

Music
Labor Market Analysis 2025-26

Introduction

This report includes three segments:

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

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
27-2042	Musicians and Singers
27-2041	Music Directors and Composers
25-1099	Postsecondary Teachers

Code	Description
25-2031	Secondary School Teachers, Except Special and Career/Technical Education
25-2022	Middle School Teachers, Except Special and Career/Technical Education

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

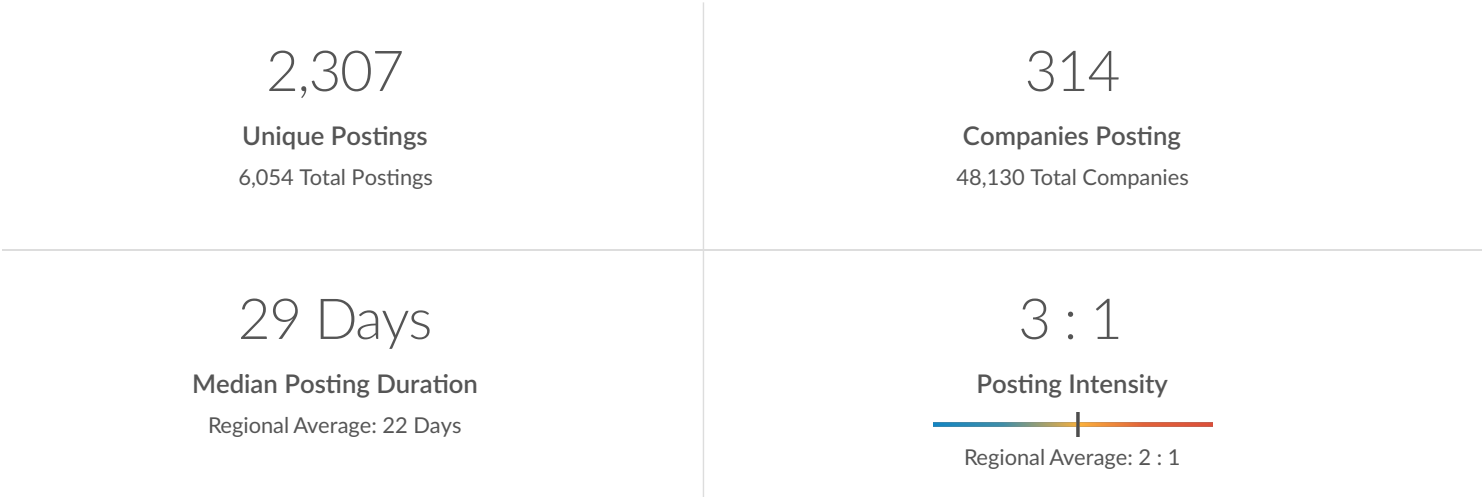
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

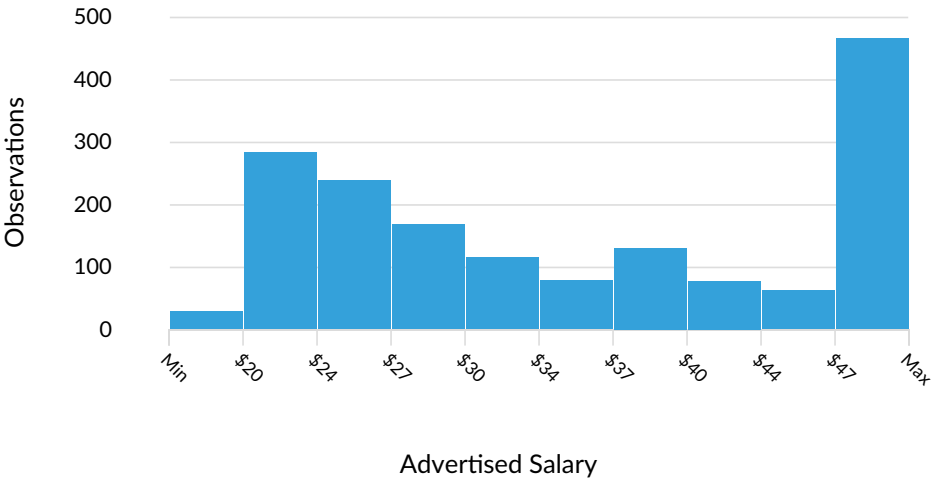


Advertised Salary

There are 1,643 advertised salary observations (71% of the 2,307 matching postings).

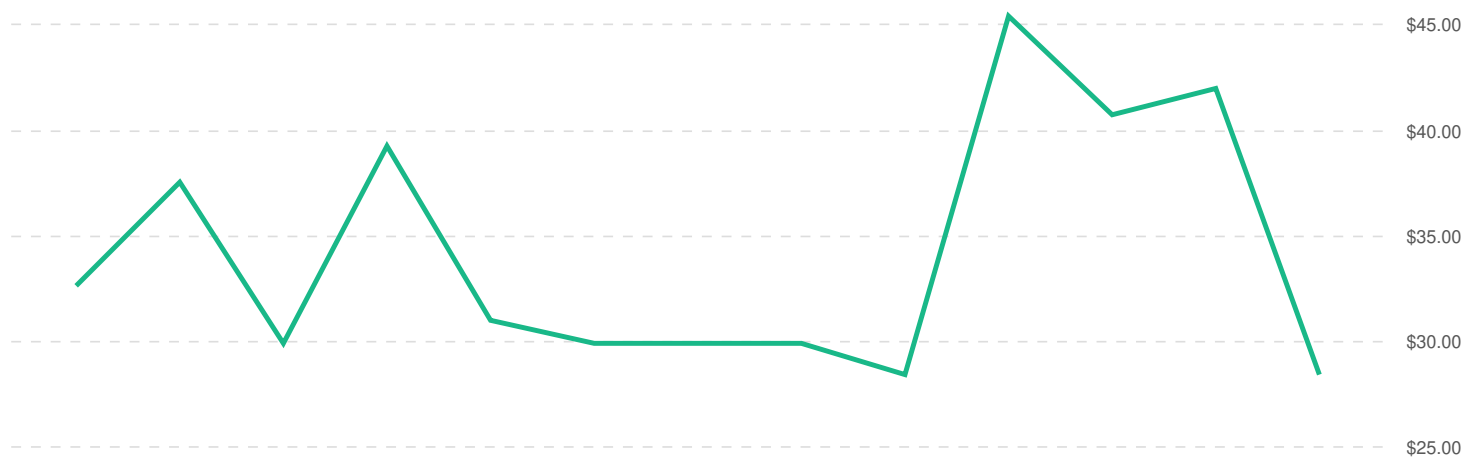
\$33.11/hr

Median Advertised Salary

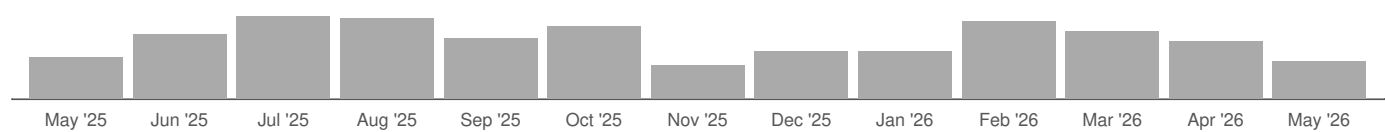


Advertised Salary Trend

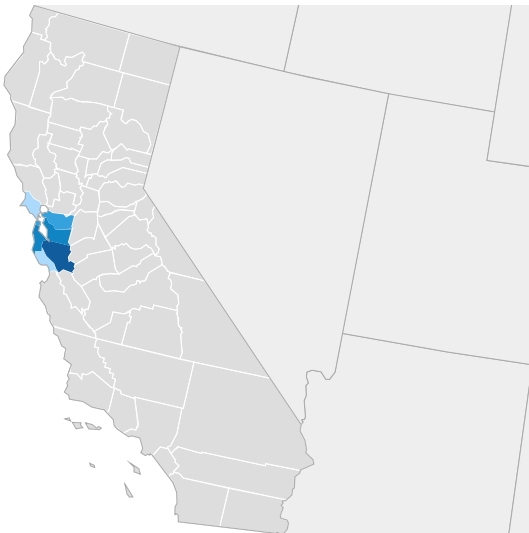
▼ 12.8% May 2025 - May 2026
\$33.11 Median



1,643 Job Postings

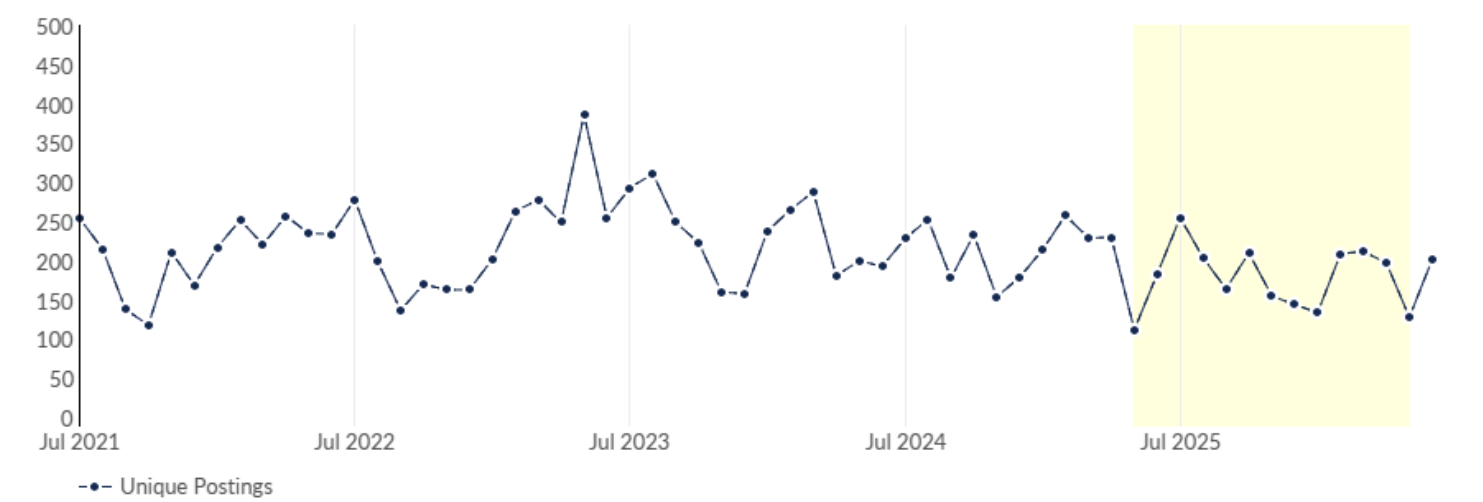


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	630
Alameda County, CA	536
San Mateo County, CA	479
Contra Costa County, CA	302
San Francisco County, CA	246

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	202	2 : 1
May 2026	128	3 : 1
Apr 2026	197	2 : 1
Mar 2026	212	3 : 1
Feb 2026	209	5 : 1
Jan 2026	134	3 : 1
Dec 2025	144	3 : 1
Nov 2025	155	2 : 1
Oct 2025	210	3 : 1
Sep 2025	164	2 : 1
Aug 2025	204	2 : 1
Jul 2025	255	2 : 1
Jun 2025	183	2 : 1
May 2025	112	2 : 1
Apr 2025	230	2 : 1
Mar 2025	229	4 : 1
Feb 2025	258	3 : 1
Jan 2025	214	4 : 1
Dec 2024	179	3 : 1
Nov 2024	154	4 : 1

Oct 2024	233	4 : 1
Sep 2024	178	4 : 1
Aug 2024	253	3 : 1
Jul 2024	228	4 : 1
Jun 2024	193	3 : 1
May 2024	200	3 : 1
Apr 2024	181	3 : 1
Mar 2024	288	2 : 1
Feb 2024	265	2 : 1
Jan 2024	238	2 : 1
Dec 2023	158	3 : 1
Nov 2023	160	4 : 1
Oct 2023	223	3 : 1
Sep 2023	249	3 : 1
Aug 2023	311	3 : 1
Jul 2023	293	3 : 1
Jun 2023	255	4 : 1
May 2023	386	3 : 1
Apr 2023	249	3 : 1
Mar 2023	278	4 : 1
Feb 2023	263	4 : 1
Jan 2023	202	3 : 1
Dec 2022	163	3 : 1
Nov 2022	163	3 : 1
Oct 2022	170	3 : 1
Sep 2022	137	3 : 1
Aug 2022	199	4 : 1
Jul 2022	278	2 : 1
Jun 2022	234	4 : 1
May 2022	235	2 : 1
Apr 2022	257	2 : 1

Mar 2022	221	3 : 1
Feb 2022	252	3 : 1
Jan 2022	217	4 : 1
Dec 2021	169	3 : 1
Nov 2021	211	3 : 1
Oct 2021	118	5 : 1
Sep 2021	138	3 : 1
Aug 2021	215	3 : 1
Jul 2021	254	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	1,325	57%
Associate's degree	1,270	55%
Bachelor's degree	1,139	49%
Master's degree	652	28%
Ph.D. or professional degree	105	5%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1,325	0	57%
Associate's degree	982	152	43%
Bachelor's degree	0	509	0%
Master's degree	0	560	0%
Ph.D. or professional degree	0	105	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,383	60%
0 - 1 Years	323	14%
2 - 3 Years	218	9%
4 - 6 Years	304	13%
7 - 9 Years	5	0%
10+ Years	74	3%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Mateo County Community College District	970 / 208	5 : 1 	27 days
Summit Public Schools	156 / 96	2 : 1 	16 days
YMCA	187 / 79	2 : 1 	27 days
Talentnook	165 / 73	2 : 1 	12 days
Mad Science Group	119 / 64	2 : 1 	32 days
Bay Area Community Resources	292 / 62	5 : 1 	32 days
Stratford School	232 / 61	4 : 1 	24 days
Coastline Academy	252 / 52	5 : 1 	38 days
Peralta Community College District	114 / 44	3 : 1 	21 days
Nobel Learning Communities	63 / 43	1 : 1 	29 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	583 / 247	2 : 1 	27 days
San Mateo, CA	1,013 / 228	4 : 1 	30 days
Oakland, CA	492 / 209	2 : 1 	23 days
San Jose, CA	437 / 191	2 : 1 	30 days
Palo Alto, CA	349 / 117	3 : 1 	28 days
Fremont, CA	267 / 102	3 : 1 	31 days
Redwood City, CA	138 / 67	2 : 1 	23 days
Santa Clara, CA	126 / 53	2 : 1 	20 days
Los Altos, CA	94 / 45	2 : 1 	41 days
Hayward, CA	93 / 38	2 : 1 	27 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	4,175 / 1,652	3 : 1 	26 days
Postsecondary Teachers	1,515 / 517	3 : 1 	33 days
Musicians and Singers	324 / 111	3 : 1 	32 days
Middle School Teachers, Except Special and Career/Technical Education	31 / 22	1 : 1 	32 days
Music Directors and Composers	9 / 5	2 : 1 	14 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	4,175 / 1,652	3 : 1 	26 days
Career/Technical Education Teachers, Postsecondary	422 / 124	3 : 1 	33 days
Nursing Instructors and Teachers, Postsecondary	345 / 113	3 : 1 	34 days
Musicians and Singers	324 / 111	3 : 1 	32 days
Architecture Teachers, Postsecondary	177 / 66	3 : 1 	36 days
Art, Drama, and Music Teachers, Postsecondary	93 / 26	4 : 1 	46 days
Health Specialties Teachers, Postsecondary	67 / 24	3 : 1 	29 days
Middle School Teachers, Except Special and Career/Technical Education	31 / 22	1 : 1 	32 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	31 / 17	2 : 1 	31 days
Criminal Justice and Law Enforcement Teachers, Postsecondary	61 / 17	4 : 1 	23 days
Postsecondary Teachers, All Other	43 / 15	3 : 1 	35 days
Business Teachers, Postsecondary	31 / 12	3 : 1 	5 days
Anthropology and Archeology Teachers, Postsecondary	31 / 12	3 : 1 	36 days
Mathematical Science Teachers, Postsecondary	15 / 8	2 : 1 	44 days
Agricultural Sciences Teachers, Postsecondary	11 / 8	1 : 1 	18 days
Philosophy and Religion Teachers, Postsecondary	11 / 8	1 : 1 	17 days
Social Work Teachers, Postsecondary	11 / 6	2 : 1 	21 days
English Language and Literature Teachers, Postsecondary	13 / 6	2 : 1 	35 days
Computer Science Teachers, Postsecondary	9 / 5	2 : 1 	37 days
Engineering Teachers, Postsecondary	16 / 5	3 : 1 	32 days
Biological Science Teachers, Postsecondary	13 / 5	3 : 1 	35 days
Sociology Teachers, Postsecondary	25 / 5	5 : 1 	n/a

Law Teachers, Postsecondary	10 / 5	2 : 1		29 days
Foreign Language and Literature Teachers, Postsecondary	14 / 5	3 : 1		3 days
Music Directors and Composers	9 / 5	2 : 1		14 days
Education Teachers, Postsecondary	17 / 4	4 : 1		41 days
Communications Teachers, Postsecondary	20 / 4	5 : 1		6 days
Chemistry Teachers, Postsecondary	6 / 3	2 : 1		52 days
Physics Teachers, Postsecondary	3 / 3	1 : 1		11 days
Economics Teachers, Postsecondary	7 / 3	2 : 1		22 days
Recreation and Fitness Studies Teachers, Postsecondary	5 / 3	2 : 1		9 days
Geography Teachers, Postsecondary	2 / 1	2 : 1		n/a
Political Science Teachers, Postsecondary	2 / 1	2 : 1		n/a
Psychology Teachers, Postsecondary	1 / 1	1 : 1		21 days
Library Science Teachers, Postsecondary	1 / 1	1 : 1		33 days
History Teachers, Postsecondary	2 / 1	2 : 1		31 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Middle / High School Teacher (Other)	2,297 / 904	3 : 1 	25 days
Science Teacher	467 / 197	2 : 1 	27 days
History / Social Studies Teacher	588 / 153	4 : 1 	35 days
Bilingual / ESL / Language Teacher	330 / 141	2 : 1 	34 days
Physical Education Teacher	233 / 121	2 : 1 	27 days
Driving Instructor	409 / 119	3 : 1 	33 days
Nursing Instructor / Professor	345 / 113	3 : 1 	34 days
Musician / Singer	324 / 111	3 : 1 	32 days
Math Teacher	155 / 89	2 : 1 	26 days
English / Language Arts Teacher	127 / 64	2 : 1 	23 days
Architecture Professor	127 / 55	2 : 1 	36 days
Art / Music Professor	93 / 26	4 : 1 	46 days
Health Sciences Professor	67 / 24	3 : 1 	29 days
Criminal Justice Professor	61 / 17	4 : 1 	23 days
Ethnic / Cultural Studies Professor	31 / 17	2 : 1 	31 days
Anthropology / Archaeology Professor	31 / 12	3 : 1 	36 days
Business Professor	31 / 12	3 : 1 	5 days
College Professor (Other)	33 / 11	3 : 1 	35 days
Interior Designer	45 / 10	5 : 1 	n/a
Agricultural Science Professor	11 / 8	1 : 1 	18 days
Mathematics Professor	15 / 8	2 : 1 	44 days
Philosophy / Religion Professor	11 / 8	1 : 1 	17 days
English Language / Literature Professor	13 / 6	2 : 1 	35 days
Social Work Professor	11 / 6	2 : 1 	21 days
Biology Professor	13 / 5	3 : 1 	35 days
Computer Science Professor	9 / 5	2 : 1 	37 days

Engineering Professor	16 / 5	3 : 1		32 days
Law Professor	10 / 5	2 : 1		29 days
Sociology Professor	25 / 5	5 : 1		n/a
Music Director	9 / 5	2 : 1		14 days
Pilot Instructor	13 / 5	3 : 1		31 days
Communications Professor	20 / 4	5 : 1		6 days
Education Professor	17 / 4	4 : 1		41 days
Researcher / Research Associate	10 / 4	3 : 1		n/a
Chemistry Professor	6 / 3	2 : 1		52 days
Economics Professor	7 / 3	2 : 1		22 days
Physics Professor	3 / 3	1 : 1		11 days
Recreation / Fitness Studies Professor	5 / 3	2 : 1		9 days
Art Teacher	9 / 3	3 : 1		n/a
Music Teacher	5 / 3	2 : 1		n/a
Drama Teacher	5 / 2	3 : 1		38 days
Landscape Architect	5 / 1	5 : 1		n/a
Language / Literature Professor	1 / 1	1 : 1		3 days
Geography Professor	2 / 1	2 : 1		n/a
History Professor	2 / 1	2 : 1		31 days
Library Science Professor	1 / 1	1 : 1		33 days
Political Science Professor	2 / 1	2 : 1		n/a
Psychology Professor	1 / 1	1 : 1		21 days
Dance Teacher	3 / 1	3 : 1		n/a

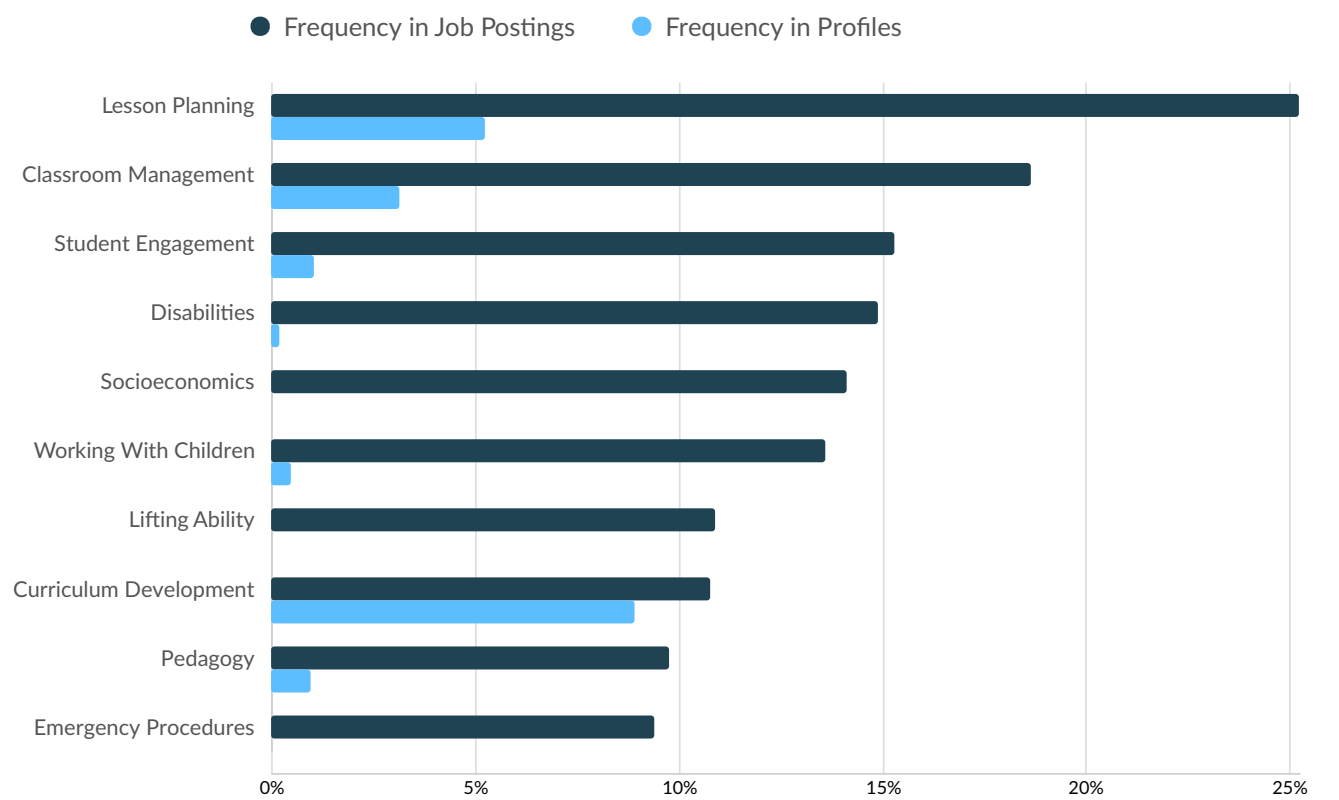
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
After School Teachers	468 / 172	3 : 1 	27 days
After School Instructors	368 / 157	2 : 1 	29 days
After School Program Instructors	342 / 98	3 : 1 	31 days
Driving Instructors	359 / 89	4 : 1 	33 days
Enrichment Instructors	182 / 85	2 : 1 	13 days
After School Program Leaders	143 / 58	2 : 1 	17 days
Before and After School Teachers	113 / 56	2 : 1 	30 days
Physical Education Teachers	118 / 52	2 : 1 	29 days
Vocational Nursing Instructors	74 / 33	2 : 1 	20 days
Spanish Teachers	58 / 32	2 : 1 	18 days

Top Industries

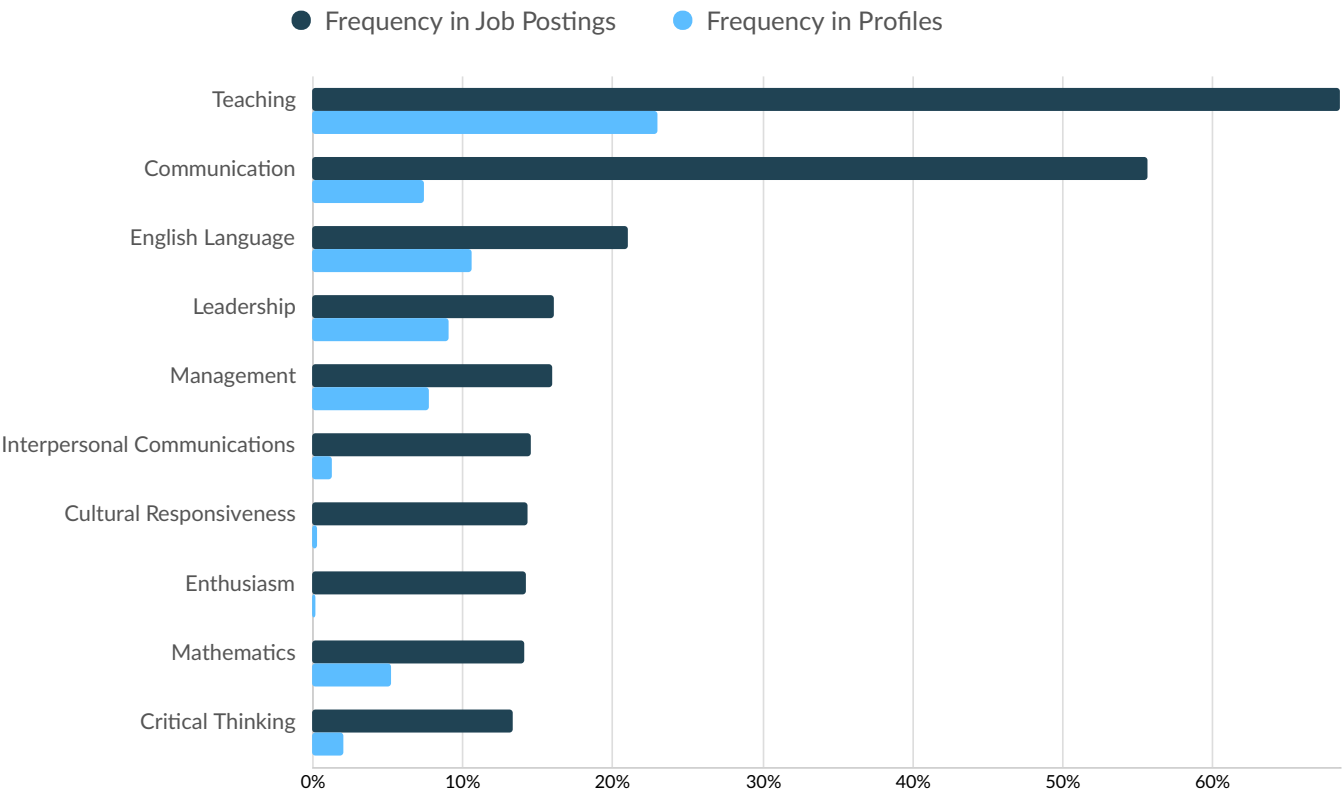
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Junior Colleges	1,450 / 425	3 : 1 	33 days
Elementary and Secondary Schools	814 / 411	2 : 1 	26 days
Colleges, Universities, and Professional Schools	276 / 120	2 : 1 	31 days
Child and Youth Services	214 / 98	2 : 1 	23 days
Educational Support Services	251 / 78	3 : 1 	33 days
All Other Miscellaneous Schools and Instruction	137 / 69	2 : 1 	29 days
Other Individual and Family Services	297 / 65	5 : 1 	32 days
Child Care Services	232 / 63	4 : 1 	22 days
Sports and Recreation Instruction	66 / 32	2 : 1 	14 days
Administration of Education Programs	43 / 27	2 : 1 	25 days

Top Specialized Skills



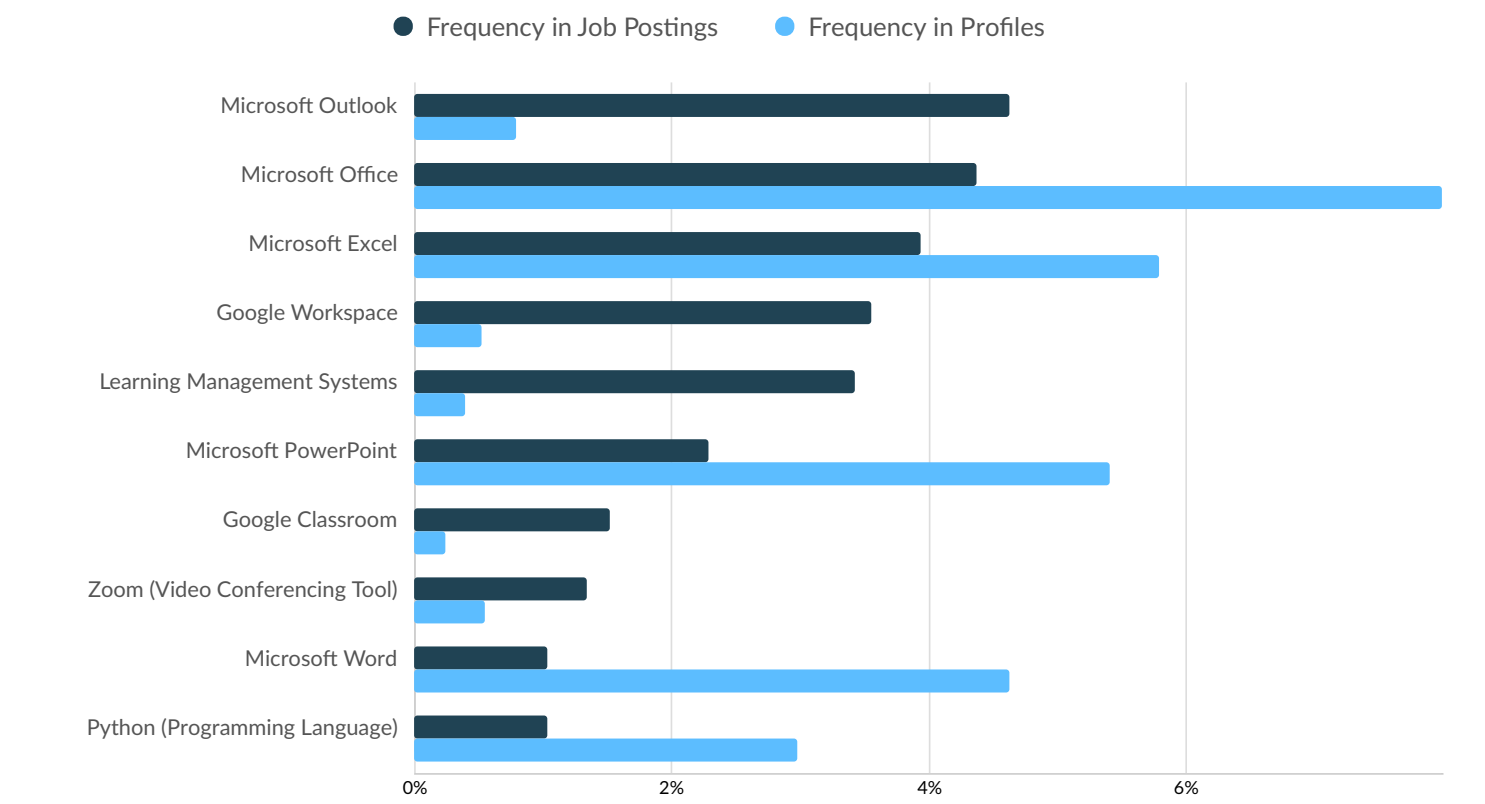
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lesson Planning	582	25%	4,066	5%	+13.8%	Growing
Classroom Management	430	19%	2,452	3%	+14.1%	Growing
Student Engagement	353	15%	806	1%	+18.3%	Rapidly Growing
Disabilities	344	15%	145	0%	+16.0%	Growing
Socioeconomics	326	14%	0	0%	+13.5%	Growing
Working With Children	314	14%	372	0%	+14.7%	Growing
Lifting Ability	251	11%	0	0%	+10.2%	Growing
Curriculum Development	249	11%	6,895	9%	+13.9%	Growing
Pedagogy	225	10%	740	1%	+12.2%	Growing
Emergency Procedures	217	9%	0	0%	+16.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	1,581	69%	17,841	23%	+15.4%	Growing
Communication	1,285	56%	5,787	7%	+8.5%	Stable
English Language	486	21%	8,239	11%	+13.0%	Growing
Leadership	372	16%	7,056	9%	+9.5%	Growing
Management	369	16%	6,040	8%	+5.7%	Stable
Interpersonal Communications	336	15%	976	1%	+11.9%	Growing
Cultural Responsiveness	331	14%	278	0%	+15.1%	Growing
Enthusiasm	330	14%	166	0%	+21.1%	Rapidly Growing
Mathematics	326	14%	4,033	5%	+17.2%	Rapidly Growing
Critical Thinking	309	13%	1,645	2%	+19.3%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Outlook	107	5%	619	1%	+22.2%	Rapidly Growing
Microsoft Office	101	4%	6,191	8%	+16.9%	Growing
Microsoft Excel	91	4%	4,488	6%	+14.8%	Growing
Google Workspace	82	4%	406	1%	+17.1%	Rapidly Growing
Learning Management Systems	79	3%	303	0%	+7.6%	Stable
Microsoft PowerPoint	53	2%	4,192	5%	+19.9%	Rapidly Growing
Google Classroom	35	2%	189	0%	-3.0%	Lagging
Zoom (Video Conferencing Tool)	31	1%	423	1%	+12.5%	Growing
Microsoft Word	24	1%	3,590	5%	+6.8%	Stable
Python (Programming Language)	24	1%	2,305	3%	+20.2%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	165
Cardiopulmonary Resuscitation (CPR) Certification	140
First Aid Certification	116
Registered Nurse (RN)	100
Teaching Certificate	71
Basic Life Support (BLS) Certification	50
English Learner Authorization	45
Licensed Vocational Nurse (LVN)	44
Bachelor Of Science in Nursing (BSN)	28
Automated External Defibrillator (AED) Certification	18

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	2,077 / 828	3 : 1 	30 days
Retirement and Savings	2,461 / 793	3 : 1 	30 days
Insurance	1,658 / 654	3 : 1 	31 days
Paid Leave	1,532 / 574	3 : 1 	28 days
Work-Life Balance	853 / 417	2 : 1 	28 days
Health and Wellness Benefits	779 / 255	3 : 1 	32 days
Other Benefits	550 / 197	3 : 1 	17 days
Supplemental Pay	349 / 163	2 : 1 	29 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	1,411
indeed.com	896
glassdoor.com	154
madison.com	111
hercjobs.org	110
interviewexchange.com	109
edjoin.org	92
chronicle.com	76
higheredjobs.com	68
scholarshipdb.net	60
academiccareers.com	54
dejobs.org	51
springeducationgroup.com	51
myworkdayjobs.com	45
craigslist.org	42
diversityjobs.com	39
dayforcehcm.com	30
smartrecruiters.com	26
disabledperson.com	25
governmentjobs.com	25
witi.com	25
fairygodboss.com	21
peopleadmin.com	21
jobit.com	20
oraclecloud.com	18

Appendix B

Sample Postings

After School Pickleball Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: San Carlos, CA	O*NET: 25-2031.00
Company: Calex Sports	Job Title: After School Instructors
After School Pickleball Instructor CALEX SPORTS INC San Carlos, CA Job Details Part-time \$50•\$65 a day 10 hours ago Qualifications High school diploma or GED Classroom behavior management Working with youth Full Job Description Job Title: After School & Summer Pickleball Coach Job Type: Part-time (2-4 hours per week) Work Setup: In-person Contact: +1 (510) 491-3007 Education Required: At least High School or equivalent After School Program Pay Rate: \$50•65 per session Schedule: Monday-Friday between 1:00 PM-5:00 PM Season: September through the school year Summer Camp Program (June-August) Pay Rate: \$18•24 per hour (back-to-back sessions available) Schedule Options: Half-day Morning:	

9:00 AM-12:00

PM Half-day Afternoon:

1:00 PM-4:00

PM Full-day Camp:

9:00 AM-4:00 PM Possible extension until 6:00 PM About the Position We are looking for enthusiastic and reliable individuals to join our team as Pickleball Coaches for both our Summer Camp Program and After School Program . During the summer months (June-August), coaches will lead fun and engaging pickleball sessions through our camps. Beginning in September, our After School Program resumes and continues throughout the school year. You'll teach beginner-friendly Pickleball/Tennis sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs focus on creating a fun, active, and supportive environment for young beginners.

Additional:

For the After School Program, coaches typically teach one class per day (about one hour), with a possible additional 30 minutes of pre-care. All equipment is provided by us. Responsibilities Teach Pickleball classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Teaching or playing experience in Pickleball is preferred but not mandatory.

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation . Must have valid work permit to work in USA Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. We do have other Programs like Yoga, Soccer, PE, Tennis, Volleyball, Basketball, and Dance. You're welcome to apply to any of these as well. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

School Pickleball Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: San Bruno, CA	O*NET: 25-2031.00
Company: Calex Sports	Job Title: School Instructors

School Pickleball Instructor

CALEX SPORTS INC

San Bruno, CA Job Details Part-time \$50 - \$65 an hour 1 day ago Qualifications High school diploma or GED Working with students Classroom behavior management Working with youth

Full Job Description Job Title:

After School Pickleball Coach Job Type:

Part-time (2-4 hours per week)

Pay Rate:

\$50-\$65 per session (After-School Program)

Schedule:

Monday-Friday 1:00-5:00 PM (some weekend options available)

Work Setup:

In-person Contact:

+1 (510) 491-3007

Education Required:

At least High School or equivalent About the Position We are looking for enthusiastic and reliable individuals to join our team as After School Pickleball Coaches . You'll teach fun, beginner-friendly Pickleball/Tennis sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs are held Monday to Friday between 1PM and 5PM , and you would typically teach one class per day (about one hour) , with a possible extra 30 minutes of pre-care . These sessions focus on creating a fun and energetic environment for younger, beginner-level children. The pay ranges from \$50-\$65 per session , and all equipment is provided by us. If you'd like to work on weekends; we have Tennis Clinics! For our weekend tennis classes , pay is \$18-\$24 per hour , with 2-4 hours of work , depending on your tennis skills and class level. Responsibilities Teach Pickleball classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). (Coach should have reliable transportation) Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Previous Pickleball teaching or playing experience preferred (but not required).

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation around the East Bay and Peninsula. Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Must have valid work permit to work in USA Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

OnSite Specialist - Palo Alto, CA	
Link to Live Job Posting: Posting is no longer active	
Location: ONIZUKA Air Force Base, CA	O*NET: 27-2042.00
Company: Stryker	Job Title: Site Specialists

Position summary: Utilizes a wide array of knowledge, technical skills and critical thinking abilities to facilitate job functions during surgical procedures as well as preoperative and postoperative equipment management. Essential duties & responsibilities: (detailed description) Provides clinical surgical support by managing all relevant equipment. Anticipates related device needs of the O.R. staff and surgeon during surgical procedures. Is responsible for trouble-shooting and maintaining Stryker equipment and or other related devices. Works with surgeons, O.R. personnel, central processing, biomedical and all other related personnel. Maintains knowledge base of equipment and disposable products through Stryker education training programs. Provide physicians and OR personnel with information on new and current products. Must be able to accurately and honestly record and report data metrics related to all specific job functions on a monthly basis. Responsible for maintaining up-to-date account information to ensure continuous high levels of service at the account; including all vendor credentialing required by the account. Accurately records and reports all surgical procedure information. Adheres to all Stryker and medical facility policies, standards and procedures. Analyze and resolve both routine and non-routine product issues expediently using independent judgment. Maintain professional appearance, work ethic, and attitude required by Stryker and the medical facility. Adhere to (HIPAA) and other related patient confidentiality policies and procedures. Provide support/coverage on all shifts at your assigned account, as well as provide support/coverage for other shifts; other shifts might include on-call, overnight, and weekends; other accounts might require overnight travel.

Note:

Assigned shifts may change without notice based on account/business needs, this may include a rotating shift (which is a shift that has rotating/changing days of the week AND start and end time) \$ 30.85 per hour plus bonus eligible + benefits. Operating Room (OR) - In-Room Technical Support Set up Stryker video towers, booms, lights, and integrated suite equipment to surgeon specifications. Verify equipment functionality, routing, and camera/monitor settings prior to the procedure. Provide real-time intraoperative troubleshooting of Stryker and supported third-party systems. Support teleconferencing, DICOM transfers, and EMR connectivity when applicable. Educate OR staff on Stryker equipment functionality, proper usage, and troubleshooting. Facilitate equipment and instrumentation repairs in accordance with service contracts. Collaborate with OR and SPD teams to ensure availability of instrumentation and equipment, communicating delays or rapid turnover needs proactively. Education & special trainings: High School Diploma or equivalent required. Bachelor's Degree, Associate's Degree or equivalent certifications preferred. Applicable for Specialists working in

Sterile Processing Department:

HSPA CRCST

Certification within 6 months of start date and on time yearly renewal Qualifications & experience: Operating Room experience and demonstrated knowledge of anatomy, surgical procedures and techniques preferred. Basic computer skills including Microsoft Office, strong verbal and written communication, interpersonal, and organizational skills are essential. The ability to quickly, efficiently, and effectively troubleshoot issues in the moment in demanding, high stress situations. The ability to provide support/coverage, not only during your assigned shift, but also on other shifts that need additional support.

Note:

Assigned shifts may change without notice based on account/business needs, this may include a rotating shift (which is a shift that has rotating/changing days of the week AND start and end time) The ability to provide on-call services as required by the hospital/account, which may include overnight and weekends. If the account contract includes on-call services, you must be within 45 minutes driving distance from the account. Physical & mental requirements: Ability to exert up to 50lbs of force occasionally and/or up to 20lbs of force to constantly move objects. Ability to remain standing and/or walking for an extended period of time. Must have near visual acuity (corrected) color vision, mobility, bending, standing, stooping, and finger dexterity. Must be able to observe and correct minute inconsistencies (e.g. in the printed word, product appearance, etc.). Excellent analytical skills. Excellent interpersonal skills. Excellent equipment problem-solving skills. Excellent time management skills with ability to use independent judgment and critical thinking effectively. Must be able to explain and generate detailed guidelines and procedures. Pay rate will not be below any applicable local minimum wage rates. \$28.06 - \$37.96 USD Hourly

Radiologic Instructor Tenured Track - (2 Positions)

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Radiology Instructors

Radiologic Instructor Tenured Track

- (2 Positions) Oakland, CA Job Details Full-time | Contract | Tenure track \$72,148
- \$97,444 a year 11 hours ago Qualifications Academic program development Anatomy knowledge ARRT (MR) Certification Teaching physics Mammography Fluoroscopy Ultrasound imaging Learning technology Radiology Faculty collaboration ARRT (M) Certification Computer literacy Student record keeping Pathology Clinical instruction X-Ray Certification Personnel records management ARRT (R) Certification MRI Patient care Instructor-led training (training delivery method) CT ARRT (VI) Certification Productivity software Student advising M (ASCP) Senior level 4 years Associate's degree Community college experience Medical terminology Teaching Radiology Certification Fluoroscopy License ARRT (CT) Certification Full Job Description Job Title Radiologic Instructor Tenured Track•(2 Positions) Time Base Full Time, 1.

0 FTE Compensation \$72,148

- \$97,444/Year Initial salary placement is commensurate with experience and educational background.

Position Type Academic Department Dean of Math, Science, & Technology (652) City Oakland State CA Job Description Summary Instructors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Teaching schedule may include evening or weekend hours as part of contract assignment Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily.

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position.

The Radiologic Science Instructor will teach units of a designated curriculum in each of the following subjects: 1. Radiation Physics and Instrumentation 2. Radiation Biology and Protection 3. Radiological Exposure Factors and Instrumentation 4. Radiographic Pathology 5.

Principles of Imaging in CT, MRI, and Sonography 6. Principles of Advanced Imaging Procedures 7. Computer resources for Radiology 8.

Diagnostic Radiographic Procedures (Positioning) 9. Patient Care 10. Radiographic Quality Assessment 11. Sectional Anatomy 12.

Fluoroscopy Permit Course 13. Medical Terminology 14. Clinical Education at hospital affiliates, including hands-on practicum with students

15. Radiology Information Systems 16. Computed Radiography 17. Digital Radiography and Fluoroscopy Willingness to teach at various sites.

Participate in writing accreditation self-study documents and preparation for accreditation visits. Participate in the student selection process.

Provide class instruction in accordance with established course outlines. Inform students via syllabi concerning course requirements, evaluation procedures, and attendance requirements. Maintain necessary attendance, scholastic and personnel records, and submits them according to published deadlines. Prepare and grade class assignments and examinations and promptly returns them to students. Post and maintain required office hours in accordance with the prevailing policy. Participate in faculty discussions on curriculum, teaching-learning techniques and teaching materials. Participate on departmental, divisional, and campus committees. Develop and revise courses in the discipline The Instructor is also responsible for providing a full professional service week that may include, but is not limited to: Teaching,

teaching preparation, maintenance of office hours and student advising, maintenance of student rosters, class records and grade completion in accordance with District policies and procedures. Perform departmental duties such as program and curriculum development, evaluation and revision, selection of appropriate instructional materials, and work with administrators and other faculty to develop a comprehensive pre-collegiate program. Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District. Pursue professional growth activities to remain current in discipline and teaching methodology. Perform professional outreach activities (e.g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career

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such as high school, adult school and other colleges and universities; partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.). Perform other related duties as assigned by the College. Minimum Qualifications 1. Possession of a bachelor's degree from an accredited college or university and four (4) years of experience in Clinical Radiological Science; AND 2. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch. OR 3. Possession of an Associate's Degree from an accredited college of university AND six (6) years of experience in Clinical Radiologic Science; AND 4. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch; OR 5. May submit a fully-satisfied lifetime California Community College Instructor Credential authorizing service to teach courses in Radiologic Science. (The credential will not satisfy the requirement for tenure. Credentials were no longer issued after July 1, 1990); 6. Demonstrated cultural competency, sensitivity to, and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at <https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation>

- cl-635) .

Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work verification required to meet minimum qualifications (if applicable) Desirable Qualifications 1. Possession of a bachelor's degree or higher from an accredited college or university. 2. Possession of the ARRT Advanced Certification in Mammography, Cardiovascular-Interventional, Quality Management, Computerized Tomography, Magnetic Resonance Imaging, or Bone Densitometry. 3. Additional Certifications, ARRT (T) (NM), CRT-Fluoroscopy, ARDMS. 4. Sufficient academic background to use major required texts (e.g., Bushong, Radiologic Science for Technologists, Ballinger, Radiographic Positions and Radiologic Procedures; Landicina, Radiologic Pathology for Technologists, Chabner, Language of Medicine, Torres, Basic Medical Techniques and Patient Care, Adler and Carlton, Introduction to Radiology and Patient Care). 5. Ability to adapt instructions to students with widely varying academic backgrounds. 6. Membership in appropriate professional organization (e.g., ASRT, AERS, RTEC, CSRT). 7. Community College or Radiography teaching experience. 8. Competence in computer skills such as use of electronic mail, Internet, MS Office software, including MS Word, Excel, and PowerPoint. Environmental Demands

Counselor/General Tenured Track - BCC ** FOR INTERNAL FULL-TIME FACULTY APPLICANTS**

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Non-Tenure Track Faculties

College Information Peralta/College Information Berkeley City College Berkeley City College (BCC), one of California's 112 community colleges, is centrally located in downtown Berkeley, only 1-1/2 blocks from the U.C. campus. The college's mission is to contribute to the success of all students and to the well-being of the community by offering the best possible education which promises intellectual growth, social mobility, economic development and an understanding of diverse ideas and peoples. BCC is ranked second in the state in the percentage of students who transfer to U.C. Berkeley. BCC serves students who seek general education, transfer to four-year universities, associate degrees and certificates in liberal arts, the sciences, career/technical areas, or foundational skills. BCC students represent a diverse mix of ethnic, cultural and economic backgrounds. Many are the first in their families to attend college. The college is an active partner in local economic development and employment training endeavors and maintains a strong and unique collaboration with U.C. Berkeley. Berkeley City College's world-class faculty has created a student-centered learning community dedicated to academic excellence and student success. They have won distinction in the sciences, arts, English, humanities, multimedia arts, and the social sciences. Position Information Job Title Counselor/General Tenured Track - BCC

• FOR INTERNAL FULL-TIME FACULTY APPLICANTS

- Time Base Full Time, 1.

0 FTE Compensation \$72,148 - \$97,444/Year Initial salary placement is commensurate with experience and educational background. Position Type Academic Department Student Services-VP (841) City Berkeley State CA Job Description Summary In compliance with Article 9 of the agreement between the PFT and the District, only probationary and tenured faculty are invited to apply to the following full-time, tenure-track faculty vacancies. This listing is being posted for ten (10) working days. If interested, you must submit ALL required application materials by midnight on the stated deadline Under the general supervision of the Vice President of Students Services, or designee, performs general counseling with a diverse, multi-ethnic population of community college students. Assignment will include academic, career and personal counseling; related transfer activities; teaching; and performs the following general and specific functions. Counseling schedule may include evening or weekend hours as part of contract assignment. Counselors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position.

- Provides general counseling which includes providing students with information and advice regarding educational programs, occupational programs and degree and transfer requirements.
- Teaches classes that may include orientation to college, college preparedness, career and life planning, college success, study skills, career exploration, preparation for college/university transfer, human development and/or counseling; and facilitates small group discussions and workshops. Teaching may include up to fifty (50) percent of the counseling load.
- Assists students in the selection of majors, careers, and the development of student educational plans.
- Assists students with the decision-making process and exploration of alternatives in regard to college adjustment, personal growth and development, social adjustments and goals.
- Participates in the college-wide matriculation program.
- Administers vocational/career assessment instruments and interprets findings with students.

- Represents the Counseling Department on college and district committees.
- Participates in outreach and training activities with high schools, four-year institutions and/or community agencies.
- Provides professional service that includes counseling, advising, evaluation of transcripts, attendance at meetings and participation in the governance structure of the college and the district.
- Provides on-line academic advising.
- Responsible for continuously updating professional competency through post-graduate and/or in-service training.
- Performs other related duties assigned by the college. The Counselor is also responsible for providing a full professional service week that may include, but is not limited to:
 - Maintenance of office hours.
 - Perform departmental duties such as program and curriculum development, evaluation and revision, and select appropriate program materials; work with administrators and other faculty to develop a comprehensive pre-collegiate program.
 - Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District.
 - Pursue professional growth activities to remain current in discipline and teaching methodology.
 - Perform professional outreach activities (e.

g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.).

- Perform other related duties as assigned by the College.

Minimum Qualifications 1. Possession of a master's degree from an accredited college or university in Counseling, Rehabilitation Counseling, Clinical Psychology, Counseling Psychology, Guidance Counseling, Educational Counseling, Social Work, Marriage and Family Therapy and Marriage, Family and Child Counseling or Career Development. OR 2. Possession of a California license as a Marriage and Family Therapist (MFT). OR 3. May submit a fully satisfied lifetime California Community College Counselor Credential. (California credentials were no longer issued after July 1, 1990). 4. The equivalent qualifications. (Candidates who claim equivalency must provide conclusive evidence, as clear and reliable as college transcripts, as required on the District Equivalency Application Form. Refer to the Equivalency Procedures. This is not a process to waive the minimum qualifications). 5. Understanding of, sensitivity to, and respect for the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at [https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-\(cl-635\)](https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-(cl-635)) . Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work

verification required to meet minimum qualifications (if applicable) Desirable Qualifications

- At least two years of community college experience with a diverse multi-ethnic student population.
- Experience teaching counseling-related courses and/or conducting workshops.
- Ability to write, speak, and converse in both English and Spanish.
- Demonstrated individual and group counseling skills utilizing developmental methodologies with under-prepared and basic skills community college students.
- Experience using microcomputers, multi-media, and the internet in counseling or related activities.
- Possess a multilingual, multicultural background.

Environmental Demands Tools & Equipment Used Application Deadline Date April 1, 2026 Open Date 03/18/2026 First Review Date Special Instructions to Applicants

APPLICATION PROCEDURES

Failure to follow the requirements below may result in your application being disqualified. Required documents and applications are only accepted through the online process. Please do not mail or fax your application. Information on transcripts must include degree awarded and confer date. Copies of diplomas will not substitute for transcripts. Finalists will be required to submit official transcripts from fully accredited college or university institutions prior to the final interview.

Note:

A written evaluation by an official foreign credentials/transcripts evaluation and translation service must be submitted for Foreign Degree(s) (non-U.S. degrees) by the application deadline date. Travel expenses for the interview and selection process will be borne by the candidates. Appointment to the position is conditional upon the approval of the Chancellor.

CONDITIONS OF EMPLOYMENT

Employees must satisfy all pre-employment requirements to work for the District which include, but are not limited to, the following items:

REQUIRED FOR ALL EMPLOYEES

Tuberculosis Examination:

Prior to employment, the successful candidate will be required to submit evidence (either skin test or X-ray report) of being free of tuberculosis within the past sixty (60) days. The TB test is a condition of employment and any expense must be borne by the successful candidate.

Fingerprinting Requirement:

As a condition of employment, all employees working for community colleges in the State of California are required to be fingerprinted within the first ten (10) working days of the date of employment pursuant to Education Code Section 88024.

Immigration Requirement:

According to the Immigration Reform and Control Act, the Peralta Community College District is required to verify that all new employees are legally authorized to work in the United States. All new employees are required to complete and sign a verification form and provide documentation attesting that he/she is legally authorized to work in the United States.

District Policy:

Employees must provide a Social Security number for payroll and tax reporting. Acceptable documentation includes a Social Security card or official documentation issued by the Social Security Administration. Employees may present any lawful alternative permitted under federal regulations.

Medical Examination:

Under state regulations and as a condition of employment, certain positions may require a medical examination prior to employment. Expenses incurred will be borne by the employee. EEO Statement The Peralta Community College District is an Equal Opportunity Employer. The District is strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District encourages a diverse pool of applicants and does not discriminate on the basis of race, color, national origin, ancestry, sex, age religion, marital status, sexual orientation, disability or genetic information, gender identity or expression, citizenship status, veterans status, status with regards to public assistance, or any other characteristic protected by federal, state or local law, in any of its policies, procedures or practices. Reasonable Accommodations In conformance with the Fair Employment and Housing Act and the Americans with Disabilities Act, requests for Reasonable Accommodations may be made to the Office of Human Resources by calling (510) 466-7283. The Peralta Community College District reserves the right to close or not fill any advertised position. Benefits Information Benefits Information Benefits Information

FRINGE BENEFITS

The Peralta Colleges proudly offers a competitive and comprehensive core of work-life benefits. The value of the employer contribution towards your benefits may increase your total compensation by as much as 47%. Benefit-eligible employees have access to coverage for themselves and eligible dependents:

- Medical, dental, vision, prescription drug insurance coverage
- Life insurance of 150% of your income up to \$100,000.
- Long-term disability coverage.
- Employee Assistance Program.

In addition to your contribution, Peralta pays 19.10% of your salary to the State Teachers Retirement System (STRS). Effective January 1, 2013, the PEPRA (Public Employees' Pension Reform Act) went into effect. Changes have been implemented as a result of the adoption of this legislation that impact new and existing employees enrolled in CalSTRS. Specific information regarding the changes can be found at <http://www.calstrs.com/post/frequently-asked-questions-ab-340-public-employees-pension-reform-act-2013>. For further up to date information on CalSTRS retirement eligibility and PEPRA, please visit the website at www.calstrs.com. The CalSTRS member handbook is available at <http://www.calstrs.com/calstrs-member-handbook>. After 10 years of creditable service, medical benefits in retirement are extended until age 65. Other benefits include 10 days sick leave, and holidays.

Other voluntary benefits include:

- Flexible benefit plan participation in the Medical Reimbursement Plan, Dependent Care Reimbursement Plan (under tax code 125)
- Pre-tax commuting expenses (under IRS code 132)
- Tax-deferred plan participation in the 403(b) and 457 plans
- Credit union membership
- Prepaid legal plan participation
- Additional Life Insurance for yourself, spouse or children
- Kaiser and United Health Care Dental are fully paid by the District.

Other plans require employee contribution. Subject to change. Mission Statement The Peralta Community College District is a collaborative of colleges advancing social and economic transformation for students and the community through quality education, rooted in equity, social justice, environmental sustainability, and partnerships. Applicant Documents Required Documents List of References Resume Transcripts Optional Documents Other Document Letter of Recommendation 3 Training/Certification Document

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
27-2042	Musicians and Singers
27-2041	Music Directors and Composers
25-1099	Postsecondary Teachers

Code	Description
25-2031	Secondary School Teachers, Except Special and Career/Technical Education
25-2022	Middle School Teachers, Except Special and Career/Technical Education

Regions:

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

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

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED
Associate's degree

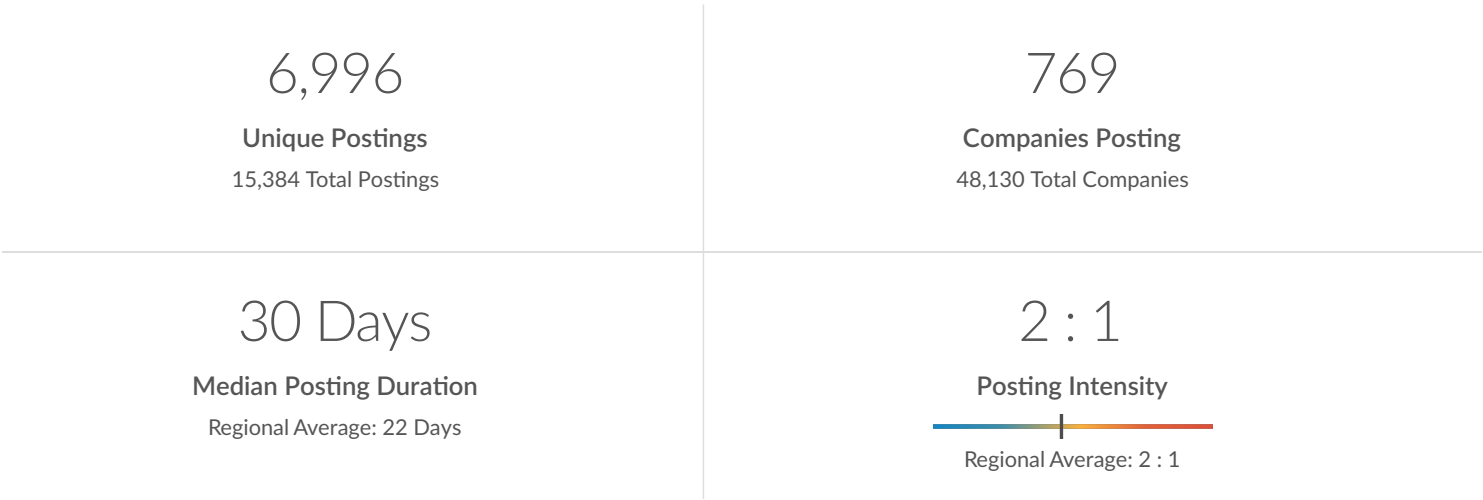
Description
Bachelor's degree

Job Type: Include Internships

Keyword Search:

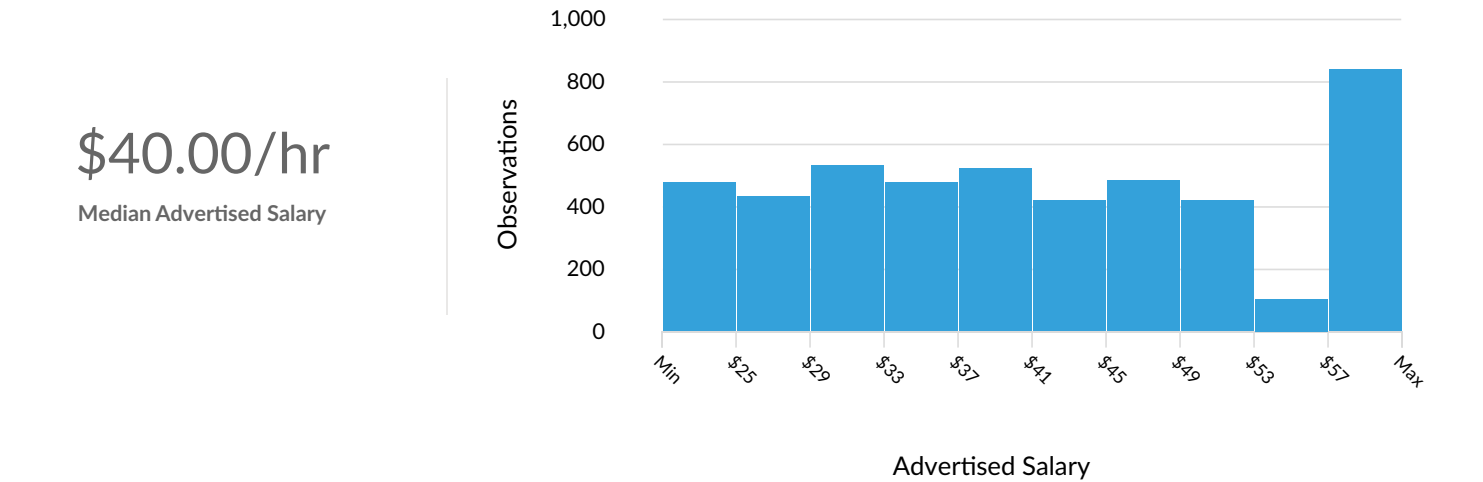
Posting Type: Newly Posted

Job Postings Overview



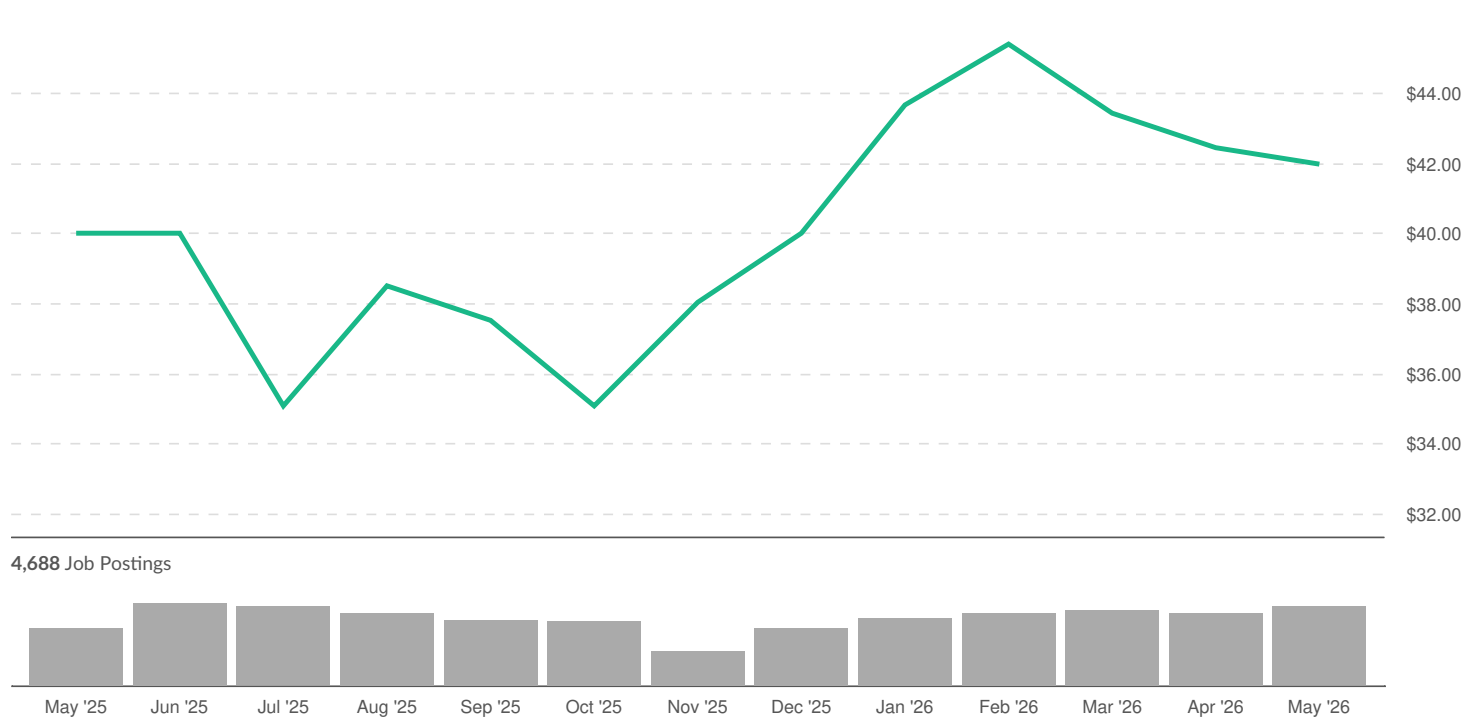
Advertised Salary

There are 4,688 advertised salary observations (67% of the 6,996 matching postings).

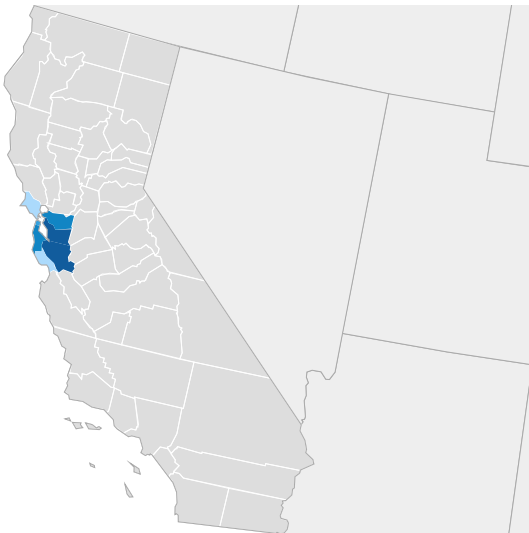


Advertised Salary Trend

▲4.9% May 2025 – May 2026
\$40.00 Median



Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	2,019
Alameda County, CA	1,900
Contra Costa County, CA	1,034
San Mateo County, CA	952
San Francisco County, CA	709

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	669	2 : 1
May 2026	630	2 : 1
Apr 2026	555	2 : 1
Mar 2026	813	2 : 1
Feb 2026	572	3 : 1
Jan 2026	505	2 : 1
Dec 2025	468	2 : 1
Nov 2025	330	2 : 1
Oct 2025	501	2 : 1
Sep 2025	455	2 : 1
Aug 2025	495	2 : 1
Jul 2025	607	2 : 1
Jun 2025	635	2 : 1
May 2025	430	2 : 1
Apr 2025	830	2 : 1
Mar 2025	926	3 : 1
Feb 2025	678	2 : 1
Jan 2025	520	3 : 1
Dec 2024	496	3 : 1
Nov 2024	422	3 : 1

Oct 2024	503	3 : 1
Sep 2024	463	3 : 1
Aug 2024	546	3 : 1
Jul 2024	573	3 : 1
Jun 2024	643	2 : 1
May 2024	595	2 : 1
Apr 2024	562	2 : 1
Mar 2024	601	2 : 1
Feb 2024	573	2 : 1
Jan 2024	590	2 : 1
Dec 2023	514	3 : 1
Nov 2023	434	4 : 1
Oct 2023	603	3 : 1
Sep 2023	577	3 : 1
Aug 2023	699	3 : 1
Jul 2023	835	3 : 1
Jun 2023	747	3 : 1
May 2023	981	3 : 1
Apr 2023	900	3 : 1
Mar 2023	919	5 : 1
Feb 2023	764	4 : 1
Jan 2023	673	3 : 1
Dec 2022	645	3 : 1
Nov 2022	666	3 : 1
Oct 2022	665	3 : 1
Sep 2022	586	3 : 1
Aug 2022	596	3 : 1
Jul 2022	803	2 : 1
Jun 2022	792	3 : 1
May 2022	734	2 : 1
Apr 2022	904	2 : 1

Mar 2022	789	2 : 1
Feb 2022	845	2 : 1
Jan 2022	558	3 : 1
Dec 2021	467	3 : 1
Nov 2021	631	3 : 1
Oct 2021	468	4 : 1
Sep 2021	520	3 : 1
Aug 2021	641	3 : 1
Jul 2021	807	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	1,325	19%
Associate's degree	1,270	18%
Bachelor's degree	5,828	83%
Master's degree	2,829	40%
Ph.D. or professional degree	688	10%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1,325	0	19%
Associate's degree	982	152	14%
Bachelor's degree	4,689	509	67%
Master's degree	0	2,251	0%
Ph.D. or professional degree	0	688	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	4,438	63%
0 - 1 Years	637	9%
2 - 3 Years	863	12%
4 - 6 Years	510	7%
7 - 9 Years	23	0%
10+ Years	525	8%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Edjoin.Org	734 / 278	3 : 1 	15 days
San Mateo County Community College District	971 / 209	5 : 1 	27 days
Oakland Unified School District	498 / 197	3 : 1 	22 days
University of California-Berkeley	516 / 184	3 : 1 	31 days
San Jose State University	404 / 143	3 : 1 	36 days
Kipp Public Schools Northern California	269 / 134	2 : 1 	41 days
EMIT Learning	121 / 117	1 : 1 	30 days
Foothill-De Anza Community College District	243 / 99	2 : 1 	41 days
Ohlone College	203 / 98	2 : 1 	36 days
Summit Public Schools	156 / 96	2 : 1 	16 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Jose, CA	1,744 / 788	2 : 1 	31 days
Oakland, CA	1,860 / 770	2 : 1 	26 days
San Francisco, CA	1,435 / 713	2 : 1 	30 days
San Mateo, CA	1,186 / 323	4 : 1 	29 days
Richmond, CA	488 / 269	2 : 1 	32 days
Palo Alto, CA	651 / 268	2 : 1 	25 days
Fremont, CA	519 / 241	2 : 1 	30 days
Berkeley, CA	583 / 228	3 : 1 	31 days
Santa Clara, CA	290 / 152	2 : 1 	25 days
Hayward, CA	327 / 149	2 : 1 	31 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	10,404 / 4,970	2 : 1 	29 days
Postsecondary Teachers	3,897 / 1,483	3 : 1 	32 days
Middle School Teachers, Except Special and Career/Technical Education	555 / 327	2 : 1 	30 days
Musicians and Singers	442 / 167	3 : 1 	26 days
Music Directors and Composers	86 / 49	2 : 1 	24 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	10,404 / 4,970	2 : 1 	29 days
Middle School Teachers, Except Special and Career/Technical Education	555 / 327	2 : 1 	30 days
Nursing Instructors and Teachers, Postsecondary	578 / 205	3 : 1 	31 days
Musicians and Singers	442 / 167	3 : 1 	26 days
Career/Technical Education Teachers, Postsecondary	430 / 130	3 : 1 	33 days
Business Teachers, Postsecondary	321 / 120	3 : 1 	19 days
Postsecondary Teachers, All Other	335 / 115	3 : 1 	36 days
Architecture Teachers, Postsecondary	277 / 106	3 : 1 	36 days
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	168 / 74	2 : 1 	33 days
Health Specialties Teachers, Postsecondary	197 / 65	3 : 1 	21 days
Art, Drama, and Music Teachers, Postsecondary	145 / 57	3 : 1 	39 days
Computer Science Teachers, Postsecondary	142 / 53	3 : 1 	32 days
Engineering Teachers, Postsecondary	140 / 49	3 : 1 	19 days
Music Directors and Composers	86 / 49	2 : 1 	24 days
Philosophy and Religion Teachers, Postsecondary	77 / 43	2 : 1 	33 days
Mathematical Science Teachers, Postsecondary	85 / 37	2 : 1 	31 days
English Language and Literature Teachers, Postsecondary	60 / 31	2 : 1 	31 days
History Teachers, Postsecondary	78 / 31	3 : 1 	51 days
Recreation and Fitness Studies Teachers, Postsecondary	58 / 30	2 : 1 	15 days
Economics Teachers, Postsecondary	58 / 26	2 : 1 	24 days
Criminal Justice and Law Enforcement Teachers, Postsecondary	99 / 26	4 : 1 	23 days
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	48 / 24	2 : 1 	33 days

Anthropology and Archeology Teachers, Postsecondary	53 / 23	2 : 1		36 days
Physics Teachers, Postsecondary	46 / 22	2 : 1		31 days
Psychology Teachers, Postsecondary	43 / 22	2 : 1		33 days
Political Science Teachers, Postsecondary	46 / 21	2 : 1		33 days
Sociology Teachers, Postsecondary	58 / 21	3 : 1		36 days
Education Teachers, Postsecondary	52 / 20	3 : 1		36 days
Communications Teachers, Postsecondary	52 / 19	3 : 1		38 days
Biological Science Teachers, Postsecondary	44 / 17	3 : 1		33 days
Foreign Language and Literature Teachers, Postsecondary	33 / 17	2 : 1		24 days
Chemistry Teachers, Postsecondary	38 / 16	2 : 1		32 days
Law Teachers, Postsecondary	48 / 16	3 : 1		30 days
Geography Teachers, Postsecondary	25 / 14	2 : 1		36 days
Agricultural Sciences Teachers, Postsecondary	15 / 12	1 : 1		18 days
Social Work Teachers, Postsecondary	13 / 8	2 : 1		31 days
Environmental Science Teachers, Postsecondary	8 / 4	2 : 1		n/a
Library Science Teachers, Postsecondary	10 / 4	3 : 1		33 days
Forestry and Conservation Science Teachers, Postsecondary	6 / 3	2 : 1		31 days
Social Sciences Teachers, Postsecondary, All Other	11 / 2	6 : 1		13 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Middle / High School Teacher (Other)	3,608 / 1,602	2 : 1 	25 days
Science Teacher	1,929 / 950	2 : 1 	31 days
Bilingual / ESL / Language Teacher	1,396 / 733	2 : 1 	33 days
Math Teacher	1,234 / 683	2 : 1 	31 days
English / Language Arts Teacher	910 / 499	2 : 1 	27 days
History / Social Studies Teacher	1,193 / 491	2 : 1 	32 days
Physical Education Teacher	603 / 295	2 : 1 	26 days
Nursing Instructor / Professor	578 / 205	3 : 1 	31 days
Musician / Singer	442 / 167	3 : 1 	26 days
College Professor (Other)	389 / 130	3 : 1 	36 days
Business Professor	321 / 120	3 : 1 	19 days
Driving Instructor	410 / 120	3 : 1 	33 days
Architecture Professor	219 / 91	2 : 1 	36 days
Ethnic / Cultural Studies Professor	168 / 74	2 : 1 	33 days
Health Sciences Professor	197 / 65	3 : 1 	21 days
Art / Music Professor	145 / 57	3 : 1 	39 days
Computer Science Professor	142 / 53	3 : 1 	32 days
Music Director	86 / 49	2 : 1 	24 days
Philosophy / Religion Professor	77 / 43	2 : 1 	33 days
Mathematics Professor	82 / 35	2 : 1 	31 days
Engineering Professor	91 / 33	3 : 1 	19 days
English Language / Literature Professor	60 / 31	2 : 1 	31 days
History Professor	78 / 31	3 : 1 	51 days
Recreation / Fitness Studies Professor	58 / 30	2 : 1 	15 days
Art Teacher	57 / 28	2 : 1 	17 days
Criminal Justice Professor	99 / 26	4 : 1 	23 days

Geosciences Professor	48 / 24	2 : 1		33 days
Anthropology / Archaeology Professor	53 / 23	2 : 1		36 days
Physics Professor	46 / 22	2 : 1		31 days
Psychology Professor	43 / 22	2 : 1		33 days
Economics Professor	43 / 21	2 : 1		22 days
Political Science Professor	46 / 21	2 : 1		33 days
Sociology Professor	58 / 21	3 : 1		36 days
Music Teacher	35 / 21	2 : 1		31 days
Communications Professor	52 / 19	3 : 1		38 days
Biology Professor	44 / 17	3 : 1		33 days
Chemistry Professor	38 / 16	2 : 1		32 days
Law Professor	48 / 16	3 : 1		30 days
Education Professor	39 / 15	3 : 1		36 days
Researcher / Research Associate	37 / 15	2 : 1		32 days
Interior Designer	53 / 14	4 : 1		n/a
Geography Professor	25 / 14	2 : 1		36 days
Agricultural Science Professor	15 / 12	1 : 1		18 days
Pilot Instructor	20 / 10	2 : 1		25 days
Social Work Professor	13 / 8	2 : 1		31 days
Drama Teacher	20 / 7	3 : 1		28 days
Environmental Studies Professor	8 / 4	2 : 1		n/a
Language / Literature Professor	4 / 4	1 : 1		3 days
Library Science Professor	10 / 4	3 : 1		33 days
Forestry / Conservation Professor	6 / 3	2 : 1		31 days

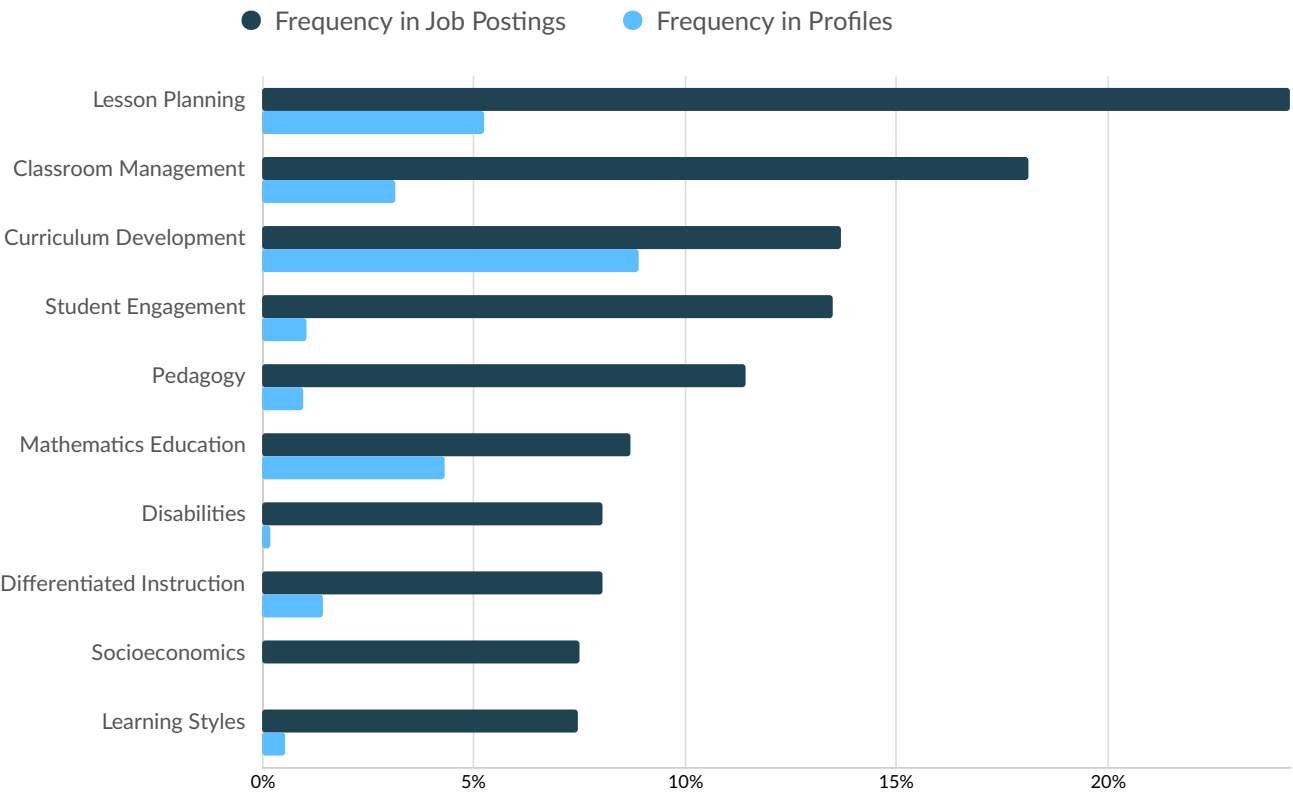
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
After School Teachers	513 / 196	3 : 1 	27 days
After School Instructors	389 / 170	2 : 1 	29 days
Mathematics Teachers	235 / 164	1 : 1 	32 days
Science Teachers	179 / 129	1 : 1 	30 days
Spanish Teachers	188 / 120	2 : 1 	31 days
After School Program Instructors	349 / 112	3 : 1 	31 days
Middle School Teachers	210 / 110	2 : 1 	32 days
English Teachers	217 / 102	2 : 1 	25 days
Driving Instructors	359 / 89	4 : 1 	33 days
Middle School Science Teachers	144 / 88	2 : 1 	25 days

Top Industries

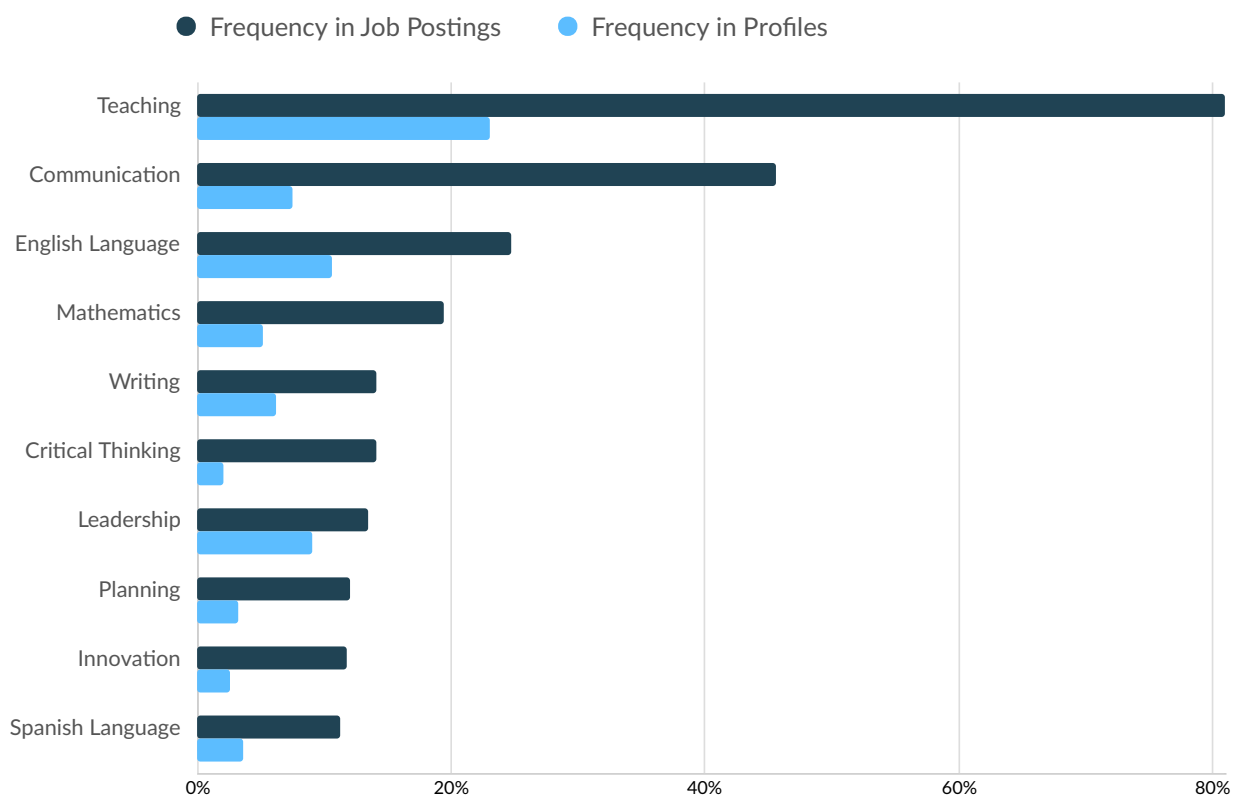
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Elementary and Secondary Schools	3,545 / 1,903	2 : 1 	29 days
Junior Colleges	2,200 / 777	3 : 1 	36 days
Colleges, Universities, and Professional Schools	1,849 / 696	3 : 1 	32 days
Educational Support Services	566 / 241	2 : 1 	31 days
Employment Placement Agencies	344 / 220	2 : 1 	28 days
All Other Miscellaneous Schools and Instruction	360 / 168	2 : 1 	29 days
Child Care Services	456 / 125	4 : 1 	30 days
Child and Youth Services	240 / 113	2 : 1 	22 days
Exam Preparation and Tutoring	292 / 90	3 : 1 	35 days
Other Individual and Family Services	305 / 70	4 : 1 	32 days

Top Specialized Skills



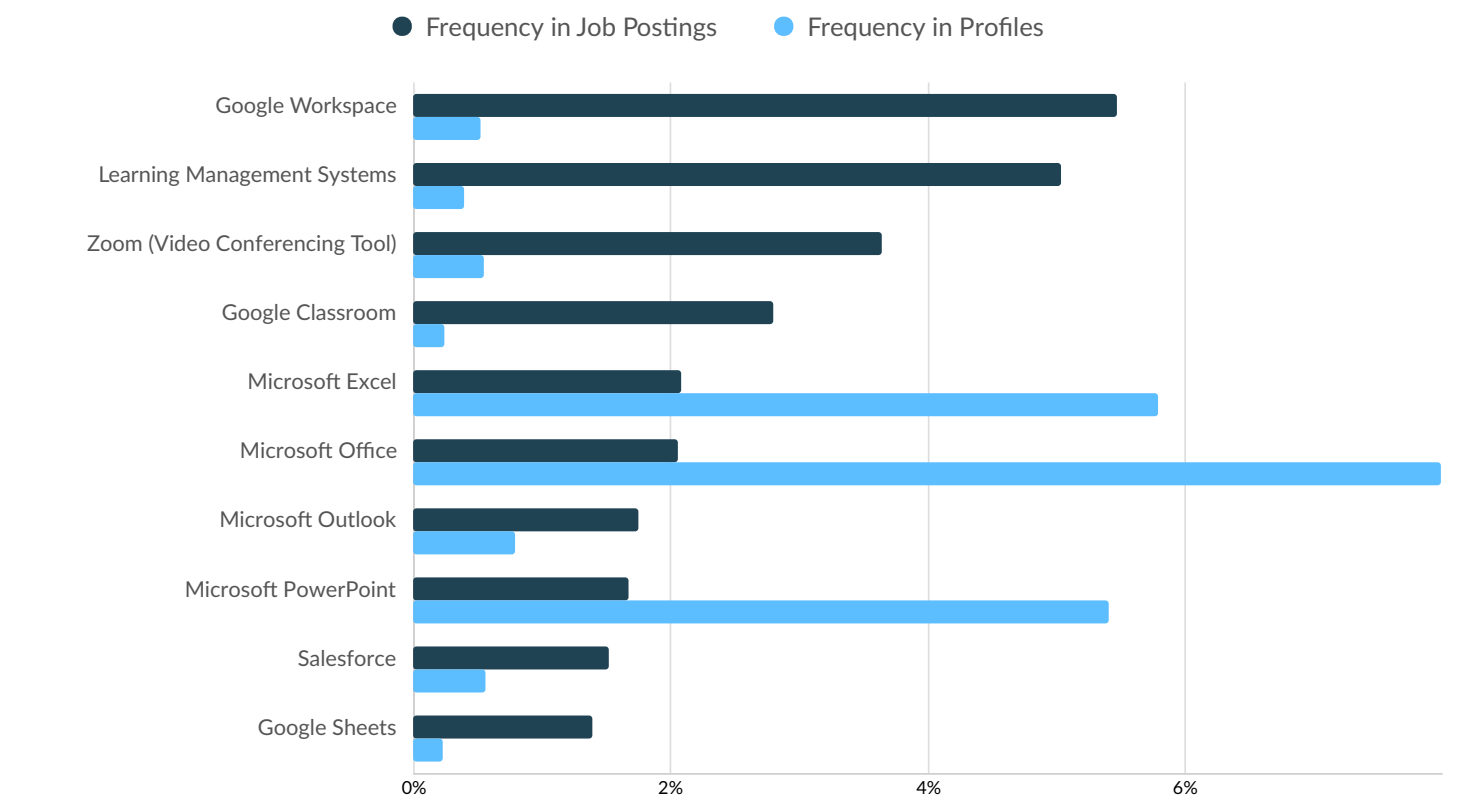
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lesson Planning	1,702	24%	4,066	5%	+13.8%	Growing
Classroom Management	1,270	18%	2,452	3%	+14.1%	Growing
Curriculum Development	959	14%	6,895	9%	+13.9%	Growing
Student Engagement	946	14%	806	1%	+18.3%	Rapidly Growing
Pedagogy	800	11%	740	1%	+12.2%	Growing
Mathematics Education	610	9%	3,341	4%	+6.8%	Stable
Disabilities	565	8%	145	0%	+16.0%	Growing
Differentiated Instruction	564	8%	1,120	1%	+17.3%	Rapidly Growing
Socioeconomics	526	8%	0	0%	+13.5%	Growing
Learning Styles	523	7%	411	1%	+20.3%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	5,671	81%	17,841	23%	+15.4%	Growing
Communication	3,194	46%	5,787	7%	+8.5%	Stable
English Language	1,732	25%	8,239	11%	+13.0%	Growing
Mathematics	1,361	19%	4,033	5%	+17.2%	Rapidly Growing
Writing	992	14%	4,852	6%	+9.7%	Growing
Critical Thinking	987	14%	1,645	2%	+19.3%	Rapidly Growing
Leadership	941	13%	7,056	9%	+9.5%	Growing
Planning	845	12%	2,529	3%	+10.3%	Growing
Innovation	828	12%	2,050	3%	+21.5%	Rapidly Growing
Spanish Language	792	11%	2,809	4%	+5.4%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Google Workspace	383	5%	406	1%	+17.1%	Rapidly Growing
Learning Management Systems	353	5%	303	0%	+7.6%	Stable
Zoom (Video Conferencing Tool)	255	4%	423	1%	+12.5%	Growing
Google Classroom	196	3%	189	0%	-3.0%	Lagging
Microsoft Excel	146	2%	4,488	6%	+14.8%	Growing
Microsoft Office	144	2%	6,191	8%	+16.9%	Growing
Microsoft Outlook	123	2%	619	1%	+22.2%	Rapidly Growing
Microsoft PowerPoint	117	2%	4,192	5%	+19.9%	Rapidly Growing
Salesforce	107	2%	437	1%	+23.9%	Rapidly Growing
Google Sheets	98	1%	177	0%	+20.1%	Rapidly Growing

Top Qualifications

	Postings with Qualification
English Learner Authorization	456
Teaching Certificate	440
Cardiopulmonary Resuscitation (CPR) Certification	338
Valid Driver's License	221
First Aid Certification	213
Registered Nurse (RN)	208
Basic Life Support (BLS) Certification	106
Chartered Financial Analyst	103
American Red Cross (ARC) Certification	99
Certified Outpatient Coder (COC)	68

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	6,606 / 3,119	2 : 1 	30 days
Insurance	4,887 / 2,119	2 : 1 	28 days
Retirement and Savings	5,321 / 2,112	3 : 1 	29 days
Paid Leave	3,094 / 1,360	2 : 1 	29 days
Work-Life Balance	1,821 / 940	2 : 1 	30 days
Supplemental Pay	1,615 / 716	2 : 1 	27 days
Health and Wellness Benefits	1,399 / 591	2 : 1 	32 days
Other Benefits	1,049 / 469	2 : 1 	24 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	3,449
indeed.com	2,258
edjoin.org	628
schoolspring.com	465
glassdoor.com	299
disabledperson.com	296
higherredjobs.com	287
chronicle.com	277
hercjobs.org	259
madison.com	254
academiccareers.com	237
diversityjobs.com	200
scholarshipdb.net	140
interviewexchange.com	109
craigslist.org	108
nais.org	102
dejobs.org	101
witi.com	100
springeducationgroup.com	84
peopleadmin.com	79
myworkdayjobs.com	73
careersingovernment.com	71
smartrecruiters.com	71
careerarc.com	66
dayforcehcm.com	62

Appendix B

Sample Postings

Site Specialists — Stryker in San Jose, CA (May 2026 - Jun 2026)

OnSite Specialist - Palo Alto, CA

Link to Live Job Posting: Posting is no longer active

Location: San Jose, CA

O*NET: 27-2042.00

Company: Stryker

Job Title: Site Specialists

- Position summary:
- Utilizes a wide array of knowledge, technical skills and critical thinking abilities to facilitate job functions during surgical procedures as well as preoperative and postoperative equipment management.
- Essential duties & responsibilities:
- (detailed description) + Provides clinical surgical support by managing all relevant equipment.

+ Anticipates related device needs of the O.R. staff and surgeon during surgical procedures. + Is responsible for trouble-shooting and maintaining Stryker equipment and or other related devices. + Works with surgeons, O.R. personnel, central processing, biomedical and all other related personnel. + Maintains knowledge base of equipment and disposable products through Stryker education training programs. + Provide physicians and OR personnel with information on new and current products. + Must be able to accurately and honestly record and report data metrics related to all specific job functions on a monthly basis. + Responsible for maintaining up-to-date account information to ensure continuous high levels of service at the account; including all vendor credentialing required by the account. + Accurately records and reports all surgical procedure information. + Adheres to all Stryker and medical facility policies, standards and procedures. + Analyze and resolve both routine and non-routine product issues expediently using independent judgment. + Maintain professional appearance, work ethic, and attitude required by Stryker and the medical facility. + Adhere to (HIPAA) and other related patient confidentiality policies and procedures. + Provide support/coverage on all shifts at your assigned account, as well as provide support/coverage for other shifts; other shifts might include on-call, overnight, and weekends; other accounts might require overnight travel. +

Note:

Assigned shifts may change without notice based on account/business needs, this may include a rotating shift (which is a shift that has rotating/changing days of the week AND start and end time) + \$

- 30.85
- per hour plus bonus eligible + benefits.
- Operating Room (OR) - In-Room Technical Support
- + Set up Stryker video towers, booms, lights, and integrated suite equipment to surgeon specifications.

+ Verify equipment functionality, routing, and camera/monitor settings prior to the procedure. + Provide real-time intraoperative troubleshooting of Stryker and supported third-party systems. + Support teleconferencing, DICOM transfers, and EMR connectivity when applicable. + Educate OR staff on Stryker equipment functionality, proper usage, and troubleshooting. + Facilitate equipment and instrumentation repairs in accordance with service contracts. + Collaborate with OR and SPD teams to ensure availability of instrumentation and equipment, communicating delays or rapid turnover needs proactively.

- Education & special trainings:
- + High School Diploma or equivalent required.

+ Bachelor's Degree, Associate's Degree or equivalent certifications preferred. + Applicable for Specialists working in

Sterile Processing Department:

HSPA CRCST

Certification within 6 months of start date and on time yearly renewal

- Qualifications & experience:
 - + Operating Room experience and demonstrated knowledge of anatomy, surgical procedures and techniques preferred.
- + Basic computer skills including Microsoft Office, strong verbal and written communication, interpersonal, and organizational skills are essential. + The ability to quickly, efficiently, and effectively troubleshoot issues in the moment in demanding, high stress situations. + The ability to provide support/coverage, not only during your assigned shift, but also on other shifts that need additional support.

Note:

Assigned shifts may change without notice based on account/business needs, this may include a rotating shift (which is a shift that has rotating/changing days of the week AND start and end time) + The ability to provide on-call services as required by the hospital/account, which may include overnight and weekends. If the account contract includes on-call services, you must be within 45 minutes driving distance from the account.

- Physical & mental requirements:
 - + Ability to exert up to 50lbs of force occasionally and/or up to 20lbs of force to constantly move objects.
- + Ability to remain standing and/or walking for an extended period of time. + Must have near visual acuity (corrected) color vision, mobility, bending, standing, stooping, and finger dexterity. + Must be able to observe and correct minute inconsistencies (e.g. in the printed word, product appearance, etc.). + Excellent analytical skills. + Excellent interpersonal skills. + Excellent equipment problem-solving skills. + Excellent time management skills with ability to use independent judgment and critical thinking effectively. + Must be able to explain and generate detailed guidelines and procedures. Pay rate will not be below any applicable local minimum wage rates. + \$28.06 - \$37.96 USD Hourly Health benefits include: Medical and prescription drug insurance, dental insurance, vision insurance, critical illness insurance, accident insurance, hospital indemnity insurance, personalized healthcare support, wellbeing program and tobacco cessation program.

Financial benefits include:

Health Savings Account (HSA), Flexible Spending Accounts (FSAs), 401(k) plan, Employee Stock Purchase Plan (ESPP), basic life and AD&D insurance, and short-term disability insurance. Stryker offers innovative products and services in MedSurg, Neurotechnology, Orthopaedics and Spine that help improve patient and healthcare outcomes. Alongside its customers around the world, Stryker impacts more than 150 million patients annually. Depending on customer requirements employees and new hires in sales and field roles that require access to customer accounts as a function of the job may be required to obtain various vaccinations as an essential function of their role.

Stryker Corporation is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, sex, gender identity, sexual orientation, national origin, disability, or protected veteran status. Stryker is an EO employer - M/F/Veteran/Disability.

After School Program Leaders — YMCA in Novato, CA (Apr 2026 - May 2026)

After School Program Leader - Novato	
Link to Live Job Posting: Posting is no longer active	
Location: Novato, CA	O*NET: 25-2031.00
Company: YMCA	Job Title: After School Program Leaders
After School Program Leader • Novato Novato, CA \$23 an hour • Part-time \$23 an hour • Part-time • Hiring for positions that are open immediately for the remainder of the 25-26 school year in addition to hiring for positions beginning in the Fall 2026 for the 26-27 school year. Summer positions are also open and available for Summer 2026. Careers by Empowering Futures, Building Communities Imagine going to work each day knowing that your efforts positively impact individuals and communities. As a global movement and the nation's leading nonprofit organization dedicated to strengthening communities through youth development, healthy living, and social responsibility, the YMCA of Greater San Francisco offers more than just a job—we offer a career with a future and the opportunity to make a lasting difference in your community. At the Y, you can uncover your passion and build a lifelong career addressing some of the nation's most pressing social issues. Our Organizational Culture At the Marin YMCA branch of Greater San Francisco, we are committed to demonstrating values that aim to building strong communities where you can Be , Belong and Become. With Truth & Courage , we strive to understand and act on individual and societal truths. We ensure a safe and inclusive environment with Authenticity & Accessibility , allowing everyone to participate according to their needs. Our approach is Dependable & Creative , as we respond to community needs through strong partnerships. Above all, we embody Dignity & Empathy , treating everyone with respect and compassion, and recognizing the inherent dignity in all individuals. Position Summary Are you passionate about making a difference in the lives of young people? As an After School Program Leader at the Marin YMCA, you'll have the opportunity to create meaningful and enriching experiences for students at local elementary and middle schools. You'll work under the guidance of Program Site Coordinators and Directors. After School Program Leaders will support students in developing academic, physical, and social skills through tutoring, mentorship, and recreational activities. ASP Sites Hiring: Albert J. Boro Community Center: 50 Canal St, San Rafael, CA 94901 Brookside Elementary School: 116 Butterfield Rd, San Anselmo, CA 94960 Hamilton Elementary School: 5530 Nave Dr, Novato, CA 94949 Hidden Valley Elementary School: 46 Green Valley Ct, San Anselmo, CA 94960	

Manor Elementary School:

150 Oak Manor Dr, Fairfax, CA 94930

Loma Verde Elementary School:

399 Alameda De La Loma, Novato, CA 94949

Lu Sutton Elementary School:

1800 Center Rd, Novato, CA 94947

Novato Charter Elementary School:

940 C St, Novato, CA 94949

Pleasant Valley Elementary School:

755 Sutro Ave, Novato, CA 94947

Rancho Elementary School:

1430 Johnson St, Novato, CA 94947

San Ramon Elementary School:

45 San Ramon Way, Novato, CA 94945

Sun Valley Elementary School:

75 Happy Ln, San Rafael, CA 94901

Wade Thomas Elementary School:

150 Ross Ave, San Anselmo, CA 94960 Olive Elementary 620 Olive Ave, Novato, CA 94945 Lynwood Elementary 1320 Lynwood Dr, Novato, CA 94947 San Jose Middle School 1000 Sunset Pkwy, Novato, CA 94949 Sinaloa Middle School 2045 Vineyard Rd, Novato, CA 94947 After School Program Marin ASP sites: must be able to work August 18, 2025

- June 13, 2026 Job Responsibilities Program Development & Implementation Develop, implement, and participate in specialized and theme-based curriculum tailored to meet the developmental, cultural, and individual needs of participants.

Deliver program content and facilitation methods that align with established child safety protocols as outlined by YMCA of San Francisco guidelines. Apply Out of School Time best practices to ensure consistent, high-quality, and safe programming. Collaborate with parents, participants, and staff to plan youth program activities that foster engagement and development. Participant Supervision & Safety Monitor participant activities, enforce safety regulations, and respond promptly to emergencies in both virtual and in-person environments. Ensure all programs comply with safety and security standards as per YMCA of San Francisco guidelines. Uphold YMCA policies regarding safety, supervision, mandated reporting, and risk management practices. Leadership & Role Modeling Serve as a positive role model for staff, children, and volunteers, promoting a supportive and inclusive environment. Demonstrate YMCA's core values of caring, respect, honesty, and responsibility in all interactions. Administrative & Compliance Responsibilities Maintain accurate and organized administrative records, including attendance logs, emergency information, and adherence to policies and procedures. Adhere to policies and procedures outlined in the YMCA Child Care Staff Manual. Communication & Collaboration Communicate professionally and respectfully with staff, participants, parents, and volunteers. Professional Development & Training Participate in required staff meetings and training sessions to maintain professional development and program effectiveness. Exhibit commitment to professional growth by developing competencies in areas such as mission advancement, relationship building, operational effectiveness, and leadership development. Minimum Qualifications 18+ years of age for elementary school programs Associate's degree or higher, or High School diploma/equivalent, plus any of the three following:

Completed 40 college units verified by transcript Based CA Basic Education Skills Test (CBEST) Based District Instructional Aide Exam (able

Completed 48 college units verified by transcript Passed CA Basic Education Skills Test (CBEST) Passed District Instructional Aide Exam (able to complete upon hire) Experience working with youth Highly motivated to provide quality program opportunities to youth Available between Monday-Friday during youth program hours; shifts vary ~1:00-6:00 pm Willing to participate in bi-annual evaluations and supervision meetings as needed Current YMCA approved CPR and First Aid certification (training available upon hire) TB Test clearance (information on how to obtain can be provided) Fingerprint background check clearance Preferred Qualifications Bachelor's Degree in related field Bi-Lingual skills in Spanish Knowledge of arts, dance, drama, or sports which can be utilized by an after-school program leader. Work Environment and Physical Demands The After School Program Leader works in a dynamic environment at local elementary or middle school sites, including indoor classrooms and outdoor schoolyards. The role involves frequent standing, walking, and active participation in physical activities such as recreational sports and games. The environment can be fast-paced and loud, and the role may require occasional lifting of up to 20 pounds. Disclaimers Must successfully complete a background screening, including criminal and employment verification. Some positions may also require a credit check. All duties and responsibilities are essential job functions subject to reasonable accommodation. The YMCA of Greater San Francisco promotes an equal employment opportunity workplace, which includes reasonable accommodation for otherwise qualified disabled applicants and employees. Please contact your manager if you have any questions about this policy or these job duties. This job description may not be all-inclusive, and employees are expected to perform other duties as assigned by management. Job descriptions and duties may be modified by management as needed. Job offers are conditional and contingent upon background clearance. Pursuant to the San Francisco Fair Chance Ordinance and CA Fair Chance Act, we will consider qualified applicants with arrest and conviction records for employment.

Job Type:

Part-time Pay:

\$23.00 per hour

Work Location:

In person

Radiologic Instructor Tenured Track - (2 Positions) ** FOR INTERNAL FULL-TIME FACULTY APPLICANTS**

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Instructional Faculties

College Information Peralta/College Information Merritt College Merritt College is a public, comprehensive, two-year college, maintained by the Peralta Community College District in Alameda County. With a comprehensive day and evening program of transfer, technical, occupational and basic skills education, the College is committed to meeting the educational needs of the diverse student population it serves. Located on a 125-acre site in the hills of East Oakland, Merritt College combines modern, spacious facilities with a spectacular view of the entire Bay Area. An integral part of a large, busy urban community, the location provides a sense of tranquility and peace. Position Information Job Title Radiologic Instructor Tenured Track - (2 Positions)

• FOR INTERNAL FULL-TIME FACULTY APPLICANTS

- Time Base Full Time, 1.

0 FTE Compensation \$72,148 - \$97,444/Year Initial salary placement is commensurate with experience and educational background. Position Type Academic Department Dean of Math, Science, & Technology (652) City Oakland State CA Job Description Summary In compliance with Article 9 of the agreement between the PFT and the District, only probationary and tenured faculty are invited to apply to the following full-time, tenure-track faculty vacancies. This listing is being posted for ten (10) working days. If interested, you must submit ALL required application materials by midnight on the stated deadline Instructors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Teaching schedule may include evening or weekend hours as part of contract assignment Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position. The Radiologic Science Instructor will teach units of a designated curriculum in each of the following subjects: 1. Radiation Physics and Instrumentation 2. Radiation Biology and Protection 3. Radiological Exposure Factors and Instrumentation 4. Radiographic Pathology 5. Principles of Imaging in CT, MRI, and Sonography 6. Principles of Advanced Imaging Procedures 7. Computer resources for Radiology 8. Diagnostic Radiographic Procedures (Positioning) 9. Patient Care 10. Radiographic Quality Assessment 11. Sectional Anatomy 12. Fluoroscopy Permit Course 13. Medical Terminology 14. Clinical Education at hospital affiliates, including hands-on practicum with students 15. Radiology Information Systems 16. Computed Radiography 17. Digital Radiography and Fluoroscopy

- Willingness to teach at various sites.
- Participate in writing accreditation self-study documents and preparation for accreditation visits.
- Participate in the student selection process.
- Provide class instruction in accordance with established course outlines.
- Inform students via syllabi concerning course requirements, evaluation procedures, and attendance requirements.
- Maintain necessary attendance, scholastic and personnel records, and submits them according to published deadlines.
- Prepare and grade class assignments and examinations and promptly returns them to students.
- Post and maintain required office hours in accordance with the prevailing policy.
- Participate in faculty discussions on curriculum, teaching-learning techniques and teaching materials.
- Participate on departmental, divisional, and campus committees. Develop and revise courses in the discipline The Instructor is also responsible for providing a full professional service week that may include, but is not limited to:

- Teaching, teaching preparation, maintenance of office hours and student advising, maintenance of student rosters, class records and grade completion in accordance with District policies and procedures.
- Perform departmental duties such as program and curriculum development, evaluation and revision, selection of appropriate instructional materials, and work with administrators and other faculty to develop a comprehensive pre-collegiate program.
- Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District.
- Pursue professional growth activities to remain current in discipline and teaching methodology.
- Perform professional outreach activities (e.

g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.).

- Perform other related duties as assigned by the College.

Minimum Qualifications 1. Possession of a bachelor's degree from an accredited college or university and four (4) years of experience in Clinical Radiological Science; AND 2. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch. OR 3. Possession of an Associate's Degree from an accredited college of university AND six (6) years of experience in Clinical Radiologic Science; AND 4. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch; OR 5. May submit a fully-satisfied lifetime California Community College Instructor Credential authorizing service to teach courses in Radiologic Science. (The credential will not satisfy the requirement for tenure. Credentials were no longer issued after July 1, 1990); 6. Demonstrated cultural competency, sensitivity to, and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at [https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-\(cl-635\)](https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-(cl-635)) . Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work verification required to meet minimum qualifications (if applicable) Desirable Qualifications 1. Possession of a bachelor's degree or higher from an accredited college or university. 2. Possession of the ARRT Advanced Certification in Mammography, Cardiovascular-Interventional, Quality Management, Computerized Tomography, Magnetic Resonance Imaging, or Bone Densitometry. 3. Additional Certifications, ARRT (T) (NM), CRT -Fluoroscopy, ARDMS . 4. Sufficient academic background to use major required texts (e.g., Bushong, Radiologic Science for Technologists, Ballinger, Radiographic Positions and Radiologic Procedures; Landicina, Radiologic Pathology for Technologists, Chabner,

Language of Medicine, Torres, Basic Medical Techniques and Patient Care, Adler and Carlton, Introduction to Radiology and Patient Care). 5. Ability to adapt instructions to students with widely varying academic backgrounds. 6. Membership in appropriate professional organization (e.g., ASRT, AERS, RTEC, CSRT). 7. Community College or Radiography teaching experience. 8. Competence in computer skills such as use of electronic mail, Internet, MS Office software, including MS Word, Excel, and PowerPoint. Environmental Demands Tools & Equipment Used
Application Deadline Date April 1, 2026 Open Date 03/18/2026 First Review Date Special Instructions to Applicants

APPLICATION PROCEDURES

Failure to follow the requirements below may result in your application being disqualified. Required documents and applications are only accepted through the online process. Please do not mail or fax your application. Information on transcripts must include degree awarded and confer date. Copies of diplomas will not substitute for transcripts. Finalists will be required to submit official transcripts from fully accredited college or university institutions prior to the final interview.

Note:

A written evaluation by an official foreign credentials/transcripts evaluation and translation service must be submitted for Foreign Degree(s) (non-U.S. degrees) by the application deadline date. Travel expenses for the interview and selection process will be borne by the candidates. Appointment to the position is conditional upon the approval of the Chancellor.

CONDITIONS OF EMPLOYMENT

Employees must satisfy all pre-employment requirements to work for the District which include, but are not limited to, the following items:

REQUIRED FOR ALL EMPLOYEES

Tuberculosis Examination:

Prior to employment, the successful candidate will be required to submit evidence (either skin test or X-ray report) of being free of tuberculosis within the past sixty (60) days. The TB test is a condition of employment and any expense must be borne by the successful candidate.

Fingerprinting Requirement:

As a condition of employment, all employees working for community colleges in the State of California are required to be fingerprinted within the first ten (10) working days of the date of employment pursuant to Education Code Section 88024.

Immigration Requirement:

According to the Immigration Reform and Control Act, the Peralta Community College District is required to verify that all new employees are legally authorized to work in the United States. All new employees are required to complete and sign a verification form and provide documentation attesting that he/she is legally authorized to work in the United States.

District Policy:

Employees must provide a Social Security number for payroll and tax reporting. Acceptable documentation includes a Social Security card or official documentation issued by the Social Security Administration. Employees may present any lawful alternative permitted under federal regulations.

Medical Examination:

Under state regulations and as a condition of employment, certain positions may require a medical examination prior to employment. Expenses incurred will be borne by the employee. EEO Statement The Peralta Community College District is an Equal Opportunity Employer. The District is strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District encourages a

diverse pool of applicants and does not discriminate on the basis of race, color, national origin, ancestry, sex, age religion, marital status, sexual orientation, disability or genetic information, gender identity or expression, citizenship status, veterans status, status with regards to public assistance, or any other characteristic protected by federal, state or local law, in any of its policies, procedures or practices. Reasonable Accommodations In conformance with the Fair Employment and Housing Act and the Americans with Disabilities Act, requests for Reasonable Accommodations may be made to the Office of Human Resources by calling (510) 466-7283. The Peralta Community College District reserves the right to close or not fill any advertised position. Benefits Information Benefits Information Benefits Information

FRINGE BENEFITS

The Peralta Colleges proudly offers a competitive and comprehensive core of work-life benefits. The value of the employer contribution towards your benefits may increase your total compensation by as much as 47%. Benefit-eligible employees have access to coverage for themselves and eligible dependents:

- Medical, dental, vision, prescription drug insurance coverage
- Life insurance of 150% of your income up to \$100,000.
- Long-term disability coverage.
- Employee Assistance Program.

In addition to your contribution, Peralta pays 19.10% of your salary to the State Teachers Retirement System (STRS). Effective January 1, 2013, the PEPRA (Public Employees' Pension Reform Act) went into effect. Changes have been implemented as a result of the adoption of this legislation that impact new and existing employees enrolled in CalSTRS. Specific information regarding the changes can be found at <http://www.calstrs.com/post/frequently-asked-questions-ab-340-public-employees-pension-reform-act-2013>. For further up to date information on CalSTRS retirement eligibility and PEPRA, please visit the website at www.calstrs.com. The CalSTRS member handbook is available at <http://www.calstrs.com/calstrs-member-handbook>. After 10 years of creditable service, medical benefits in retirement are extended until age 65. Other benefits include 10 days sick leave, and holidays.

Other voluntary benefits include:

- Flexible benefit plan participation in the Medical Reimbursement Plan, Dependent Care Reimbursement Plan (under tax code 125)
- Pre-tax commuting expenses (under IRS code 132)
- Tax-deferred plan participation in the 403(b) and 457 plans
- Credit union membership
- Prepaid legal plan participation
- Additional Life Insurance for yourself, spouse or children
- Kaiser and United Health Care Dental are fully paid by the District.

Other plans require employee contribution. Subject to change. Mission Statement The Peralta Community College District is a collaborative of colleges advancing social and economic transformation for students and the community through quality education, rooted in equity, social justice, environmental sustainability, and partnerships. Applicant Documents Required Documents List of References Resume Transcripts Optional Documents Other Document Cover Letter Training/Certification Document

OnSite Specialist - Palo Alto, CA	
Link to Live Job Posting: Posting is no longer active	
Location: ONIZUKA Air Force Base, CA	O*NET: 27-2042.00
Company: Stryker	Job Title: Site Specialists

Position summary: Utilizes a wide array of knowledge, technical skills and critical thinking abilities to facilitate job functions during surgical procedures as well as preoperative and postoperative equipment management. Essential duties & responsibilities: (detailed description) Provides clinical surgical support by managing all relevant equipment. Anticipates related device needs of the O.R. staff and surgeon during surgical procedures. Is responsible for trouble-shooting and maintaining Stryker equipment and or other related devices. Works with surgeons, O.R. personnel, central processing, biomedical and all other related personnel. Maintains knowledge base of equipment and disposable products through Stryker education training programs. Provide physicians and OR personnel with information on new and current products. Must be able to accurately and honestly record and report data metrics related to all specific job functions on a monthly basis. Responsible for maintaining up-to-date account information to ensure continuous high levels of service at the account; including all vendor credentialing required by the account. Accurately records and reports all surgical procedure information. Adheres to all Stryker and medical facility policies, standards and procedures. Analyze and resolve both routine and non-routine product issues expediently using independent judgment. Maintain professional appearance, work ethic, and attitude required by Stryker and the medical facility. Adhere to (HIPAA) and other related patient confidentiality policies and procedures. Provide support/coverage on all shifts at your assigned account, as well as provide support/coverage for other shifts; other shifts might include on-call, overnight, and weekends; other accounts might require overnight travel.

Note:

Assigned shifts may change without notice based on account/business needs, this may include a rotating shift (which is a shift that has rotating/changing days of the week AND start and end time) \$ 30.85 per hour plus bonus eligible + benefits. Operating Room (OR) - In-Room Technical Support Set up Stryker video towers, booms, lights, and integrated suite equipment to surgeon specifications. Verify equipment functionality, routing, and camera/monitor settings prior to the procedure. Provide real-time intraoperative troubleshooting of Stryker and supported third-party systems. Support teleconferencing, DICOM transfers, and EMR connectivity when applicable. Educate OR staff on Stryker equipment functionality, proper usage, and troubleshooting. Facilitate equipment and instrumentation repairs in accordance with service contracts. Collaborate with OR and SPD teams to ensure availability of instrumentation and equipment, communicating delays or rapid turnover needs proactively. Education & special trainings: High School Diploma or equivalent required. Bachelor's Degree, Associate's Degree or equivalent certifications preferred. Applicable for Specialists working in

Sterile Processing Department:

HSPA CRCST

Certification within 6 months of start date and on time yearly renewal Qualifications & experience: Operating Room experience and demonstrated knowledge of anatomy, surgical procedures and techniques preferred. Basic computer skills including Microsoft Office, strong verbal and written communication, interpersonal, and organizational skills are essential. The ability to quickly, efficiently, and effectively troubleshoot issues in the moment in demanding, high stress situations. The ability to provide support/coverage, not only during your assigned shift, but also on other shifts that need additional support.

Note:

Assigned shifts may change without notice based on account/business needs, this may include a rotating shift (which is a shift that has rotating/changing days of the week AND start and end time) The ability to provide on-call services as required by the hospital/account, which may include overnight and weekends. If the account contract includes on-call services, you must be within 45 minutes driving distance from the account. Physical & mental requirements: Ability to exert up to 50lbs of force occasionally and/or up to 20lbs of force to constantly move objects. Ability to remain standing and/or walking for an extended period of time. Must have near visual acuity (corrected) color vision, mobility, bending, standing, stooping, and finger dexterity. Must be able to observe and correct minute inconsistencies (e.g. in the printed word, product appearance, etc.). Excellent analytical skills. Excellent interpersonal skills. Excellent equipment problem-solving skills. Excellent time management skills with ability to use independent judgment and critical thinking effectively. Must be able to explain and generate detailed guidelines and procedures. Pay rate will not be below any applicable local minimum wage rates. \$28.06 - \$37.96 USD Hourly

Radiologic Instructor Tenured Track - (2 Positions)

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Radiology Instructors

Radiologic Instructor Tenured Track

- (2 Positions) Oakland, CA Job Details Full-time | Contract | Tenure track \$72,148
- \$97,444 a year 11 hours ago Qualifications Academic program development Anatomy knowledge ARRT (MR) Certification Teaching physics Mammography Fluoroscopy Ultrasound imaging Learning technology Radiology Faculty collaboration ARRT (M) Certification Computer literacy Student record keeping Pathology Clinical instruction X-Ray Certification Personnel records management ARRT (R) Certification MRI Patient care Instructor-led training (training delivery method) CT ARRT (VI) Certification Productivity software Student advising M (ASCP) Senior level 4 years Associate's degree Community college experience Medical terminology Teaching Radiology Certification Fluoroscopy License ARRT (CT) Certification Full Job Description Job Title Radiologic Instructor Tenured Track•(2 Positions) Time Base Full Time, 1.

0 FTE Compensation \$72,148

- \$97,444/Year Initial salary placement is commensurate with experience and educational background.

Position Type Academic Department Dean of Math, Science, & Technology (652) City Oakland State CA Job Description Summary Instructors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Teaching schedule may include evening or weekend hours as part of contract assignment Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily.

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position.

The Radiologic Science Instructor will teach units of a designated curriculum in each of the following subjects: 1. Radiation Physics and Instrumentation 2. Radiation Biology and Protection 3. Radiological Exposure Factors and Instrumentation 4. Radiographic Pathology 5.

Principles of Imaging in CT, MRI, and Sonography 6. Principles of Advanced Imaging Procedures 7. Computer resources for Radiology 8.

Diagnostic Radiographic Procedures (Positioning) 9. Patient Care 10. Radiographic Quality Assessment 11. Sectional Anatomy 12.

Fluoroscopy Permit Course 13. Medical Terminology 14. Clinical Education at hospital affiliates, including hands-on practicum with students

15. Radiology Information Systems 16. Computed Radiography 17. Digital Radiography and Fluoroscopy Willingness to teach at various sites.

Participate in writing accreditation self-study documents and preparation for accreditation visits. Participate in the student selection process.

Provide class instruction in accordance with established course outlines. Inform students via syllabi concerning course requirements, evaluation procedures, and attendance requirements. Maintain necessary attendance, scholastic and personnel records, and submits them according to published deadlines. Prepare and grade class assignments and examinations and promptly returns them to students. Post and maintain required office hours in accordance with the prevailing policy. Participate in faculty discussions on curriculum, teaching-learning techniques and teaching materials. Participate on departmental, divisional, and campus committees. Develop and revise courses in the discipline The Instructor is also responsible for providing a full professional service week that may include, but is not limited to: Teaching,

teaching preparation, maintenance of office hours and student advising, maintenance of student rosters, class records and grade completion in accordance with District policies and procedures. Perform departmental duties such as program and curriculum development, evaluation and revision, selection of appropriate instructional materials, and work with administrators and other faculty to develop a comprehensive pre-collegiate program. Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District. Pursue professional growth activities to remain current in discipline and teaching methodology. Perform professional outreach activities (e.g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners

such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career

such as high school, adult school and other colleges and universities; partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.). Perform other related duties as assigned by the College. Minimum Qualifications 1. Possession of a bachelor's degree from an accredited college or university and four (4) years of experience in Clinical Radiological Science; AND 2. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch. OR 3. Possession of an Associate's Degree from an accredited college of university AND six (6) years of experience in Clinical Radiologic Science; AND 4. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch; OR 5. May submit a fully-satisfied lifetime California Community College Instructor Credential authorizing service to teach courses in Radiologic Science. (The credential will not satisfy the requirement for tenure. Credentials were no longer issued after July 1, 1990); 6. Demonstrated cultural competency, sensitivity to, and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at <https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation>

- cl-635) .

Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work verification required to meet minimum qualifications (if applicable) Desirable Qualifications 1. Possession of a bachelor's degree or higher from an accredited college or university. 2. Possession of the ARRT Advanced Certification in Mammography, Cardiovascular-Interventional, Quality Management, Computerized Tomography, Magnetic Resonance Imaging, or Bone Densitometry. 3. Additional Certifications, ARRT (T) (NM), CRT-Fluoroscopy, ARDMS. 4. Sufficient academic background to use major required texts (e.g., Bushong, Radiologic Science for Technologists, Ballinger, Radiographic Positions and Radiologic Procedures; Landicina, Radiologic Pathology for Technologists, Chabner, Language of Medicine, Torres, Basic Medical Techniques and Patient Care, Adler and Carlton, Introduction to Radiology and Patient Care). 5. Ability to adapt instructions to students with widely varying academic backgrounds. 6. Membership in appropriate professional organization (e.g., ASRT, AERS, RTEC, CSRT). 7. Community College or Radiography teaching experience. 8. Competence in computer skills such as use of electronic mail, Internet, MS Office software, including MS Word, Excel, and PowerPoint. Environmental Demands

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

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

Key Market Indicators Comparison Table

Metric	Music Major (Associate's Degree)	Music Major (Bachelor's Degree)	Difference / Advantage
Unique Job Postings	2,307	6,996	+203% (+4,689 postings for Bachelor's)
Total Job Postings	6,054	15,384	+154% for Bachelor's
Posting Companies	314 companies	769 companies	+145% employer diversity for Bachelor's
Median Advertised Salary	\$33.11 / hour	\$40.00 / hour	+\$6.89 / hour (+20.8% wage premium for Bachelor's)
Salary Trend (May '25–May '26)	-12.8%	+4.9%	Positive wage growth for Bachelor's
Median Posting Duration	29 days	30 days	Nearly identical hiring cycles (~1 month)
Posting Intensity	3 : 1	2 : 1	Higher reposting frequency for AA openings
Top Hiring County	Santa Clara (630 postings)	Santa Clara (2,019 postings)	3.2x more postings in Santa Clara for BS candidates

Salary Level and Earning Trends

Salary levels present one of the most distinct contrasts between the two educational cohorts:

- **Hourly Wage Difference:** The median advertised salary for positions open to Associate's degree candidates is **\$33.11 per hour**, whereas positions targeted at Bachelor's degree candidates offer a median advertised salary of **\$40.00 per hour**. This represents an immediate **20.8% wage premium** for holding a four-year degree.
- **Wage Trajectory:** Over the 12-month period from May 2025 to May 2026, advertised salaries for Bachelor's degree level postings experienced a **+4.9% upward trend**. Conversely, advertised wages in the Associate's degree pool saw a **-12.8% decline** over the same timeframe.
- **Salary Distribution:** In the AA dataset, salary observations peak heavily in the \$20–\$34/hr range, whereas the Bachelor's dataset shows substantial posting density extending well into the \$45–\$57+/hr range.

Job Volume, Posting Intensity, and Duration

- **Market Scale:** Bachelor's degree postings outnumber Associate's degree postings by more than 3 to 1 (6,996 unique postings vs. 2,307 unique postings). Furthermore, 769 unique companies recruited Bachelor's-level talent, compared to 314 companies seeking AA-level candidates.
- **Time on Market:** The median job posting duration is virtually identical across both categories—**29 days** for Associate's positions and **30 days** for Bachelor's positions—slightly longer than the Bay Area regional benchmark average of 22 days.
- **Posting Intensity:** Associate's listings exhibit a **3:1 posting intensity** ratio compared to **2:1 for Bachelor's degree postings**. This higher intensity for AA jobs indicates that employers repost these openings more frequently per unique hire, often reflecting higher turnover in part-time or seasonal youth-enrichment roles.

Geographic Distribution Across Bay Area Counties

Both degree tracks show strong concentration in Silicon Valley and East Bay urban centers, though volume scales drastically with education level:

- **Santa Clara County:** Leads regional demand for both levels, offering **2,019 unique postings** for Bachelor's candidates versus **630 unique postings** for AA candidates.
- **Alameda County:** Represents the second largest market, generating **1,900 unique postings** for Bachelor's and **536 unique postings** for AA candidates.
- **San Mateo County:** Displays strong local demand, accounting for **952 unique postings** (Bachelor's) and **479 unique postings** (AA).
- **Contra Costa & San Francisco Counties:** Contra Costa recorded 1,034 BS postings vs. 302 AA postings. San Francisco posted 709 BS postings vs. 246 AA postings.

Top Municipal Hubs

- **Bachelor's Top Cities:** San Jose (788 unique postings), Oakland (770), San Francisco (713), and San Mateo (323).
- **Associate's Top Cities:** San Francisco (247 unique postings), San Mateo (228), Oakland (209), and San Jose (191).

Employer Landscape and Industry Focus

The nature of hiring institutions varies noticeably based on degree requirement:

1. Primary Employers

- **Bachelor's Degree Employers:** Dominated by K-12 public school districts and major universities. Top posting entities include **Edjoin.Org** (278 unique postings), **San Mateo County Community College District** (209), **Oakland Unified School District** (197), **UC Berkeley** (184), and **San Jose State University** (143).
- **Associate's Degree Employers:** Characterized by community colleges, youth development nonprofits, and private enrichment providers. Top employers include **San Mateo County Community College District** (208 unique postings), **Summit Public Schools** (96), **YMCA** (79), **Talentnook** (73), **Mad Science Group** (64), and **Bay Area Community Resources** (62).

2. Industry Sectors

- **Bachelor's Focus:** The single largest employer sector is **Elementary and Secondary Schools** (1,903 unique postings), followed by **Junior Colleges** (777) and **Colleges/Universities** (696).
- **Associate's Focus:** The primary sector is **Junior Colleges** (425 unique postings), followed closely by **Elementary and Secondary Schools** (411), **Child and Youth Services** (98), and **Educational Support Services** (78).

Skills, Certifications, and Job Duties

While foundational skills like *Teaching* (81% BS vs. 69% AA) and *Communication* (46% BS vs. 56% AA) are shared across both reports, required qualifications diverge based on role expectations:

- **Instructional vs. Operational Expectations:**
 - **Bachelor's Degree Requirements:** Focus heavily on formal classroom instruction, academic credentials, and curriculum governance. Top required credentials include formal **Teaching Certificates** (440 postings) and **English Learner Authorizations** (456 postings). Specialized skills center on *Curriculum Development*, *Pedagogy*, and *Differentiated Instruction*.
 - **Associate's Degree Requirements:** Emphasize hands-on youth management, supervision, and physical safety. Top specialized skills unique to the AA report include *Working With Children* (14% of postings), *Lifting Ability* (11%), and *Emergency Procedures* (9%). Preferred credentials lean toward operational safety,

such as **Valid Driver's License** (165 postings), **CPR Certification** (140), and **First Aid Certification** (116).

Conclusion & Strategic Implications

The Lightcast Q3 2026 data illustrates distinct career entry points for music majors depending on educational attainment:

1. **Associate's Degree Path:** Serves as a viable doorway into community college assistantships, after-school youth instruction, recreational arts coaching, and early-childhood support roles. However, it operates in a market with lower baseline compensation (\$33.11/hr) and higher reliance on supplemental safety certifications.
2. **Bachelor's Degree Path:** Provides a clear economic and career advantage. It opens access to three times as many unique employment opportunities, commands higher hourly compensation (\$40.00/hr) with positive wage growth, and grants entry into full-time K-12 public school teaching positions and higher education faculty roles across the Bay Area.