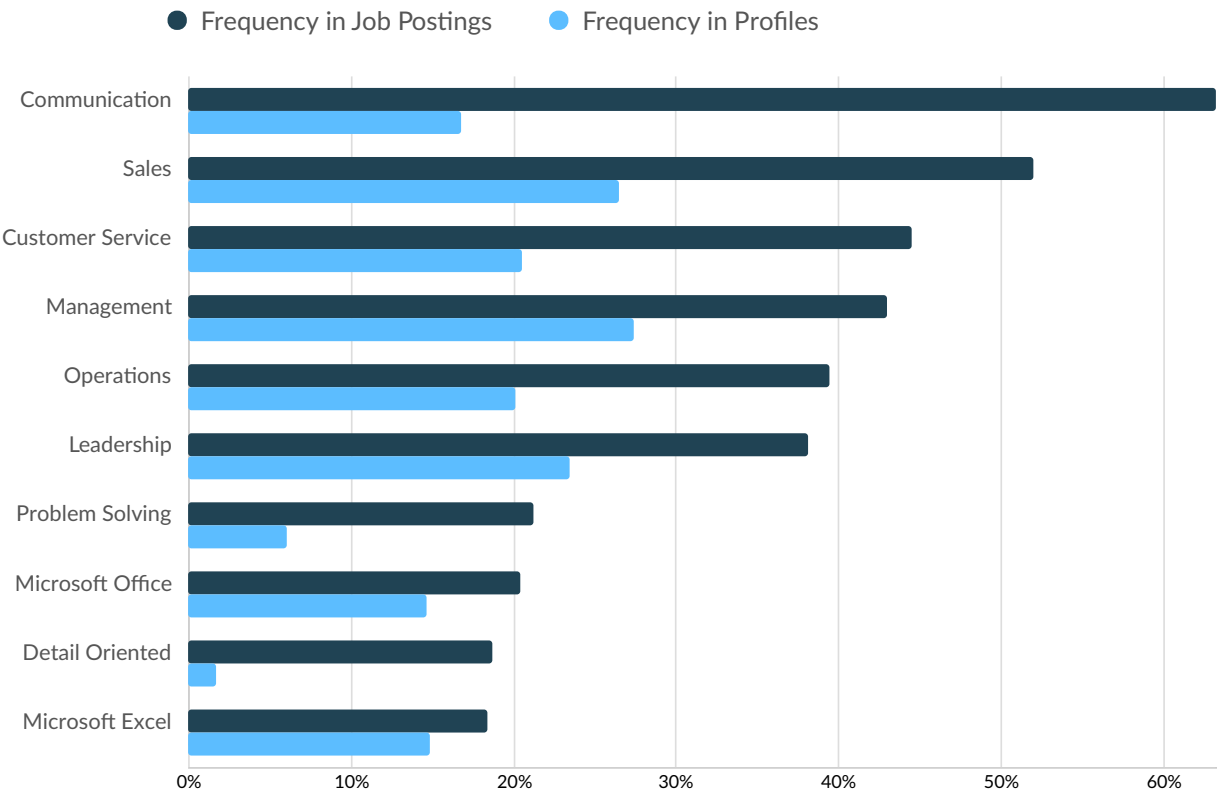
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Commercial Banking	1,084 / 342	3 : 1 	26 days
Hotels (except Casino Hotels) and Motels	783 / 279	3 : 1 	31 days
Computer Systems Design Services	334 / 238	1 : 1 	20 days
Employment Placement Agencies	401 / 207	2 : 1 	16 days
General Line Grocery Merchant Wholesalers	412 / 137	3 : 1 	28 days
Pharmacies and Drug Retailers	317 / 134	2 : 1 	20 days
Wireless Telecommunications Carriers (except Satellite)	330 / 114	3 : 1 	33 days
Passenger Car Rental	297 / 111	3 : 1 	37 days
Clothing and Clothing Accessories Retailers	284 / 109	3 : 1 	30 days
Security Guards and Patrol Services	319 / 100	3 : 1 	26 days

Top Specialized Skills



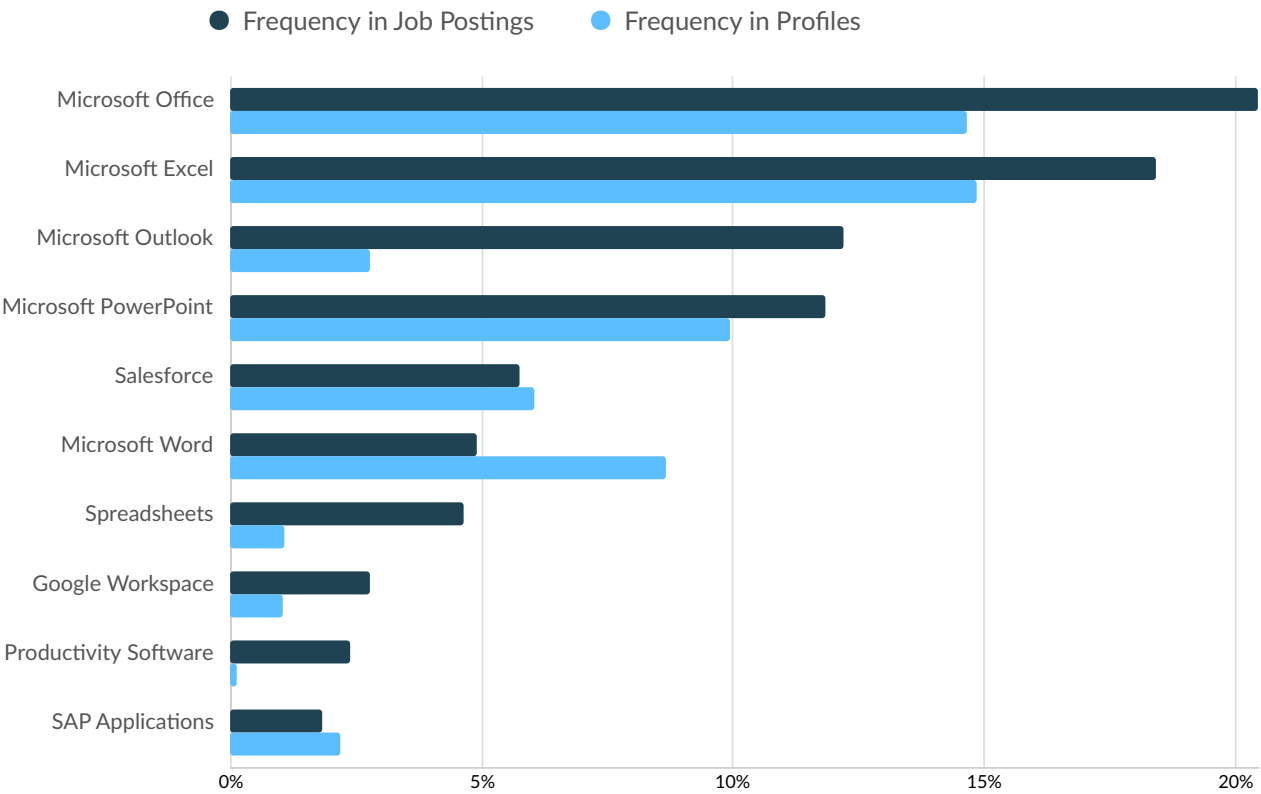
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	1,483	19%	159,201	21%	+21.1%	Rapidly Growing
Selling Techniques	1,283	17%	24,742	3%	-0.7%	Lagging
Customer Relationship Management	1,034	13%	62,169	8%	+18.8%	Rapidly Growing
Sales Prospecting	975	13%	18,579	2%	+16.8%	Growing
Auditing	819	11%	47,470	6%	+20.8%	Rapidly Growing
Operations Management	696	9%	55,494	7%	+17.1%	Rapidly Growing
Project Management	691	9%	143,100	19%	+19.4%	Rapidly Growing
Business Development	677	9%	98,088	13%	+5.3%	Stable
Sales Management	670	9%	54,801	7%	+0.1%	Lagging
Finance	661	9%	81,779	11%	+22.4%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	4,891	63%	128,024	17%	+8.5%	Stable
Sales	4,023	52%	202,510	27%	+7.7%	Stable
Customer Service	3,446	45%	157,018	21%	+5.0%	Stable
Management	3,328	43%	209,501	27%	+5.7%	Stable
Operations	3,052	39%	153,629	20%	+8.8%	Stable
Leadership	2,949	38%	179,656	24%	+9.5%	Growing
Problem Solving	1,640	21%	46,038	6%	+11.1%	Growing
Microsoft Office	1,582	20%	112,007	15%	+16.9%	Growing
Detail Oriented	1,451	19%	13,003	2%	+8.2%	Stable
Microsoft Excel	1,425	18%	113,439	15%	+14.8%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	1,582	20%	112,007	15%	+16.9%	Growing
Microsoft Excel	1,425	18%	113,439	15%	+14.8%	Growing
Microsoft Outlook	945	12%	21,273	3%	+22.2%	Rapidly Growing
Microsoft PowerPoint	916	12%	76,076	10%	+19.9%	Rapidly Growing
Salesforce	446	6%	46,254	6%	+23.9%	Rapidly Growing
Microsoft Word	379	5%	66,292	9%	+6.8%	Stable
Spreadsheets	360	5%	8,148	1%	+15.6%	Growing
Google Workspace	216	3%	7,966	1%	+17.1%	Rapidly Growing
Productivity Software	186	2%	1,035	0%	+12.2%	Growing
SAP Applications	143	2%	16,664	2%	+18.8%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	1,801
Cardiopulmonary Resuscitation (CPR) Certification	220
First Aid Certification	202
Master Of Business Administration (MBA)	113
Automated External Defibrillator (AED) Certification	66
ServSafe Certification	55
Licensed Practical Nurse (LPN)	34
Commercial Driver's License (CDL)	34
Insurance License	33
Pesticide Applicator License	33

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	11,777 / 4,595	3 : 1 	25 days
Insurance	10,930 / 4,235	3 : 1 	26 days
Paid Leave	10,589 / 4,120	3 : 1 	25 days
Education and Career Development	6,491 / 2,526	3 : 1 	26 days
Health and Wellness Benefits	4,889 / 1,737	3 : 1 	29 days
Supplemental Pay	3,993 / 1,535	3 : 1 	28 days
Work-Life Balance	3,703 / 1,452	3 : 1 	25 days
Other Benefits	2,842 / 1,100	3 : 1 	28 days

Appendix A - Occupations

Results should include

Code	Description
13-1199	Business Operations Specialists, All Other
11-9199	Managers, All Other
11-1021	General and Operations Managers
13-1111	Management Analysts
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
11-2022	Sales Managers

Code	Description
13-2051	Financial and Investment Analysts
11-3031	Financial Managers
11-2021	Marketing Managers
41-9031	Sales Engineers
43-6011	Executive Secretaries and Executive Administrative Assistants

Appendix B

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	4,046
indeed.com	2,601
dejobs.org	1,314
diversityjobs.com	728
myworkdayjobs.com	576
glassdoor.com	514
disabledperson.com	387
fairygodboss.com	257
oraclecloud.com	255
icims.com	184
jobit.com	150
ultipro.com	109
reyesholdings.com	103
talentally.com	94
craigslist.org	75
arkansasjobboard.com	63
efinancialcareers.com	60
cintas.com	57
adp.com	56
marriott.com	50
careercircle.com	47
hospitalityonline.com	47
jobmonkeyjobs.com	47
hercjobs.org	46
hrmdirect.com	46

Appendix C

Sample Postings

Sr Staff Technical Product Manager - Inbound Logistics

Link to Live Job Posting: Posting is no longer active

Location: San Ramon, CA

O*NET: 11-2021.00

Company: GE Aerospace

Job Title: Inbound Logistics Managers

- Job Description Summary
- Senior Oracle EBS WMS Inbound Application Architect responsible for defining strategy and leading end-to-end architecture, design governance, and delivery for Oracle WMS inbound distribution processes.

Partners closely with Product Management to translate vision into clear requirements, align stakeholders (Product Managers, Technical Anchors, Product Owners, Developers, Operations, IT, and vendors), and guide delivery by balancing new features, defect resolution, and technical debt. Establishes scalable, supportable solution patterns and standards across the full lifecycle from discovery and design through build, integration, testing, cutover, hyper care, and steady-state support, enabling reliable execution and repeatable rollout to additional sites.

- Job Description
- Roles and Responsibilities
- + Demonstrate superior product and industry knowledge and helps organization to gain the competitive edge.

+ Interacts with customers/stakeholders in VOC requirements-gathering, fine tuning, and obtaining product feedback. + Works with cross-functional teams to deliver features and major, complex products. + Possesses a deep understanding of the technology stack and impact on final product. + Routinely collaborates with UX, Architecture and engineering teams on multiple issues and decisions. + Conducts customer and stakeholder interviews and elaborates on personas. + Demonstrates expert persuasion and influencing skills that ensure alignment between customer, product manager and engineering teams. + Owns the release and sprint backlogs short-term roadmap for MVPs and quarterly releases. + Owns and manages the backlog; continuously orders and prioritizes to ensure that 1-2 sprints/iterations of backlog are always ready. + Prioritize continuously in accordance with the understanding and validation of customer problems and needs. + Demonstrates strategic expert level skills in problem decomposition and ability to navigate through ambiguity. + Engages frequently (50% of the time) with the development team; facilitates discussions, provides clarification, story acceptance and refinement, testing and validation; + Translates unstructured or ambiguous work requests into actionable user stories and work units. + Partners with Development Leadership to ensure healthy development process. + Mentors junior team members. + Provide technical leadership to TPMs across organization. Expert in

Agile Methodology:

+ Coaches others. + Ensure design and implementation of Oracle WMS software + Define overall architecture, conduct end-user training. + Develop and execute test plans, conduct CRP, SIT and UAT. + Work with third party integrations such as Parcel Carrier integrations and LTL/TL freight management application. + Provide training on how a facility is configured in WMS to know the WMS system function + Develop WMS label printing and Web Report tools + Implement Supply -Chain-Management solutions and WMS application impact on these processors + Support continuous -business-process-improvement projects. + Support WMS quarterly system upgrades. + Support and documentation of processors and incidents for fanatical audit controls + Independently manage new WMS site implementation projects + Independently manage project budgets, human capital and project funds + Work on WMS application integration, including the integration to the ERP application and build future enhancements.

- Minimum Qualification
- + Bachelor's degree from accredited university or college with minimum of 5 years of professional experience OR Associates degree with minimum of 8 years of professional experience OR High School Diploma with minimum of 10 years of professional experience + Minimum 5 years of professional experience in implementing WMS functionalities +

Note:

Military experience is equivalent to professional experience

- **Eligibility Requirement:**

- + Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas, now or in the future, for this job.

- **Preferred Qualifications:**

- **Technical Expertise:**

- + 8+ years of experience in implementing WMS functionalities such as Oracle Shipping, Wave Planning, Pick-pack-and-ship, Load Planning, Shipping documentation, Replenishment, Product Receiving (PO/IB Shipments), Putaway, Slotting, Cross docking, Labeling etc.

- **Business Acumen:**

- + Demonstrates the initiative to explore alternate technology and approaches to solving problems + Skilled in breaking down problems, documenting problem statements and estimating efforts + Has the ability to analyze impact of technology choices + Skilled in negotiation to align stakeholders and communicate a single synthesized perspective to the scrum team.

Balances value propositions for competing stakeholders. + Demonstrates knowledge of the competitive environment + Demonstrates knowledge of technologies in the market to help make buy vs build recommendations, scope MVPs, and to drive market timing decisions

- **Leadership:**

- + Influences through others; builds direct and "behind the scenes" support for ideas.

+ Pre-emptively sees downstream consequences and effectively tailors influencing strategy to support a positive outcome. + Able to verbalize what is behind decisions and downstream implications. Continuously reflecting on success and failures to improve performance and decision-making. + Understands when change is needed. Participates in technical strategy planning.

- **Personal Attributes:**

- + Able to effectively direct and mentor others in critical thinking skills.

Proactively engages with cross-functional teams to resolve issues and design solutions using critical thinking and analysis skills and best practices. Finds important patterns in seemingly unrelated information. + Influences and energizes other toward the common vision and goal. Maintains excitement for a process and drives to new directions of meeting the goal even when odds and setbacks render one path impassable. + Innovates and integrates new processes and/or technology to significantly add value to GE. Identifies how the cost of change weighs against the benefits and advises accordingly. Proactively learns new solutions and processes to address seemingly unanswerable problems.

- **Additional Information:**

- The base pay range for this position is \$131,000.

00 - 174,000.00 USD annually. The specific pay offered may be influenced by a variety of factors, including the candidate's experience, education, and skill set. This position is also eligible for an annual discretionary bonus based on a percentage of your base salary/ commission based on the plan. This posting is expected to close on June 9th, 2026. GE Aerospace offers comprehensive benefits and programs to support your health and, along with programs like HealthAhead, your physical, emotional, financial and social wellbeing. Healthcare benefits include medical, dental, vision, and prescription drug coverage; access to a Health Coach from GE Aerospace; and the Employee Assistance Program, which provides 24/7 confidential assessment, counseling and referral services. Retirement benefits include the GE Aerospace Retirement Savings Plan, a 401(k) savings plan with company matching contributions and company retirement contributions, as well as access to Fidelity resources and planning consultants. Other benefits include tuition assistance, adoption assistance, paid parental leave, disability insurance, life insurance, and paid time-off for vacation or illness. GE Aerospace (General Electric Company or the Company) and its affiliates each sponsor certain employee benefit plans or programs (i.e., is a "Sponsor"). Each Sponsor reserves the right to terminate, amend, suspend, replace or

modify its benefit plans and programs at any time and for any reason, in its sole discretion. No individual has a vested right to any benefit under a Sponsor's welfare benefit plan or program. This document does not create a contract of employment with any individual.

- Additional Information
- GE Aerospace offers a great work environment, professional development, challenging careers, and competitive compensation.

GE Aerospace is an Equal Opportunity Employer ([https://www.eeoc.gov/sites/default/files/2022-10/22-](https://www.eeoc.gov/sites/default/files/2022-10/22-088_EEOC_KnowYourRights_10_20.pdf)

088_EEOC_KnowYourRights_10_20.pdf) . Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law. GE Aerospace will only employ those who are legally authorized to work in the United States for this opening. Any offer of employment is conditioned upon the successful completion of a drug screen (as applicable).

- Relocation Assistance Provided:

- No \#LI-Remote - This is a remote positionGE Aerospace is an Equal Opportunity Employer.

Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law.

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 skills Strong leadership and management skills Advanced technical writing skills Advanced Microsoft Office skills, iOS/iPad Skills, Virtual Consulting 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 - California Virtual Office, AM -

Arizona Virtual Office Remote Working:

Yes Schedule:

Full Time Employment Sponsorship Offered:

No LinkedIn Recruiter Tag:

#LI-AW1 #

LI-ASSOCIATE

#

LI-REMOTE

Health & Wellness Coordinator	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 11-9199.00
Company: Amergis	Job Title: Health and Wellness Managers
Amergis Healthcare Staffing is seeking a Medical Assistant responsible for performing duties under the direction of a physician to assist in the examination and treatment of patients. Minimum Requirements: High School diploma or its equivalent Good telephone communication skills Knowledge of medical terminology Knowledge of medical procedures Knowledge of clerical functions Current CPR card (if applicable) Current PPD or Chest X-Ray (if applicable) Current Health Certificate (if applicable) Graduation from an accredited Medical Assistant program; certification preferred Minimum of one year relevant experience preferred. Relevant certification/ license if applicable. Must be at least 18 years of age Benefits At Amergis, we firmly believe that our employees are the heartbeat of our organization and we are happy to offer the following benefits: Competitive pay & weekly paychecks Health, dental, vision, and life insurance 401(k) savings plan Awards and recognition programs Benefit eligibility is dependent on employment status. About Amergis Amergis, formerly known as Maxim Healthcare Staffing, has served our clients and communities by connecting people to the work that matters since 1988. We provide meaningful opportunities to our extensive network of healthcare and school-based professionals, ready to work in any hospital, government facility, or school. Through partnership and innovation, Amergis creates unmatched staffing experiences to deliver the best workforce solutions. Amergis is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected Veteran status, age, or any other characteristic protected by law. "Pursuant to the San Francisco Fair Chance Initiative, Amergis will consider for employment qualified applicants with arrest and conviction records"	

After Camp Program Facilitator	
Link to Live Job Posting: Posting is no longer active	
Location: San Leandro, CA	O*NET: 11-9199.00
Company: Calex Sports	Job Title: Program Facilitators
Job Title: Summer After-Camp Care Facilitator Location: Various locations in the Bay Area (Fremont, Los Altos, Menlo Park, Milpitas, San Mateo, Palo Alto, San Carlos) Camp Hours: 4:00 PM-6:00 PM (Monday-Friday) Job Type: Part-time, Seasonal Salary: \$18.00-\$19.00 per hour Contact: (510) 491-3007 Education: At least High school or equivalent Work Setup: In person Duration: Beginning of June to end of August Job Description: Euro School of Tennis is seeking enthusiastic and reliable individuals to join our team as After-Camp Care Program Coordinators for our Summer Day Camps. The After Camp Care Program operates from 1:00 PM to 6:00 PM and is designed to provide a safe and engaging environment for camp members and children after their day of activities. 1.00 pm to 4 pm will be pool time, so you would have to take the kids to the pool, oversee them and get them back to the courts once the time is over. It's just play time and the lifeguard will be available the entire time. 4 to 6 pm will be the after-camp care and is assigned as requested by the parents. This position offers a unique opportunity to contribute to the growth and development of children in the Bay Area.	

RESPONSIBILITIES

Supervision and Engagement:

Supervise and engage children in a variety of activities during the after-camp hours. Create a fun and enthusiastic atmosphere for camp members through organized games, crafts, and outdoor play.

Safety and Communication:

Must ensure the safety and well-being of all participants at all times. Communicate effectively with camp members, children, and staff to facilitate a positive experience.

Outdoor Activities:

Lead groups over rough terrain during outdoor activities, demonstrating adaptability and leadership skills. Foster a love for active play and promote a healthy lifestyle among participants.

Documentation:

Take a few pictures each session of kids in action.

Qualifications:

Must be at least 19 years old. Excellent communication skills and the ability to interact effectively with children and adults. Knowledge and interest in nature and outdoor activities. Applicants should demonstrate flexibility, reliability, punctuality, professionalism, and an enthusiastic work approach. Resilient, positive attitude. Must have reliable transportation throughout the East and South Bay and Peninsula. Willingness to undergo a live scan background check prior to working. Ability to lead and engage groups of children in various activities. Passion for creating a positive and inclusive environment for children to thrive. No specific sports experience is needed. Must be fully vaccinated against

COVID-19

Application Process:

Candidates need to be local to the US or already have a necessary working VISA in order to proceed with the application. Visa assistance is not provided by the employer. If you are passionate about tennis, enjoy working with children, and meet the requirements, please contact the employer at +1 (510) 491-3007 to discuss the opportunity further. Be part of a team that introduces young learners to the joy of tennis and encourages an active lifestyle! Join us in making a difference in the lives of children in the Bay Area! Apply today to become a part of our dynamic team at Euro School of Tennis.

Area Supervisors — Hammer Head Security in San Jose, CA (Apr 2026 - Apr 2026)

Area Supervisor

Link to Live Job Posting: Posting is no longer active

Location: San Jose, CA

O*NET: 11-1021.00

Company: Hammer Head Security

Job Title: Area Supervisors

Area Supervisor San Jose, CA Job Details Full-time \$26 an hour 1 day ago Qualifications Some college Record keeping Report writing Client onboarding Employee orientation Mid-level 3 years High school diploma or GED Driver's License Supervising experience Guard Card Team management Employee relations management Security Escalation handling Overseeing training Law enforcement Full Job Description

ABOUT US

It's not just about what WE look for in an employee, it's about what YOU look for in an employer. Hammer Head Security is a family owned and military friendly security services firm based out of Stockton, CA and provides armed, unarmed, patrol, personal protection and event security services throughout the Central Valley, Sacramento Region, and Bay Area. Since 2012, we have steadily grown to become a leader in providing quality guard services with over 150 officers through our team and family oriented culture. We prioritize our employees, their safety and their moral to maintain extremely high employee retention which leads to extremely high client satisfaction. Our team has successfully provided services for monumental events as large as Super Bowl 50, pioneered the security practices of the Cannabis Industry and now implemented numerous

COVID -19

health and safety protocols for our food supply chains. Our rapidly expanding and essential team of Security Professionals are looking to acquire like minded, talented and driven individuals to join our team as we overcome this Global Pandemic.

COVID-19 INFORMATION

As a Security Officer in the

COVID-19

era, you ARE considered an "essential" front line worker and therefore must adhere to certain health and safety guidelines imposed by the CDC for the general wellbeing of our society. This includes maintaining good hygiene at all times, practicing social distancing and using Personal Protective Equipment (issued by Hammer Head Security) while on duty.

JOB DESCRIPTION

Site Supervisor Supervise a team of 30 security officers for 5 divisions Work closely with members of the operational team including Ownership, Director of Operations, Scheduling Managers and Patrol Managers to counsel, discipline, train, and manage relationships with SPs to deliver high quality service; constantly evaluating service quality and initiating any necessary corrective action or on site training in a timely manner. Perform site visits to inspect, supervise SPs in field and manage escalation of 'after hours' & 'cold start' calls to ensure sufficient coverage at customer sites Provides support during client start-ups; provides input to Operation Team for assessments, security planning; reviews post orders and communicates requirements and changes to affected personnel. Communicates and coordinates with Operations Management regarding staffing, equipment, documentation, record keeping, and related matters, to ensure smooth delivery of services; meets with Operations Team to discuss customer service, initiatives, personnel matters, and related issues. Responsible for conducting on-the-job training, in coordination with Operations Team of all new employees assigned to any post, or when changes to post orders are made - this may include orientation to the post, review of post orders, routine responsibilities, and how to respond to emergency situations or specific client

include orientation to the post, review of post orders, routine responsibilities, and how to respond to emergency situations or specific client specific needs; Identify any personnel problems occurring at posts, such as employee relations complaints or other concerns, and forward any such issues to Operations Team for action plan. May also be responsible for writing a report of the situation or assisting with an investigation, as directed by Operations Manager; Responsible for administering counseling or disciplinary actions that have been initiated by Operations Team. Respond to client or site emergencies as they arise, including ensuring appropriate communication to Operations Team Assists with the communication of policies, company announcements and job openings

QUALIFICATIONS

To perform this job successfully, the individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and/or experience required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. Minimum high school diploma or equivalent required. Some college education or business classes desirable Must have current site supervisor experience Minimum 3 - 5 years of professional-level experience required and prior experience in the security industry, law enforcement and/or military highly desired; Professional, articulate and able to use good independent judgment and discretion; Ability to maintain professional composure when dealing with unusual circumstances. Supervising and disciplining staff in a positive manner. Maintaining composure in dealing with authorities, executives, clients, staff and the public, occasionally under conditions of urgency and in pressure situations. May be exposed to stressful situations, such as challenging individuals who are in or approaching an unauthorized area. Energetic and focused personality with a demonstrated ability to take initiative, successfully handle and prioritize multiple competing assignments and effectively manage deadlines; This position requires excellent attendance and punctuality. Incumbents must commit to being on time, must be able to work in a very independent environment, and ensure all directions and instructions from the branch office are followed consistently and thoroughly (such as training of officers at sites, standing post as needed, etc.). May be required to work overtime without advance notice.

CURRENT VACANCY LOCATIONS

:

San Jose, Fremont, Oakland and Milpitas SHIFTS :

Various; must be FLEXIBLE and available for

Graveyard HOURS :

Full Time

CREDENTIALS REQUIRED

1. Government issued I.D. or valid California driver's license 2. High School diploma or equivalent 3. Valid California BSIS Guard Card 4. Proof of eligibility to work in the United States Reach out today. Hammer Head Security (209) 227-6566

Appendix D - 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:
11 items selected. See Appendix A for details.

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

69,176

Unique Postings
177,638 Total Postings

8,467

Companies Posting
48,130 Total Companies

22 Days

Median Posting Duration
Regional Average: 22 Days

3 : 1

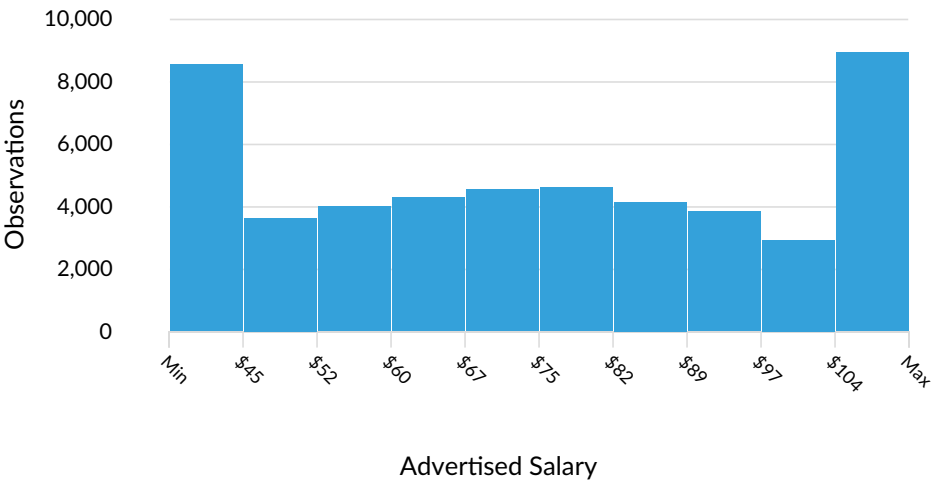
Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 49,336 advertised salary observations (71% of the 69,176 matching postings).

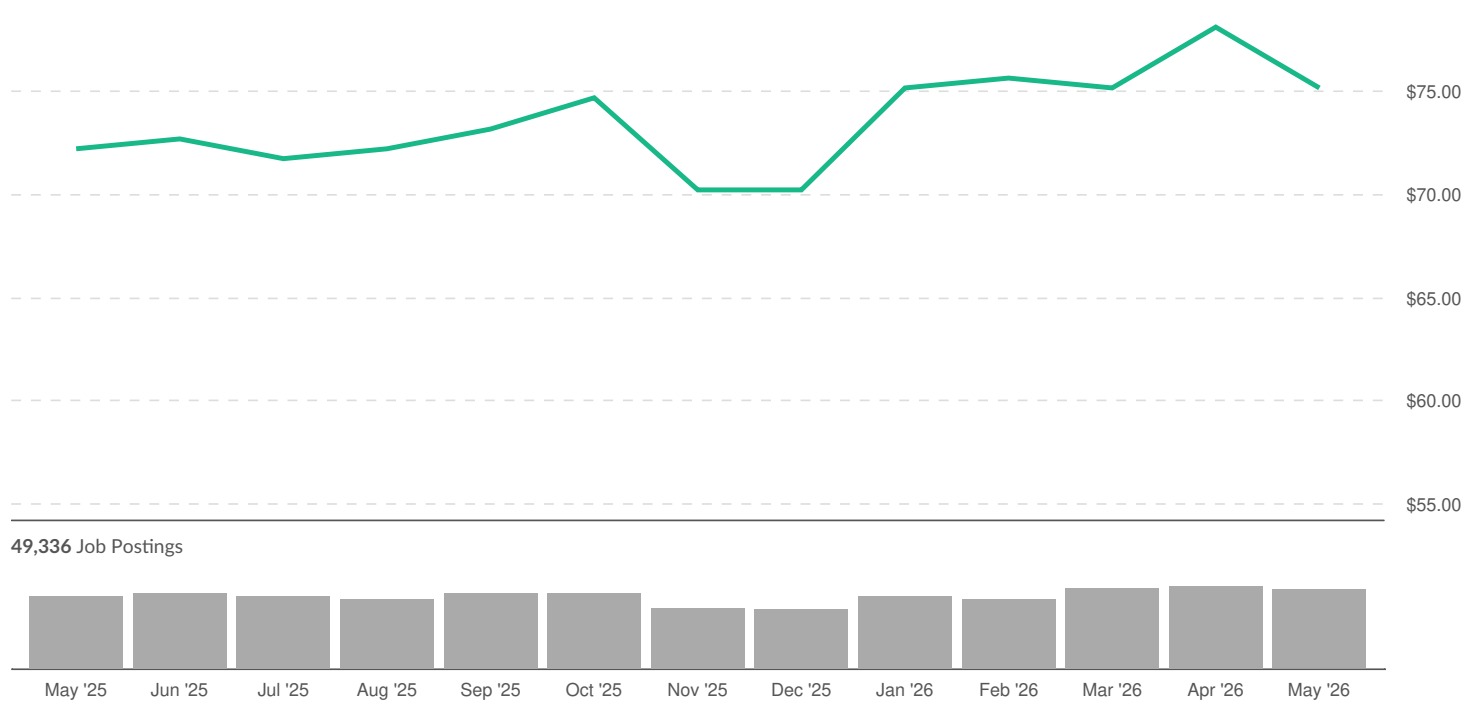
\$73.72/hr

Median Advertised Salary



Advertised Salary Trend

▲4.1% May 2025 – May 2026
\$73.72 Median

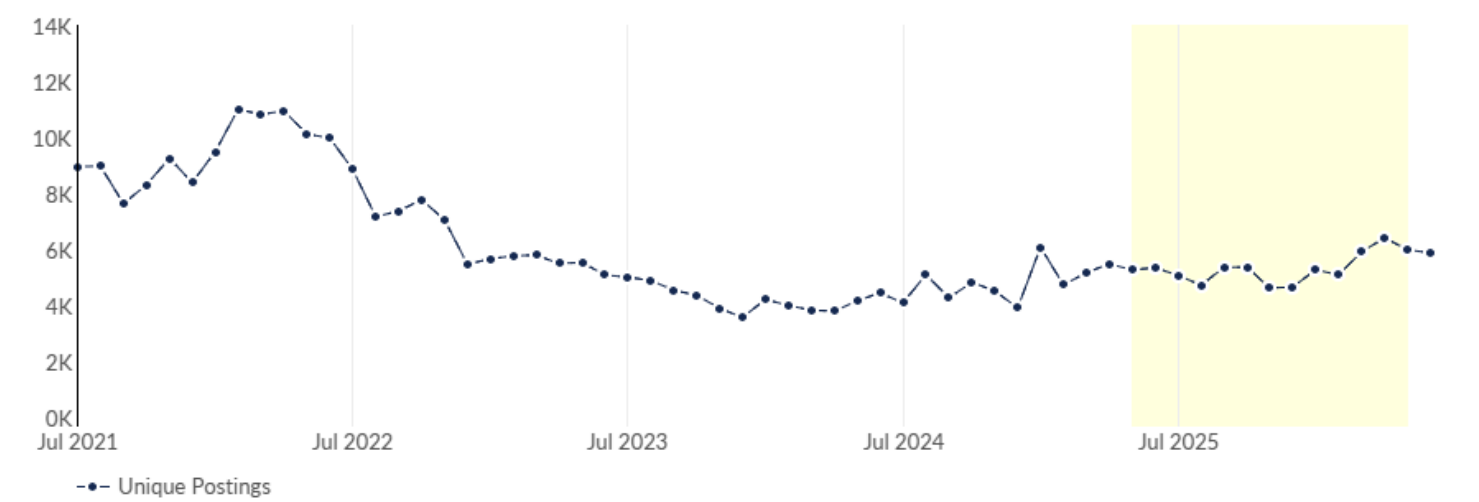


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	25,428
San Francisco County, CA	19,119
Alameda County, CA	11,178
San Mateo County, CA	8,280
Contra Costa County, CA	3,609

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	5,881	2 : 1
May 2026	5,998	2 : 1
Apr 2026	6,419	2 : 1
Mar 2026	5,918	3 : 1
Feb 2026	5,093	3 : 1
Jan 2026	5,280	3 : 1
Dec 2025	4,662	3 : 1
Nov 2025	4,628	3 : 1
Oct 2025	5,376	3 : 1
Sep 2025	5,364	3 : 1
Aug 2025	4,729	3 : 1
Jul 2025	5,079	2 : 1
Jun 2025	5,352	2 : 1
May 2025	5,278	2 : 1
Apr 2025	5,482	3 : 1
Mar 2025	5,184	3 : 1
Feb 2025	4,736	3 : 1
Jan 2025	6,085	3 : 1
Dec 2024	3,917	3 : 1
Nov 2024	4,526	3 : 1

Oct 2024	4,831	3 : 1
Sep 2024	4,274	3 : 1
Aug 2024	5,108	3 : 1
Jul 2024	4,095	3 : 1
Jun 2024	4,456	3 : 1
May 2024	4,168	2 : 1
Apr 2024	3,800	2 : 1
Mar 2024	3,834	2 : 1
Feb 2024	4,006	2 : 1
Jan 2024	4,218	3 : 1
Dec 2023	3,579	4 : 1
Nov 2023	3,900	3 : 1
Oct 2023	4,371	3 : 1
Sep 2023	4,544	3 : 1
Aug 2023	4,899	3 : 1
Jul 2023	5,011	3 : 1
Jun 2023	5,095	3 : 1
May 2023	5,538	3 : 1
Apr 2023	5,504	3 : 1
Mar 2023	5,801	3 : 1
Feb 2023	5,780	3 : 1
Jan 2023	5,665	3 : 1
Dec 2022	5,483	3 : 1
Nov 2022	7,065	3 : 1
Oct 2022	7,780	2 : 1
Sep 2022	7,375	3 : 1
Aug 2022	7,175	3 : 1
Jul 2022	8,858	3 : 1
Jun 2022	9,986	3 : 1
May 2022	10,126	3 : 1
Apr 2022	10,954	3 : 1

Mar 2022	10,829	3 : 1
Feb 2022	11,010	3 : 1
Jan 2022	9,499	3 : 1
Dec 2021	8,397	3 : 1
Nov 2021	9,263	4 : 1
Oct 2021	8,313	4 : 1
Sep 2021	7,643	4 : 1
Aug 2021	8,975	3 : 1
Jul 2021	8,969	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	5,913	9%
Associate's degree	2,571	4%
Bachelor's degree	65,322	94%
Master's degree	23,705	34%
Ph.D. or professional degree	3,440	5%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	5,913	0	9%
Associate's degree	1,818	335	3%
Bachelor's degree	61,445	3,490	89%
Master's degree	0	20,590	0%
Ph.D. or professional degree	0	3,440	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	15,057	22%
0 - 1 Years	2,666	4%
2 - 3 Years	11,575	17%
4 - 6 Years	19,446	28%
7 - 9 Years	10,903	16%
10+ Years	9,529	14%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Google	12,681 / 3,174	4 : 1 	22 days
Apple	4,457 / 1,174	4 : 1 	17 days
Amazon	13,639 / 1,034	13 : 1 	26 days
Visa	2,909 / 886	3 : 1 	25 days
Meta	2,549 / 798	3 : 1 	29 days
PayPal	2,282 / 579	4 : 1 	32 days
Uber	1,567 / 539	3 : 1 	28 days
Nvidia	1,407 / 524	3 : 1 	35 days
Intuit	1,886 / 522	4 : 1 	31 days
Robert Half	655 / 487	1 : 1 	11 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	48,327 / 19,180	3 : 1 	23 days
San Jose, CA	20,900 / 8,270	3 : 1 	24 days
Santa Clara, CA	11,116 / 3,999	3 : 1 	26 days
Sunnyvale, CA	13,867 / 3,598	4 : 1 	23 days
Mountain View, CA	10,991 / 3,538	3 : 1 	22 days
Oakland, CA	6,393 / 2,733	2 : 1 	21 days
Fremont, CA	4,242 / 1,767	2 : 1 	22 days
Palo Alto, CA	4,088 / 1,741	2 : 1 	23 days
Cupertino, CA	5,317 / 1,565	3 : 1 	17 days
San Mateo, CA	2,343 / 1,166	2 : 1 	20 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Marketing Managers	41,530 / 14,446	3 : 1 	23 days
General and Operations Managers	24,291 / 9,361	3 : 1 	23 days
Financial Managers	19,834 / 8,915	2 : 1 	21 days
Managers, All Other	19,745 / 8,342	2 : 1 	22 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21,433 / 7,842	3 : 1 	26 days
Sales Managers	16,498 / 6,806	2 : 1 	27 days
Financial and Investment Analysts	16,772 / 6,605	3 : 1 	20 days
Management Analysts	7,262 / 3,001	2 : 1 	19 days
Executive Secretaries and Executive Administrative Assistants	6,568 / 2,350	3 : 1 	21 days
Business Operations Specialists, All Other	2,349 / 848	3 : 1 	22 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Marketing Managers	41,530 / 14,446	3 : 1 	23 days
General and Operations Managers	24,291 / 9,361	3 : 1 	23 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21,433 / 7,842	3 : 1 	26 days
Sales Managers	16,498 / 6,806	2 : 1 	27 days
Managers, All Other	15,670 / 6,648	2 : 1 	22 days
Financial and Investment Analysts	16,772 / 6,605	3 : 1 	20 days
Financial Managers	14,257 / 6,309	2 : 1 	21 days
Management Analysts	7,262 / 3,001	2 : 1 	19 days
Executive Secretaries and Executive Administrative Assistants	6,568 / 2,350	3 : 1 	21 days
Treasurers and Controllers	4,728 / 2,203	2 : 1 	22 days
Compliance Managers	2,869 / 1,178	2 : 1 	26 days
Sales Engineers	1,356 / 660	2 : 1 	20 days
Regulatory Affairs Managers	1,021 / 435	2 : 1 	20 days
Investment Fund Managers	849 / 403	2 : 1 	22 days
Business Continuity Planners	582 / 295	2 : 1 	17 days
Online Merchants	716 / 281	3 : 1 	22 days
Sustainability Specialists	396 / 207	2 : 1 	27 days
Security Management Specialists	655 / 65	10 : 1 	27 days
Loss Prevention Managers	151 / 57	3 : 1 	22 days
Brownfield Redevelopment Specialists and Site Managers	34 / 24	1 : 1 	32 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Product Manager	28,831 / 9,108	3 : 1 	22 days
Business Development / Sales Manager	16,291 / 6,728	2 : 1 	27 days
Marketing Manager	12,408 / 5,175	2 : 1 	24 days
Operations Manager / Supervisor	13,068 / 5,122	3 : 1 	23 days
Program Manager	10,536 / 4,497	2 : 1 	23 days
Business / Management Analyst	11,810 / 4,374	3 : 1 	20 days
Account Manager / Representative	11,220 / 4,089	3 : 1 	25 days
Financial Manager	8,576 / 3,821	2 : 1 	20 days
Financial Analyst	8,428 / 3,499	2 : 1 	18 days
Corporate Development Analyst / Manager	7,260 / 2,645	3 : 1 	22 days
Executive Assistant	6,568 / 2,350	3 : 1 	21 days
Account Executive	6,225 / 2,345	3 : 1 	27 days
Treasurer / Controller	4,472 / 2,052	2 : 1 	23 days
General Manager	4,611 / 1,954	2 : 1 	25 days
IT Project / Program Manager	4,004 / 1,727	2 : 1 	20 days
Sales Representative	3,988 / 1,408	3 : 1 	26 days
Tax Manager	2,470 / 1,233	2 : 1 	20 days
Compliance Manager	2,869 / 1,178	2 : 1 	26 days
Chief Operating Officer	1,513 / 690	2 : 1 	17 days
Banking Branch Manager	1,962 / 670	3 : 1 	29 days
Sales Engineer	1,228 / 601	2 : 1 	21 days
Regulatory Affairs Manager	1,021 / 435	2 : 1 	20 days
Pricing Analyst	915 / 404	2 : 1 	23 days
Investment Fund Manager	849 / 403	2 : 1 	22 days
E-Commerce Analyst	654 / 261	3 : 1 	21 days
Business Change Manager	519 / 257	2 : 1 	17 days

Chief Marketing Officer	556 / 237	2 : 1		21 days
Chief Financial Officer	409 / 218	2 : 1		19 days
Sustainability Specialist	396 / 207	2 : 1		27 days
Risk Analyst	362 / 180	2 : 1		25 days
Higher Education Administrator	447 / 164	3 : 1		24 days
Accounts Payable / Receivable Manager	313 / 143	2 : 1		24 days
Retail Store Manager / Supervisor	350 / 140	3 : 1		24 days
Accounting Supervisor	242 / 123	2 : 1		20 days
Healthcare Project / Program Manager	258 / 116	2 : 1		25 days
Museum Director	201 / 82	2 : 1		32 days
Financial Reporting Manager	200 / 81	2 : 1		18 days
Digital Content Producer / Manager	160 / 70	2 : 1		28 days
Cyber / Information Security Engineer / Analyst	655 / 65	10 : 1		27 days
Sales Engineering Manager	128 / 59	2 : 1		15 days
Loss Prevention / Asset Protection Specialist	125 / 46	3 : 1		20 days
Chief Sales Officer	92 / 40	2 : 1		18 days
Business Continuity Planner / Analyst	63 / 38	2 : 1		17 days
Beautician	115 / 38	3 : 1		30 days
Insurance Underwriter	75 / 34	2 : 1		20 days
Environmental Engineer	34 / 24	1 : 1		32 days
Shipping / Receiving Clerk	60 / 18	3 : 1		34 days
Investment Underwriter	69 / 12	6 : 1		26 days
Security Manager	26 / 11	2 : 1		24 days
Logistician / Supply Chain Specialist	4 / 2	2 : 1		29 days

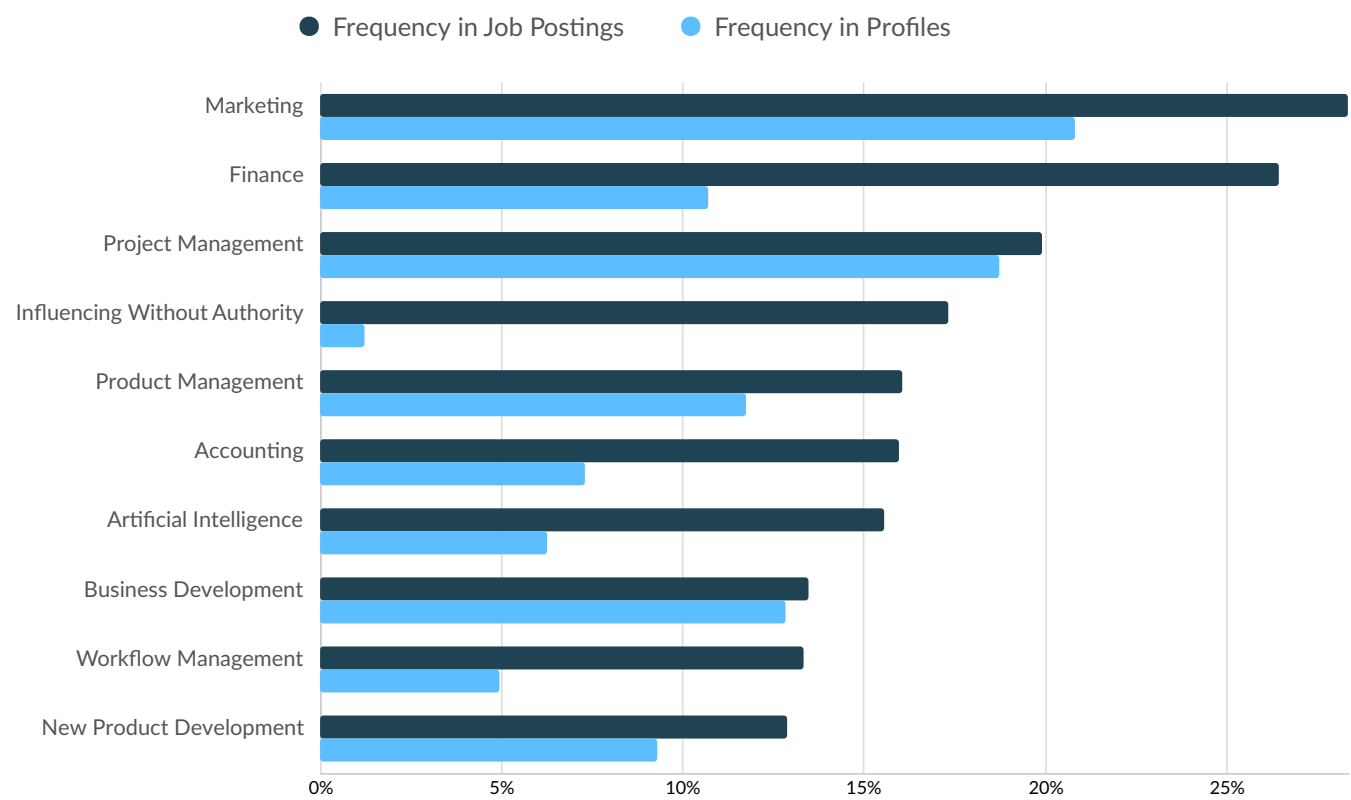
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Product Managers	4,466 / 1,550	3 : 1 	20 days
Executive Assistants	3,861 / 1,435	3 : 1 	22 days
Financial Analysts	2,216 / 1,018	2 : 1 	17 days
Program Managers	1,902 / 933	2 : 1 	20 days
Technical Program Managers	2,013 / 886	2 : 1 	19 days
Product Marketing Managers	1,689 / 620	3 : 1 	22 days
Business Development Managers	1,664 / 619	3 : 1 	27 days
Principal Product Managers	4,368 / 564	8 : 1 	22 days
Account Managers	1,612 / 546	3 : 1 	25 days
Account Executives	1,202 / 533	2 : 1 	27 days

Top Industries

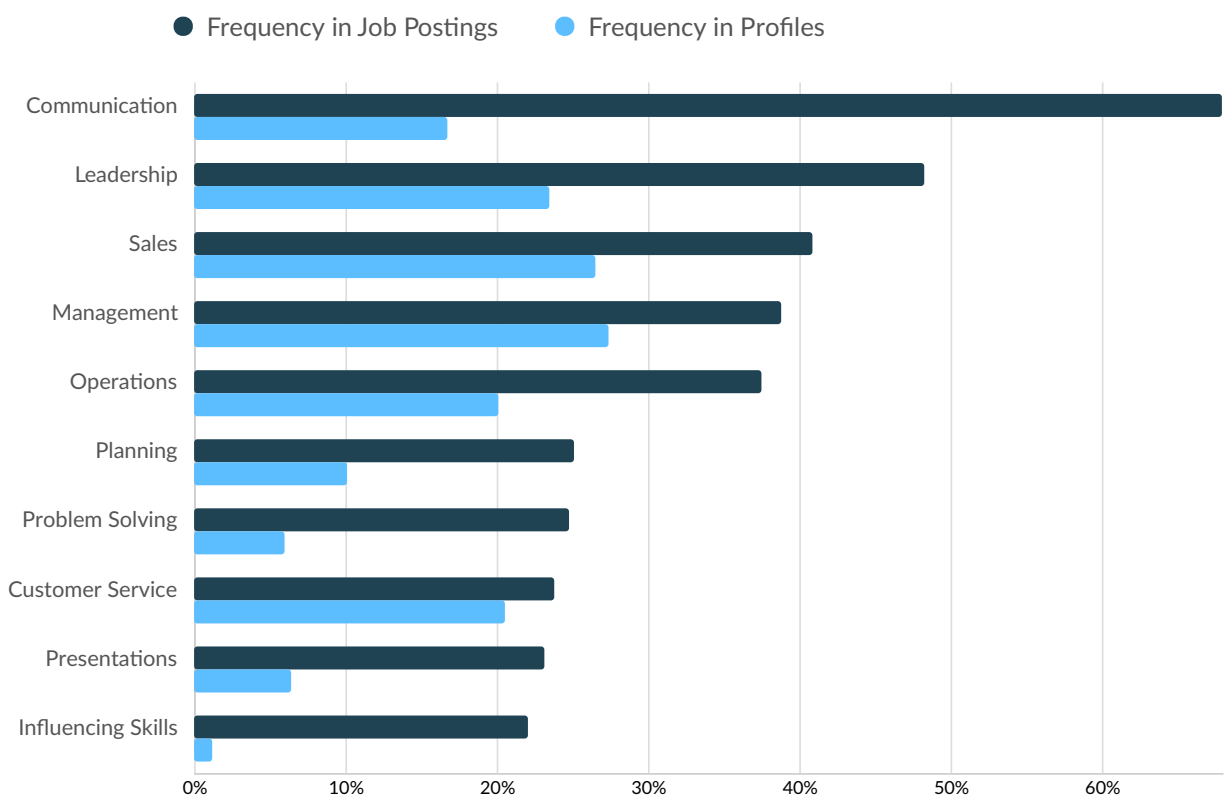
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Web Search Portals and All Other Information Services	15,413 / 4,068	4 : 1 	23 days
Employment Placement Agencies	7,105 / 3,724	2 : 1 	18 days
Software Publishers	5,256 / 2,401	2 : 1 	21 days
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	5,182 / 2,197	2 : 1 	28 days
Custom Computer Programming Services	4,652 / 2,174	2 : 1 	23 days
Pharmaceutical Preparation Manufacturing	5,234 / 1,939	3 : 1 	22 days
Financial Transactions Processing, Reserve, and Clearinghouse Activities	5,828 / 1,763	3 : 1 	28 days
Semiconductor and Related Device Manufacturing	4,330 / 1,645	3 : 1 	32 days
Electronic Computer Manufacturing	5,991 / 1,572	4 : 1 	17 days
Commercial Banking	4,502 / 1,500	3 : 1 	23 days

Top Specialized Skills



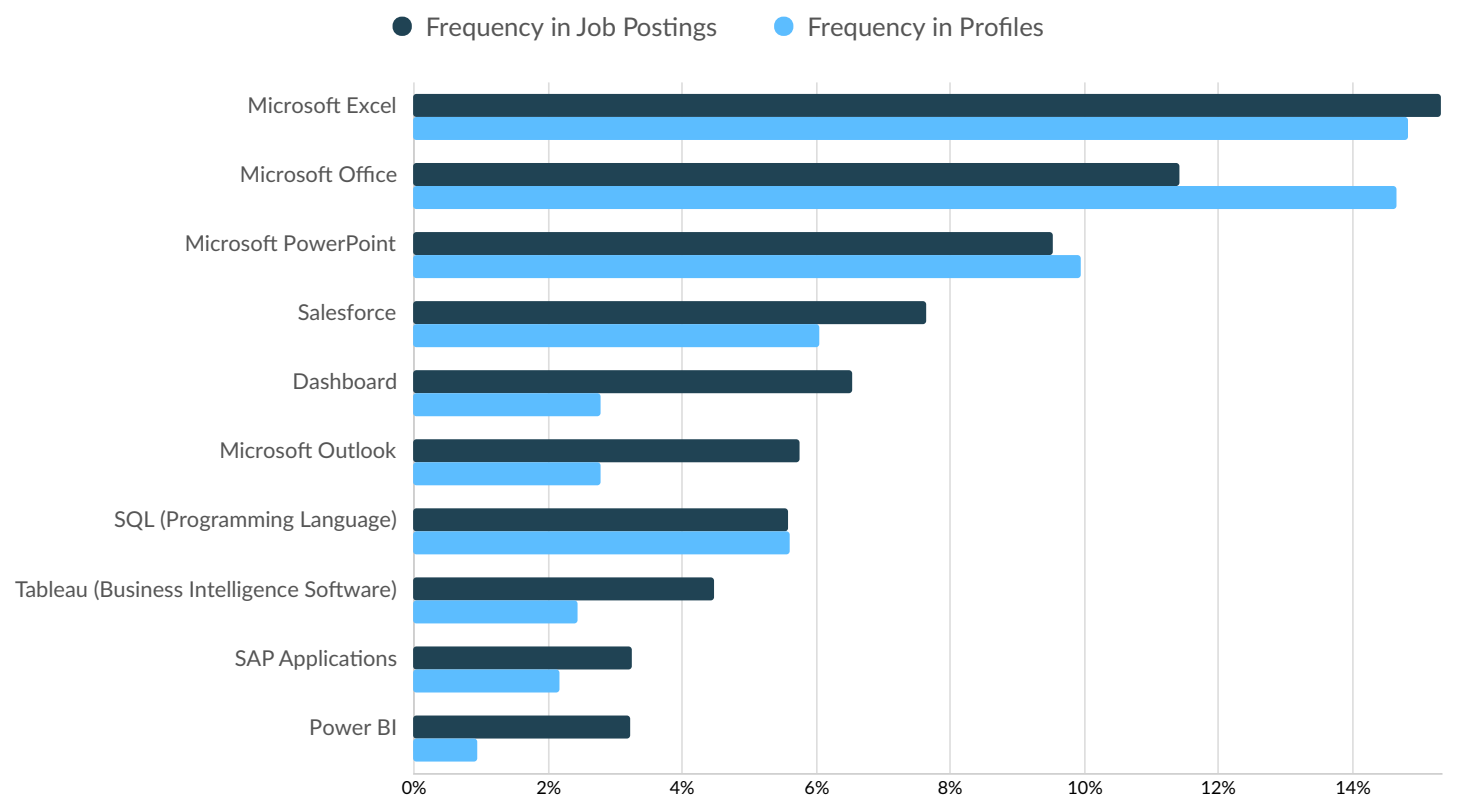
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Marketing	19,627	28%	159,201	21%	+21.1%	Rapidly Growing
Finance	18,306	26%	81,779	11%	+22.4%	Rapidly Growing
Project Management	13,783	20%	143,100	19%	+19.4%	Rapidly Growing
Influencing Without Authority	12,001	17%	9,472	1%	0.0%	Insf. Data
Product Management	11,116	16%	89,758	12%	+16.5%	Growing
Accounting	11,041	16%	55,801	7%	+16.3%	Growing
Artificial Intelligence	10,783	16%	47,819	6%	+20.1%	Rapidly Growing
Business Development	9,338	13%	98,088	13%	+5.3%	Stable
Workflow Management	9,246	13%	37,663	5%	+16.4%	Growing
New Product Development	8,927	13%	71,251	9%	+18.0%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	46,997	68%	128,024	17%	+8.5%	Stable
Leadership	33,388	48%	179,656	24%	+9.5%	Growing
Sales	28,264	41%	202,510	27%	+7.7%	Stable
Management	26,824	39%	209,501	27%	+5.7%	Stable
Operations	25,948	38%	153,629	20%	+8.8%	Stable
Planning	17,367	25%	77,363	10%	+10.3%	Growing
Problem Solving	17,177	25%	46,038	6%	+11.1%	Growing
Customer Service	16,470	24%	157,018	21%	+5.0%	Stable
Presentations	16,032	23%	49,014	6%	+21.2%	Rapidly Growing
Influencing Skills	15,255	22%	9,434	1%	+20.2%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	10,605	15%	113,439	15%	+14.8%	Growing
Microsoft Office	7,907	11%	112,007	15%	+16.9%	Growing
Microsoft PowerPoint	6,609	10%	76,076	10%	+19.9%	Rapidly Growing
Salesforce	5,295	8%	46,254	6%	+23.9%	Rapidly Growing
Dashboard	4,535	7%	21,340	3%	+24.9%	Rapidly Growing
Microsoft Outlook	3,980	6%	21,273	3%	+22.2%	Rapidly Growing
SQL (Programming Language)	3,875	6%	42,923	6%	+5.9%	Stable
Tableau (Business Intelligence Software)	3,103	4%	18,691	2%	+16.4%	Growing
SAP Applications	2,253	3%	16,664	2%	+18.8%	Rapidly Growing
Power BI	2,237	3%	7,219	1%	+19.6%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Master Of Business Administration (MBA)	10,965
Valid Driver's License	4,969
Certified Public Accountant	2,013
Project Management Professional Certification	1,324
Chartered Financial Analyst	951
Cardiopulmonary Resuscitation (CPR) Certification	420
First Aid Certification	366
FINRA Series 7 (General Securities Representative)	273
Bachelor Of Science In Business	259
Certified Information Systems Security Professional	235

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	76,459 / 31,260	2 : 1 	24 days
Insurance	71,741 / 29,423	2 : 1 	24 days
Paid Leave	67,136 / 27,887	2 : 1 	24 days
Education and Career Development	31,166 / 13,086	2 : 1 	24 days
Supplemental Pay	31,906 / 12,867	2 : 1 	24 days
Health and Wellness Benefits	31,421 / 11,480	3 : 1 	25 days
Work-Life Balance	16,456 / 6,867	2 : 1 	23 days
Other Benefits	18,641 / 5,116	4 : 1 	25 days

Appendix A - Occupations

Results should include

Code	Description
13-1199	Business Operations Specialists, All Other
11-9199	Managers, All Other
11-1021	General and Operations Managers
13-1111	Management Analysts
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
11-2022	Sales Managers

Code	Description
13-2051	Financial and Investment Analysts
11-3031	Financial Managers
11-2021	Marketing Managers
41-9031	Sales Engineers
43-6011	Executive Secretaries and Executive Administrative Assistants

Appendix B

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	26,613
dejobs.org	14,580
indeed.com	13,046
disabledperson.com	10,503
diversityjobs.com	8,354
myworkdayjobs.com	4,739
fairygodboss.com	2,038
glassdoor.com	1,677
google.com	1,654
dice.com	1,538
smartrecruiters.com	1,513
greenhouse.io	1,458
oraclecloud.com	924
themuse.com	874
icims.com	744
aicpa-cima.com	702
jobit.com	684
efinancialcareers.com	651
apple.com	606
jobserve.com	583
talentally.com	560
findojobs.us	545
jobmonkeyjobs.com	541
hercjobs.org	477
ashbyhq.com	471

Appendix C

Sample Postings

Senior Manager, Business Development - Consumer Electronics and IoT Connectivity	
Link to Live Job Posting: Posting is no longer active	
Location: Santa Clara, CA	O*NET: 11-2022.00
Company: Qualcomm	Job Title: IoT Business Development Managers
Senior Manager, Business Development - Consumer Electronics and IoT Connectivity Qualcomm 4.0 Santa Clara, CA Job Details \$171,200 \$256,800 a year 14 hours ago Benefits RSU Qualifications Revenue growth Managerial strategic planning Strategic management Computer Science Market analysis Wireless networking Product roadmapping 5 years Identifying new business opportunities Engineering High school diploma or GED Microcontrollers Business development SoC Bachelor's degree in engineering Sales pipeline Bluetooth RTOS Organizational skills Product strategy Linux Senior level Cross-functional collaboration Associate's degree Bachelor's degree in computer science Communication skills Marketing Cross-functional communication 802. 11 (Wi-Fi) Zigbee Full Job Description Company: Qualcomm Technologies, Inc. Job Area: Sales, Business Development & Marketing Group, Sales, Business Development & Marketing Group > Business Development General Summary: Qualcomm is a leading provider of wireless connectivity solutions for IoT applications, offering a broad portfolio of wireless SoCs spanning Wi-Fi, Bluetooth, 802.15.4 (Thread/Zigbee), 4G/LTE cellular, 5G, GNSS, and more. In this role, you will lead business development efforts and drive market expansion for Qualcomm's short-range wireless MCU SoC portfolio, including Wi-Fi, Bluetooth, Bluetooth Low Energy, and 802.15.4 (Thread/Zigbee). You will play a key role in accelerating customer adoption and expanding market presence for Qualcomm's wireless SoC solutions across various market segments in the Consumer Electronics and IoT space. Responsibilities: Lead the growth and strategic management of Qualcomm's short-range wireless SoC portfolio, including Wi-Fi, Bluetooth/BLE, and 802.15.4 solutions Identify evolving market requirements, trends and define new feature opportunities to help shape and enhance Qualcomm's Wireless MCU SoC roadmap Drive design wins and deepen engagement across key customer accounts to build and sustain a strong revenue pipeline Lead business development initiatives in close collaboration with channel partners to expand Qualcomm's reach and accelerate growth in the mass market Represent Qualcomm at industry forums, trade shows, and conferences, reinforcing the company's leadership in wireless connectivity technologies Partner closely with regional sales and business development teams to scale opportunities, strengthen customer relationships, and support global market expansion Own revenue growth objectives and long-term business strategy for assigned regions, ensuring alignment with broader business priorities Minimum Requirements Bachelor's degree and 4+ years of sales, business development, product development or related work experience. OR Associate's degree and 6+ years of sales, business development, product development or related work experience. OR High school Diploma or equivalent and 8+ years of sales, business development, product development or related work experience. This position can be based out of Qualcomm's San Diego or Santa Clara's office and is expected to comply with the Company's onsite work policy. This role is U.S	

- based, and is not eligible for visa sponsorship.

Preferred Qualifications:

Bachelor's degree in Engineering, Computer Science, or a related technical discipline 10+ years of experience in wireless MCU technologies, with deep expertise in Wi-Fi, Bluetooth, and 802.15.4 solutions 5+ years of experience in product management, business development, or technical marketing within the semiconductor or wireless connectivity industry Strong understanding of Wi-Fi, Bluetooth, and 802.15.4 technologies, including associated chipsets, software stacks, embedded operating systems (RTOS/Linux/Android) and market ecosystems Excellent written and verbal communication skills, with the ability to clearly articulate complex technical concepts to internal and external stakeholders Demonstrated problem-solving capabilities, with a proactive and resourceful approach to addressing technical and business challenges Ability to travel globally, as required, to support business and customer engagement needs Demonstrated experience in marketing and business development for Wi-Fi, Bluetooth, and 802.15.4 wireless MCU solutions Proven track record in product management or business development roles at leading suppliers in the Wi-Fi, Bluetooth, and 802.15.4 wireless MCU industry Ability to operate effectively within a matrixed organization, building alignment and driving execution across cross-functional teams Entrepreneurial mindset, with the ability to identify opportunities, navigate ambiguity, and drive business growth Self-motivated and proactive, with a strong sense of ownership and the ability to work independently with minimal supervision Passion for wireless connectivity technologies and for enabling customer success in dynamic market environments Qualcomm is an equal opportunity employer. If you are an individual with a disability and need an accommodation during the application/hiring process, rest assured that Qualcomm is committed to providing an accessible process. You may e-mail or call Qualcomm's toll-free number found here . Upon request, Qualcomm will provide reasonable accommodations to support individuals with disabilities to be able participate in the hiring process. Qualcomm is also committed to making our workplace accessible for individuals with disabilities. (Keep in mind that this email address is used to provide reasonable accommodations for individuals with disabilities. We will not respond here to requests for updates on applications or resume inquiries). To all

Staffing and Recruiting Agencies :

Our Careers Site is only for individuals seeking a job at Qualcomm. Staffing and recruiting agencies and individuals being represented by an agency are not authorized to use this site or to submit profiles, applications or resumes, and any such submissions will be considered unsolicited. Qualcomm does not accept unsolicited resumes or applications from agencies. Please do not forward resumes to our jobs alias, Qualcomm employees or any other company location. Qualcomm is not responsible for any fees related to unsolicited resumes/applications.

EEO Employer:

Qualcomm is an equal opportunity employer; all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or any other protected classification. Qualcomm expects its employees to abide by all applicable policies and procedures, including but not limited to security and other requirements regarding protection of Company confidential information and other confidential and/or proprietary information, to the extent those requirements are permissible under applicable law. Pay range and

Other Compensation & Benefits :

\$171,200.00

- \$256,800.

00 The above pay scale reflects the broad, minimum to maximum, pay scale for this job code for the location for which it has been posted. Even more importantly, please note that salary is only one component of total compensation at Qualcomm. We also offer a competitive annual discretionary bonus program and opportunity for annual RSU grants (employees on sales-incentive plans are not eligible for our annual bonus). In addition, our highly competitive benefits package is designed to support your success at work, at home, and at play. Your recruiter will be happy to discuss all that Qualcomm has to offer

- and you can review more details about our US benefits at this link .

If you would like more information about this role, please contact Qualcomm Careers .

Veterinary Territory Managers — Medtronic in Oakland, CA (May 2026 - Jun 2026)

Principal Coronary Cathworks Territory Manager - Bay Area, CA

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 11-2022.00

Company: Medtronic

Job Title: Veterinary Territory Managers

We anticipate the application window for this opening will close on - 13 Jul 2026 Careers that change lives start here. Medtronic is a global leader in healthcare technology with a Mission to alleviate pain, restore health, and extend life. Our 95,000 employees work across more than 150 countries to put patients first — developing innovative medical technologies that improve the lives of 72+ million patients each year. Your unique talents will help shape the future of healthcare while building a career grounded in purpose, growth, and impact.

- A Day in the Life
- We are seeking a committed professional to join our team. While this is a remote position not located at a physical Medtronic site, the candidate hired will be required to reside within the territory and drive to multiple accounts throughout the region. A valid driver's license is essential for this role.
- A Day in the Life
- As a Principal Territory Manager for Coronary, you will serve as a strategic partner and clinical expert to interventional cardiologists and cath lab teams, helping them adopt advanced coronary technologies that support confident clinical decision-making and improve patient outcomes.

You will spend your time engaging physicians and hospital stakeholders through high-impact sales calls, procedural case support, and advanced clinical education. In the cath lab, you will provide technical leadership during coronary interventions and physiological assessments and champion best practices for the use of Medtronic's coronary solutions, including our newly acquired digital technology, CathWorks, the market leading Angio based Fractional Flow Reserve (FFRangio) solution. Outside the cath lab, you will work closely with hospital administrators, purchasing teams, and cross-functional Medtronic partners—including Enterprise Accounts, Strategic Accounts, Sales Leadership, clinical specialists, and inventory analysts—to drive access, influence pricing and contract strategies. While this is a remote position not located at a physical Medtronic site, the candidate hired will be required to reside within the territory and drive to multiple accounts throughout the territory. A valid driver's license is essential for this role. This role covers a larger territory and will require regular overnight travel, with expectations of up to 50% travel as new products and therapies are launched.

- What You Will Be Doing
- + Lead the promotion and sale of Medtronic's coronary portfolio, including stents, balloons, guidewires, imaging, and CathWorks technologies, across assigned territory.

+ Provide technical and clinical leadership in the cath lab during coronary interventions and physiological assessments, including support for complex cases. + Deliver advanced clinical education and training to physicians, nurses, and technicians + Build, maintain, and leverage relationships with key opinion leaders (KOLs), senior clinicians, and executive-level decision makers. + Partner with Enterprise Accounts, Strategic Accounts, and Sales Leadership to shape pricing strategies, support contract negotiations, and drive system-wide adoption. + Develop and execute sophisticated territory and account plans that address clinical, economic, and competitive dynamics. + Achieve and exceed quarterly and annual sales targets. + Travel frequently to hospitals and off-site meetings, which may require overnight stays.

• Required Knowledge and Experience:

- + High School Diploma (or equivalent) with
- 10+ years of relevant experience
- , or
- + Associate's Degree with
- 8+ years of relevant experience

- , or
- + Bachelor's Degree with
- 6+ years of relevant experience
- Relevant sales, clinical, or related experience in medical devices, medtech, healthcare, or life sciences

- **Desired/Preferred Qualifications:**

- Preferred candidates will demonstrate a combination of clinical expertise, commercial leadership, and strategic relationship-building skills, including: + Experience supporting cath labs and partnering with interventional cardiologists on complex coronary procedures.

+ Ability to build credibility with physicians and healthcare leaders by delivering data-driven, customer-focused solutions. + Strong territory/business planning skills, including managing competing priorities, anticipating market shifts, and executing long-term strategies with minimal oversight. + Proven ability to perform effectively in high-stakes clinical environments, providing composed procedural leadership.

- Physical Job Requirements
- The above statements are intended to describe the general nature and level of work being performed by employees assigned to this position, but they are not an exhaustive list of all the required responsibilities and skills of this position.

The physical demands described within the Responsibilities section of this job description are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

For Office Roles:

While performing the duties of this job, the employee is regularly required to be independently mobile. The employee is also required to interact with a computer, and communicate with peers and co-workers. Contact your manager or local HR to understand the Work Conditions and Physical requirements that may be specific to each role. For Baccalaureate degrees earned outside of the United States, a degree that satisfies the requirements of 8 C.F.R. § 214.2(h)(4)(iii)(A) is required.

- Physical Job Requirements
- The above statements are intended to describe the general nature and level of work being performed by employees assigned to this position, but they are not an exhaustive list of all the required responsibilities and skills of this position.

The physical demands described within the Responsibilities section of this job description are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

For Office Roles:

While performing the duties of this job, the employee is regularly required to be independently mobile. The employee is also required to interact with a computer, and communicate with peers and co-workers. Contact your manager or local HR to understand the Work Conditions and Physical requirements that may be specific to each role.

- U.S. Work Authorization & Sponsorship
- At Medtronic, we are committed to fostering an environment where employees can thrive and make a meaningful impact.

In alignment with our enterprise-wide workforce planning approach, U.S. work authorization sponsorship (H-1B, TN, J, etc.) is offered exclusively for Principal-level roles and above, where specialized expertise aligns with long-term business needs. Roles below the Principal level require candidates to possess unrestricted U.S. work authorization at the time of hire and for the duration of employment.

- Recruitment Fraud Alert
- We are aware of phishing scams targeting job seekers.

Please keep the following in mind: Apply only through official Medtronic channels. All legitimate Medtronic recruiting communications come from approved Medtronic platforms and official @medtronic.com email addresses. Medtronic will never ask for payment or sensitive personal information (such as bank account or Social Security details) during early stages of the hiring process. Any such requests are not legitimate. If you receive a suspicious message claiming to be from Medtronic, do not respond, click links, or open attachments. If you have any questions, concerns regarding the authenticity of a communication alleged to have been made by or on behalf of Medtronic, please contact us immediately at AskHR@medtronic.com .

- Benefits & Compensation

- Medtronic offers a competitive Salary and flexible Benefits Package
- A commitment to our employees lives at the core of our values.

We recognize their contributions. They share in the success they help to create. We offer a wide range of benefits, resources, and competitive compensation plans designed to support you at every career and life stage. Salary ranges for U.S (excl. PR) locations (USD):\$85,000 - \$85,000 In addition to Base Salary, this position is eligible for a Sales Incentive Plan (SIP), which provides the opportunity to earn significant incentive compensation for achieving or exceeding your goals. Learn more about total rewards here.

https:

//www3.benefitsolver.com/benefits/BenefitSolverView?

DO_NUM=182665432&error_page=errorpage&page_name=public/download_document&t_page=admin/refcenter/index&session_co_nu

The base salary range is applicable across the United States, excluding Puerto Rico and specific locations in California. The offered rate complies with federal and local regulations and may vary based on factors such as experience, certification/education, market conditions, and location. Compensation and benefits information pertains solely to candidates hired within the United States (local market compensation and benefits will apply for others). The following benefits and additional compensation are available to those regular employees who work 20+ hours per week: Health, Dental and vision insurance, Health Savings Account, Healthcare Flexible Spending Account, Life insurance, Long-term disability leave, Dependent daycare spending account, Tuition assistance/reimbursement, and Simple Steps (global well-being program). The following benefits and additional compensation are available to all regular employees: Incentive plans, 401(k) plan plus employer contribution and match, Short-term disability, Paid time off, Paid holidays, Employee Stock Purchase Plan, Employee Assistance Program, Non-qualified Retirement Plan Supplement (subject to IRS earning minimums), and Capital Accumulation Plan (available to Vice Presidents and above, or subject to IRS earning minimums). Regular employees are those who are not temporary, such as interns. Temporary employees are eligible for paid sick time, as required under applicable state law, and the Employee Stock Purchase Plan. Please note some of the above benefits may not apply to workers in Puerto Rico. Further details are available at the link below: Medtronic benefits and compensation plans (https://www3.benefitsolver.com/benefits/BenefitSolverView?page_name=signon&co_num=30601&co_affid=medtronic) It is the policy of Medtronic to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Medtronic will provide reasonable accommodations for qualified individuals with disabilities. If you are applying to perform work for Medtronic, Inc. ("Medtronic") in any position which will involve performing at least two (2) hours of work on average each week within the unincorporated areas of Los Angeles County, you can find here (<https://www.medtronic.com/content/dam/medtronic-wide/public/united-states/employee-support-services/careers/la-county-legal-notice.pdf>) a list of all material job duties of the specific job position which Medtronic reasonably believes that criminal history may have a direct, adverse and negative relationship potentially resulting in the withdrawal of a conditional offer of employment. Medtronic will consider for employment qualified job applicants with arrest or conviction records in accordance with the Los Angeles County Fair Chance Ordinance for Employers and the California Fair Chance Act. We lead global healthcare technology and boldly attack the most challenging health problems facing humanity by searching out and finding solutions. Our Mission — to alleviate pain, restore health, and extend life — unites a global team of 95,000+ passionate people. We are engineers at heart— putting ambitious ideas to work to generate real solutions for real people. From the R D lab, to the factory floor, to the conference room, every one of us experiments, creates, builds, improves and solves. We have the talent, diverse perspectives, and guts to engineer the extraordinary.

- We change lives
- Each team member, each day, helps to improve and redefine how the world treats the most pressing health conditions, from heart disease to diabetes. Our industry leadership comes from the passion and ingenuity of our people. That's who we are. Working alongside one another, we use science, medicine, and a profound understanding of the human body to build extraordinary technologies that can transform lives.
- We build extraordinary solutions as one team
- . With one Medtronic Mindset defining how we work. Speed and decisiveness run through our DNA. Diverse perspectives inspire our bold answers to any challenge that comes our way. And we deliver results the right way, breakthrough after patient breakthrough.
- This life-changing career is yours to engineer
- . By bringing your ambitious ideas, unique perspective and contributions, you will... +
- Build

- a better future, amplifying your impact on the causes that matter to you and the world +
- Grow
- a career reflective of your passion and abilities +
- Connect
- to a dynamic and inclusive culture that welcomes the challenge of life-long learning These commitments set our team apart from the rest:
- Experiences that put people first
- . Respect for people is the hallmark of our humanity. It fuels our team to positively impact even a single life. And it means we put our people first at Medtronic as well, creating a culture of belonging and always pushing to get you the career-building resources you need.
- Life-transforming technologies
- . No matter your role, you contribute to technologies that transform lives. What we build empowers patients to live life on their terms.
- Better outcomes for our world
- . Here, it's about more than the bottom line. Our Mission to improve human welfare drives us. We advance healthcare, society, and equity with every design, inside and outside our walls.
- Insight-driven care
- Fresh viewpoints. Cutting-edge AI, data, and automation. You're shaping the future of healthcare technology and defining the next generation of breakthroughs in care It is the policy of Medtronic to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Medtronic will provide reasonable accommodations for qualified individuals with disabilities. For sales reps and other patient facing field employees, going into a healthcare settings considered an essential function of the job and we expect our employees to comply with all credentialing requirements at the hospitals or clinics they support. This employer participates in the federal E-Verify program to confirm the identity and employment authorization of all newly hired employees. For further information about the E-Verify program, please click here (<https://www.e-verify.gov/employees>) . For updates on job applications, please go to the candidate login page and sign in to check your application status. If you need assistance completing your application please email AskHR@medtronic.com To request removal of your personal information from our systems please email RS.HRCompliance@medtronic.com

Central Templating Specialist	
Link to Live Job Posting: Posting is no longer active	
Location: Albany, CA	O*NET: 11-9199.00
Company: LifeLong Medical Care	Job Title: Central Operations Specialists
Overview LifeLong Medical Care is looking for a Central Templating Specialist at our 7th Street Site in Berkeley. The Central Templating Specialist plays a critical role in maintaining and optimizing provider scheduling templates to support access, patient flow, and productivity across the health center. This position works cross-functionally with clinical operations, IT/EHR teams, scheduling staff, and provider leadership to ensure that appointment templates are accurate, standardized, and aligned with organizational goals and provider availability. This is a full time, benefit eligible position. LifeLong Medical Care is a multi-site, Federally Qualified Health Center (FQHC) with a rich history of providing innovative healthcare and social services to a wonderfully diverse patient community. Our patient-centered health home is a dynamic place to work, practice, and grow. We have over 15 primary care health centers and deliver integrated services including psychosocial, referrals, chronic disease management, dental, health education, home visits, and much, much more. Benefits Compensation: \$22 - \$24/hour. We offer excellent benefits including: medical, dental, vision (including dependent and domestic partner coverage), generous leave benefits including ten paid holidays, Flexible Spending Accounts, 403(b) retirement savings plan. Responsibilities Template Design & Configuration Build, edit, and maintain provider scheduling templates in the electronic health record (EHR) system. Apply organizational rules for visit types, durations, time-of-day restrictions, and clinical guidelines. Standardization & Governance Ensure consistency across templates according to enterprise scheduling standards and access policies. Maintain documentation of template builds and change requests for auditing and compliance. Template Maintenance & Change Management Process ongoing update requests related to provider changes, service line expansions, time-off, or clinical shifts. Coordinate with clinic managers and provider leadership to validate accuracy before go-live. Data Reconciliation & Audits Conduct regular audits to identify and correct discrepancies between published schedules and actual template configurations. Reconcile manual audits against EHR panel reports and scheduling tools (e.g., Tableau dashboards, OCHIN reports). Collaboration & Stakeholder Support Serve as the primary liaison between scheduling teams, provider leadership, and IT on templating matters. Provide support during provider onboarding or service transitions to ensure timely schedule implementation. Operational Support Align templates with operational goals such as open access, continuity of care, extended hours, and visit mix targets. Assist in initiatives to improve provider productivity, reduce no-show impact, and optimize patient access. Training & Technical Assistance Offer training and guidance to front-line staff and managers on template logic and scheduling best practices. Support quality assurance efforts related to appointment slot usage and template adherence. Reporting & Analysis Partner with analytics teams to review utilization metrics and scheduling efficiency. Assist in evaluating how template changes impact access performance (e.g., third next available appointment, missed appointment rates). Essential Functions Build, maintain, and update provider templates within the EHR (e.g., OCHIN Epic) in alignment with organizational scheduling standards and clinical guidelines. Collaborate with clinical leadership to implement new schedule templates during provider onboarding, role transitions, or service expansions. Audit and reconcile discrepancies between published provider availability and actual template settings to ensure accuracy and transparency. Maintain an inventory of all current provider templates and support centralized oversight of visit type configuration, durations, and time-of-day placement. Partner with triage and scheduling teams to ensure template design supports appropriate patient routing, access targets, and panel management. Support strategic initiatives such as extended hours, group visits, same-day access, or telehealth integration by customizing template structures. Respond to template update requests, ensuring timely implementation while maintaining governance standards and documentation. Provide training or guidance to front-line staff and supervisors on templating principles, tools, and change	

protocols. Assist in data validation and reporting efforts tied to provider utilization, access metrics, and template adherence. Participate in continuous improvement initiatives, access optimization projects, and operational workgroups as assigned. Other duties as assigned by Leadership Qualifications Job Requirements High school diploma or equivalent. Minimum 2 years of experience in healthcare operations, provider scheduling, or EHR system support (preferably in an FQHC or ambulatory setting). Demonstrated experience with electronic health records (e.g., OCHIN Epic, eClinicalWorks, or similar systems). Strong analytical and organizational skills with keen attention to detail. Ability to communicate and collaborate effectively with cross-functional teams and clinical staff. Proficiency in Microsoft Excel, data entry, and documentation. Job Preferences Associate's or Bachelor's degree in healthcare administration, informatics, or related field. Prior experience managing provider templates in a centralized scheduling or operations role. Familiarity with patient access principles, appointment guidelines, or

NCQA PCMH

standards. Understanding of visit types (new patient, return visit, procedure, urgent care, etc.) and time-based scheduling strategies.

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.

Reimbursement Operations Supervisor

Link to Live Job Posting: Posting is no longer active

Location: South San Francisco, CA

O*NET: 11-1021.00

Company: Veracyte

Job Title: Reimbursement Supervisors

At Veracyte, we offer exciting career opportunities for those interested in joining a pioneering team that is committed to transforming cancer care for patients across the globe. Working at Veracyte enables our employees to not only make a meaningful impact on the lives of patients, but to also learn and grow within a purpose driven environment. This is what we call the Veracyte way - it's about how we work together, guided by our values, to give clinicians the insights they need to help patients make life-changing decisions.

Our Values:

We Seek A Better Way :

We innovate boldly, learn from our setbacks, and are resilient in our pursuit to transform cancer care

We Make It Happen :

We act with urgency, commit to quality, and bring fun to our hard work

We Are Stronger Together :

We collaborate openly, seek to understand, and celebrate our wins

We Care Deeply :

We embrace our differences, do the right thing, and encourage each other

The Position:

We are looking for a Supervisor, Reimbursement Operations to join us at Veracyte. As part of our team, you will be a critical part of empowering Veracyte to achieve its mission of delivering transformative cancer care to patients by ensuring Veracyte gets reimbursed accurately and in a timely manner. In this role you will be responsible to supervise a reimbursement operations team to ensure the smooth running of the insurance billing life cycle (i.e., verifying patient insurance coverage and benefits, ensuring timely insurance claim submissions, payment posting, performing A/R Follow-Up, sending appeals et al). To be successful, you will need to have a deep knowledge of reimbursement operations, strong leadership skills and a passion for serving patients.

Responsibilities include:

Regularly reviewing team performance metrics and provide coaching to your team Leading the onboarding, training and overall development of your team and assisting management with training across the department as needed. Supervise a team of reimbursement staff to manage daily work and ensure tasks are completed efficiently and accurately. Proactively identifying changes in payor behavior, drive issues to resolution and work to implement process improvements within your team. Assisting leadership with developing new procedures with detailed understanding of compliance, policy considerations, and payor contractual considerations. Working collaboratively in a cross functional environment for both within billing and with other departments (Market Access, Commercial, Customer Care, Finance et al). Key Point of contact for resolving escalated claims issues and identifying proper corrective actions. Expertise in relevant Revenue Cycle and other

software platforms used in Billing operations. Strong ability to use reporting and analytical tools self-sufficiently. Comprehensive knowledge of reimbursement processes and payer requirements and regulations Manage escalated patient financial navigation issues with compassion. Proven ability to participate in the software development/Process improvement life cycle and able to assist with the implementation of new processes and change management.

Who You Are:

Education High school diploma or GED Associate's or bachelor's degree in healthcare administration, business, or related field preferred
Experience/Qualifications Strong background with Microsoft Office (especially Word and Excel) Ability to navigate Tableau, excel and other reporting tools for analytical uses Deep knowledge of working in Billing software's (i.e., Epic, XiFin, Quadax) with a solid understanding of navigating Laboratory Information Systems and CRMs (preferably Salesforce) 6+ years of experience in medical billing, insurance claims, or revenue cycle operations with 2+ years managing a team Excellent communication both within and across departments and external partners Strong mentoring and leadership abilities with good conflict resolution and problem-solving skills Strong organization skills, with the ability to manage competing priorities in fast-paced setting while still meeting deadlines and delivering quality results. Good understanding of HIPAA compliance and healthcare privacy regulations Proven work ethic with attention to detail and ability to focus on the big picture. Enthusiasm and an entrepreneurial spirit #LI-Remote The final salary offered to a successful candidate will be dependent on several factors that may include but are not limited to years of experience, skillset, geographic location, industry, education, etc. Base pay is one part of the Total Package that is provided to compensate and recognize employees for their work, and this role may be eligible for additional discretionary bonuses/incentives, and restricted stock units. Pay range \$80,000 - \$98,000 USD What We Can Offer You Veracyte is a growing company that offers significant career opportunities if you are curious, driven, patient-oriented and aspire to help us build a great company. We offer competitive compensation and benefits, and are committed to fostering an inclusive workforce, where diverse backgrounds are represented, engaged, and empowered to drive innovative ideas and decisions. We are thrilled to be recognized as a 2024 Certified™ Great Place to Work® in both the US and Israel - a testament to our dynamic, inclusive, and inspiring workplace where passion meets purpose. About Veracyte Veracyte (

Nasdaq:

VCYT) is a global diagnostics company whose vision is to transform cancer care for patients all over the world. We empower clinicians with the high-value insights they need to guide and assure patients at pivotal moments in the race to diagnose and treat cancer. Our Veracyte Diagnostics Platform delivers high-performing cancer tests that are fueled by broad genomic and clinical data, deep bioinformatic and AI capabilities, and a powerful evidence-generation engine, which ultimately drives durable reimbursement and guideline inclusion for our tests, along with new insights to support continued innovation and pipeline development. For more information, please visit www.veracyte.com or follow us on LinkedIn or X (Twitter) . Veracyte, Inc. is an Equal Opportunity Employer and will consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability status. Veracyte participates in E-Verify in the United States. View our CCPA Disclosure Notice . If you receive any suspicious alerts or communications through LinkedIn or other online job sites for any position at Veracyte, please exercise caution and promptly report any concerns to careers@veracyte.com

Appendix D - 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.

A Comparative Analysis of Labor Market Outcomes:
Associate's vs. Bachelor's Degrees in Business

Market Scale, Job Volume, and Hiring Velocity

The overall volume of hiring demand differs dramatically depending on the degree level:

- **Unique Job Postings:** Employers listed **69,176 unique job postings** requiring or seeking a Bachelor’s degree in business, compared to **7,731 unique postings** for Associate degree candidates—a 9:1 ratio favoring four-year degree holders.
- **Employer Participation:** A total of **8,467 companies** posted openings for Bachelor’s-level business roles, whereas **1,853 companies** actively recruited for Associate-level business roles.
- **Median Posting Duration:** Associate-degree postings remained active for a median of **25 days**, compared to **22 days** for Bachelor's postings. This indicates that Associate-level positions take slightly longer to fill, likely due to higher turnover in front-line positions or broader candidate pool filtering.

Compensation and Salary Dynamics

Salary levels highlight a clear compensation gap between the two academic tiers:

Metric	Business Bachelor's Degree	Business Associate's Degree	Difference / Impact
Median Advertised Wage	\$73.72 / hour (~\$153,337/year)	\$38.77 / hour (~\$80,641/year)	Bachelor's holders earn an 89.9% wage premium .
Salary Growth Trend (May 2025–May 2026)	+4.1% increase	+13.6% increase	Associate roles saw faster wage growth acceleration.
Advertised Salary Pool	49,336 observations (71% of postings)	5,592 observations (72% of postings)	High reporting consistency across both reports.

While four-year graduates secure nearly double the hourly rate, the rapid **13.6% wage growth** in Associate-level postings reflects tightening regional demand and rising pay floors for operational, sales, and administrative staff across the Bay Area.

Geographic Distribution and Top Employers

The geographical concentration of job openings reflects differing industry footprints across Bay Area counties:

Bachelor's Top Counties: Santa Clara (37%) > San Francisco (28%) > Alameda (16%) > San Mateo (12%) > Contra Costa (5%)

Associate's Top Counties: Santa Clara (28%) > Alameda (23%) > SF (20%) > Contra Costa (14%) > San Mateo (9%)

Location Concentrations

- **Bachelor's Degrees:** Demand is concentrated in major tech and corporate hubs. **Santa Clara County** (25,428 postings) and **San Francisco County** (19,119 postings) account for **65%** of all Bachelor's postings. The top hiring cities are San Francisco, San Jose, Santa Clara, Sunnyvale, and Mountain View.
- **Associate's Degrees:** Demand is more broadly distributed into industrial, logistics, and suburban commercial centers. While **Santa Clara County** still leads (2,171 postings), **Alameda County** jumps to second place (1,800 postings) and **Contra Costa County** represents 14% of openings. Top posting cities include East Bay hubs like Oakland, Fremont, Walnut Creek, Concord, Hayward, and San Leandro.

Employer Profiles

- **Bachelor's Recruiters:** Dominated by mega-cap technology corporations and financial firms. Top posting companies include **Google** (3,174 unique postings), **Apple** (1,174), **Amazon** (1,034), **Visa** (886), **Meta** (798), **PayPal** (579), **Uber** (539), and **Nvidia** (524).
- **Associate's Recruiters:** Composed of enterprise service providers, retail chains, logistics providers, and hospitality organizations. Top recruiters include **Accenture** (212 unique postings), **CVS Health** (130), **JPMorgan Chase** (102), **T-Mobile US** (90), **Cintas** (85), **Sysco** (85), **Marriott International** (68), and **The Coca-Cola Company** (62).

Job Roles, Industries, and Work Experience

Role Specialization and Job Titles

Bachelor's postings target strategic, technical, and analytical leadership, whereas Associate postings focus on field sales, front-line operations, and supervisory roles:

- **Top Bachelor's Titles:** Product Managers, Executive Assistants, Financial Analysts, Program Managers, Technical Program Managers, Product Marketing Managers, and Business Development Managers.

- **Top Associate's Titles:** Sales Representatives, Executive Assistants, Operations Supervisors, Shift Supervisors, Program Coordinators, Assistant Managers, Territory Managers, and Account Managers.

Primary Industries

- **Bachelor's Sector Focus:** Web Search Portals/Information Services, Software Publishers, Cloud Infrastructure/Web Hosting, Custom Computer Programming, and Pharmaceutical Preparation Manufacturing.
- **Associate's Sector Focus:** Commercial Banking, Hotels/Motels, Computer Systems Design, General Line Grocery Merchant Wholesalers, Pharmacies/Drug Retailers, and Wireless Telecom Carriers.

Experience Requirements

The experience threshold for Bachelor's roles is substantially higher:

- **Bachelor's Level:** 58% of postings require 4 or more years of experience (28% require 4–6 years, 16% require 7–9 years, and 14% require 10+ years). Only 4% are listed as entry-level (0–1 years).
- **Associate's Level:** 47% of positions are accessible at the entry level or list no minimum experience (34% no experience listed; 13% require 0–1 years). Only 27% require 4 or more years of experience.

Skill Sets and Credentials

Specialized and Software Skills

- **Bachelor's Skill Demands:** Focus heavily on cross-functional management, advanced analytics, and strategic technologies. High-demand specialized skills include **Project Management** (20%), **Influencing Without Authority** (17%), **Product Management** (16%), **Accounting** (16%), and **Artificial Intelligence** (16%). Key software tools include Microsoft Excel (15%), PowerPoint (10%), Salesforce (8%), Dashboarding (7%), and SQL (6%).
- **Associate's Skill Demands:** Center on direct revenue generation and operational compliance. Top specialized skills include **Marketing** (19%), **Selling Techniques** (17%), **Customer Relationship Management (CRM)** (13%), **Sales Prospecting** (13%), **Auditing** (11%), and **Operations Management** (9%). Common soft skills emphasize Customer Service (45%) and direct Sales (52%).

Top Industry Qualifications

- **Bachelor's Certifications:** Strategic, financial, and corporate credentials, led by the **Master of Business Administration (MBA)** (10,965 postings), **Certified Public Accountant (CPA)** (2,013 postings), **Project Management Professional (PMP)** (1,324 postings), and **Chartered Financial Analyst (CFA)** (951 postings).

- **Associate's Certifications:** Operational, safety, and field-work credentials, led by a **Valid Driver's License** (1,801 postings), **CPR Certification** (220 postings), **First Aid Certification** (202 postings), **ServSafe Certification** (55 postings), and Commercial Driver's Licenses (34 postings).

The comparison demonstrates that an Associate degree in business serves as an accessible gateway into entry-level sales, supervisory, and operational management roles across the Bay Area's service, retail, and logistics sectors, providing fast employment access and growing base salaries. Conversely, a Bachelor's degree acts as a mandatory prerequisite for higher-paying corporate technology, financial analysis, and strategic management careers, offering access to Silicon Valley's top tech firms and a significantly higher long-term wage ceiling.