
SAN DIEGO NORTH ECONOMIC DEVELOPMENT COUNCIL

MARKET | RETAIN | CONNECT

Job Posting Analytics

Q1 2024 Data Set

March 2024

Parameters

Select Timeframe: Feb 2023 - Feb 2024

Occupations:

Code	Description
15-1211	Computer Systems Analysts
15-1251	Computer Programmers
15-1252	Software Developers
15-1253	Software Quality Assurance Analysts and Testers

Code	Description
15-1254	Web Developers
15-1255	Web and Digital Interface Designers
15-1241	Computer Network Architects

City:

Description
Carlsbad, CA
Vista, CA
Escondido, CA

Description
San Marcos, CA
Oceanside, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Company Type:

Non-Staffing Companies

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

1,307

Unique Postings
5,330 Total Postings

390

Employers Competing
7,852 Total Employers

31 Days

Median Posting Duration
Regional Average: 30 Days

4 : 1

Posting Intensity

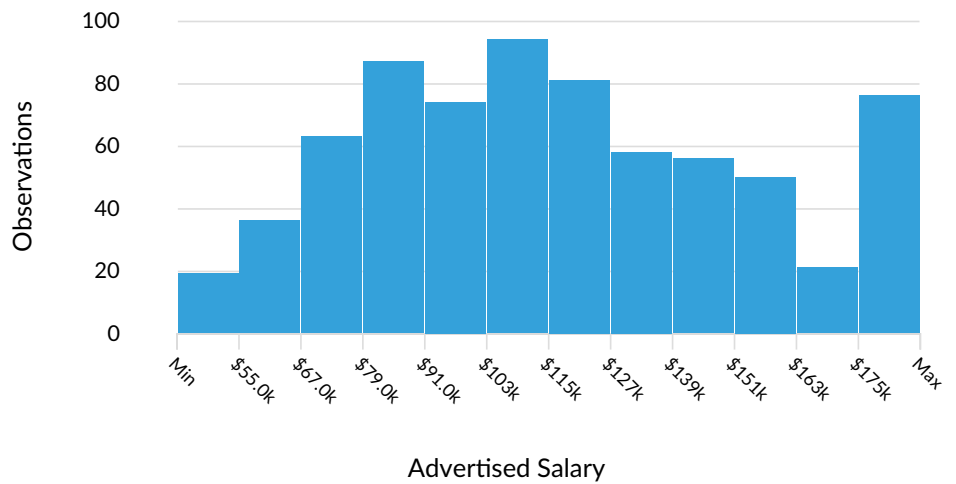


Regional Average: 5 : 1

Advertised Salary

There are 715 advertised salary observations (55% of the 1,307 matching postings).

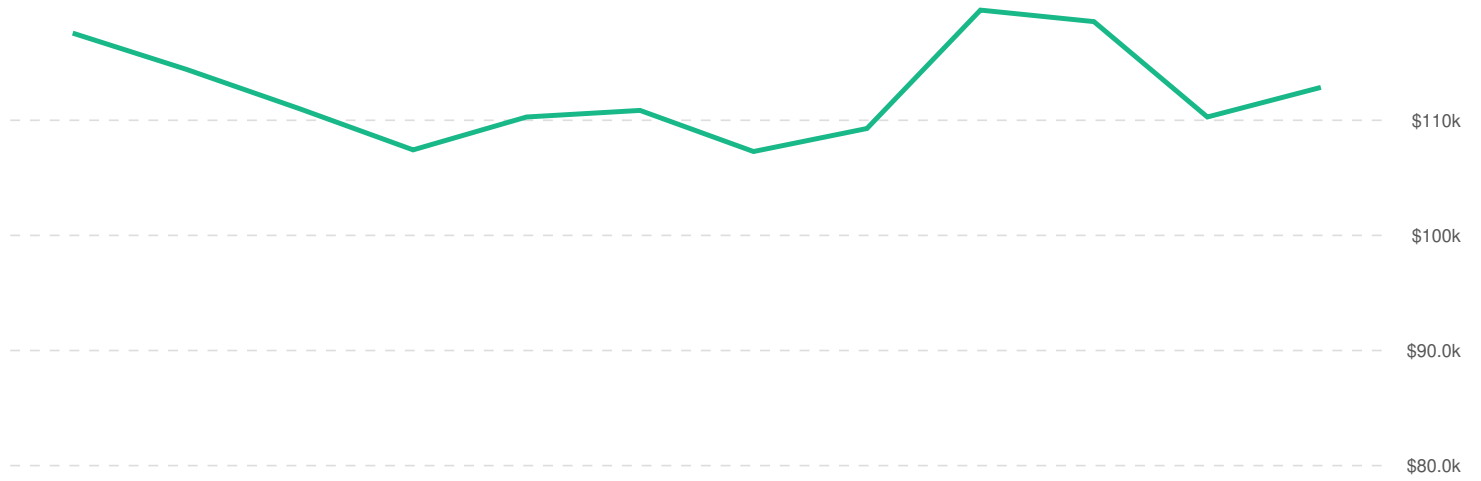
\$112.5K
Median Advertised Salary



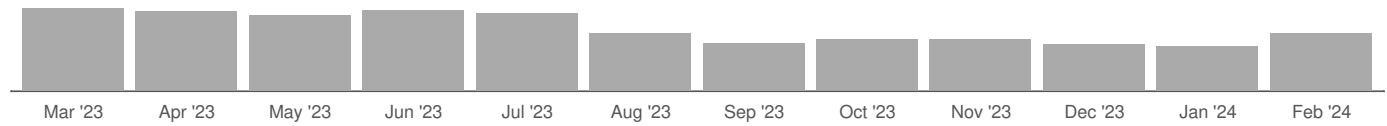
Advertised Wage Trend

▼ 3.9% Mar 2023 - Feb 2024

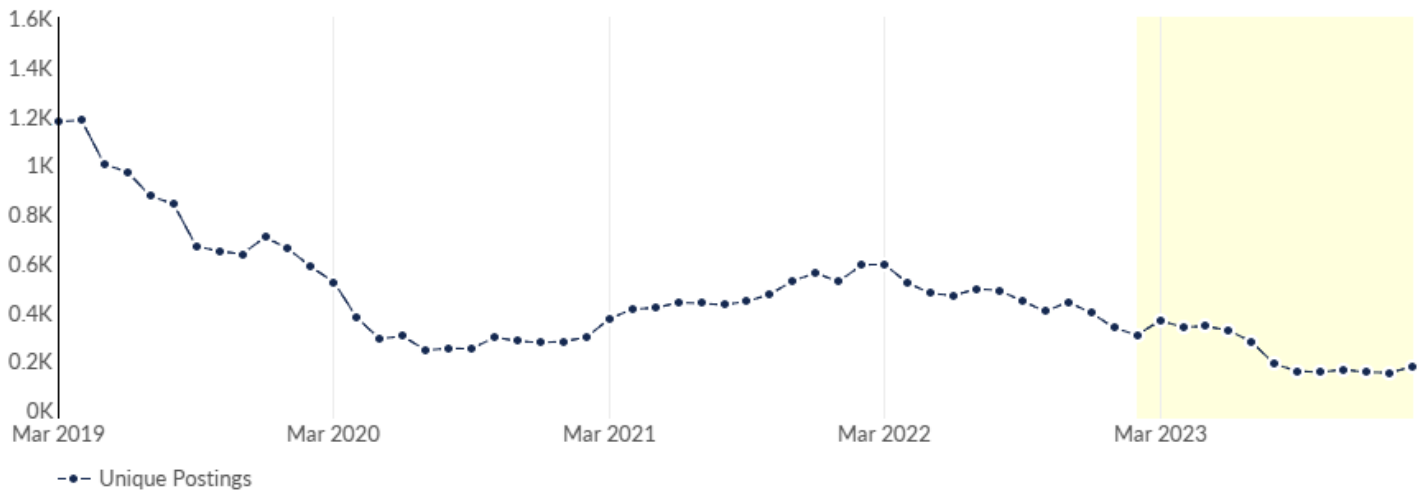
\$111k Median



680 Job Postings



Unique Postings Trend



Month	Unique Postings	Posting Intensity
Feb 2024	174	12 : 1
Jan 2024	151	15 : 1
Dec 2023	152	12 : 1
Nov 2023	164	7 : 1
Oct 2023	152	4 : 1
Sep 2023	157	3 : 1
Aug 2023	185	2 : 1
Jul 2023	276	3 : 1
Jun 2023	323	3 : 1
May 2023	340	3 : 1
Apr 2023	337	3 : 1
Mar 2023	363	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	385	29%
High school or GED	65	5%
Associate degree	67	5%
Bachelor's degree	794	61%
Master's degree	284	22%
Ph.D. or professional degree	32	2%











Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	65	0	5%
Associate degree	59	6	5%
Bachelor's degree	754	34	58%
Master's degree	40	228	3%
Ph.D. or professional degree	4	28	0%






Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	455	35%
0 - 1 Years	61	5%
2 - 3 Years	241	18%
4 - 6 Years	311	24%
7 - 9 Years	133	10%
10+ Years	106	8%








Top Companies Posting

	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Viasat	528 / 111	5 : 1 	26 days
L3Harris Technologies	148 / 52	3 : 1 	34 days
Thermo Fisher Scientific	102 / 31	3 : 1 	43 days
Smart IMS	40 / 20	2 : 1 	43 days
Alphatec Spine	33 / 18	2 : 1 	19 days
Rockstar	217 / 17	13 : 1 	47 days
Vuori	29 / 17	2 : 1 	16 days
Leidos	77 / 16	5 : 1 	26 days
Spectrum	29 / 16	2 : 1 	30 days
Rq Construction	48 / 15	3 : 1 	48 days










Top Cities Posting

City	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Carlsbad, CA	3,754 / 905	4 : 1 	31 days
Vista, CA	656 / 127	5 : 1 	29 days
Oceanside, CA	403 / 121	3 : 1 	29 days
Escondido, CA	285 / 81	4 : 1 	33 days
San Marcos, CA	232 / 73	3 : 1 	28 days

Top Posted Occupations

	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Software Developers	2,800 / 655	4 : 1 	31 days
Computer Systems Analysts	851 / 241	4 : 1 	31 days
Software Quality Assurance Analysts and Testers	342 / 123	3 : 1 	33 days
Computer Network Architects	337 / 93	4 : 1 	32 days
Web Developers	639 / 88	7 : 1 	31 days
Computer Programmers	320 / 86	4 : 1 	26 days
Web and Digital Interface Designers	41 / 21	2 : 1 	35 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Software Developers	2,800 / 655	4 : 1 	31 days
Computer Systems Analysts	843 / 235	4 : 1 	29 days
Software Quality Assurance Analysts and Testers	342 / 123	3 : 1 	33 days
Web Developers	639 / 88	7 : 1 	31 days
Computer Programmers	320 / 86	4 : 1 	26 days
Computer Network Architects	285 / 75	4 : 1 	33 days
Video Game Designers	41 / 21	2 : 1 	35 days
Telecommunications Engineering Specialists	52 / 18	3 : 1 	28 days
Health Informatics Specialists	8 / 6	1 : 1 	31 days

Top Posted Occupations

Occupation	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Software Developer / Engineer	1,781 / 397	4 : 1 	30 days
Network Engineer / Architect	260 / 79	3 : 1 	33 days
Systems Analyst	278 / 73	4 : 1 	25 days
Computer Programmer	215 / 48	4 : 1 	28 days
Computer Systems Engineer / Architect	128 / 46	3 : 1 	35 days
Web Developer	183 / 39	5 : 1 	25 days
Business Intelligence Architect / Developer	70 / 36	2 : 1 	31 days
Business Intelligence Analyst	71 / 29	2 : 1 	22 days
UI / UX Designer / Developer	120 / 28	4 : 1 	29 days
Technology Consultant	53 / 27	2 : 1 	28 days
Software QA Engineer / Tester	119 / 26	5 : 1 	30 days
Sales Representative	47 / 22	2 : 1 	36 days
Mobile Applications Developer	46 / 15	3 : 1 	30 days
Product Manager	30 / 15	2 : 1 	37 days
Mechanical Engineer	56 / 14	4 : 1 	34 days
Business / Management Analyst	25 / 12	2 : 1 	31 days
Restaurant / Food Service Supervisor	44 / 12	4 : 1 	31 days
Web Designer	225 / 12	19 : 1 	21 days
IT Project Manager	47 / 12	4 : 1 	38 days
Quality Inspector / Technician	34 / 12	3 : 1 	32 days
Hardware Engineer	10 / 10	1 : 1 	29 days
Computer Support Specialist	208 / 10	21 : 1 	25 days
Market Research Analyst	28 / 9	3 : 1 	37 days
Fashion Designer	12 / 8	2 : 1 	32 days
Quality Control Systems Manager	51 / 8	6 : 1 	33 days
Industrial Engineer	8 / 7	1 : 1 	23 days

Validation Engineer	12 / 7	2 : 1		8 days
Training and Development Specialist	84 / 6	14 : 1		37 days
Customer Service Manager	6 / 5	1 : 1		32 days
Customer Service Representative	20 / 5	4 : 1		21 days
Electronics Engineer	13 / 5	3 : 1		52 days
Engineering Manager	8 / 5	2 : 1		43 days
Cyber / Information Security Engineer / Analyst	12 / 5	2 : 1		21 days
Network / Systems Administrator	51 / 5	10 : 1		19 days
Retail Store Manager / Supervisor	10 / 5	2 : 1		36 days
Operations Manager / Supervisor	16 / 4	4 : 1		40 days
CAD Designer / Drafter	17 / 4	4 : 1		23 days
Electrical / Electronic Designer	6 / 4	2 : 1		34 days
Financial Analyst	10 / 4	3 : 1		26 days
Data Scientist	4 / 4	1 : 1		24 days
IT Manager / Director	21 / 4	5 : 1		46 days
Operations and Maintenance Specialist	22 / 4	6 : 1		36 days
Communications / Public Relations Specialist	10 / 4	3 : 1		n/a
Digital Content Producer / Manager	16 / 4	4 : 1		17 days
Search Engine Optimization Specialist	107 / 4	27 : 1		49 days
Facilities Manager	22 / 3	7 : 1		29 days
Architect	3 / 3	1 : 1		6 days
Interior Designer	12 / 3	4 : 1		48 days
Biomedical Engineer	3 / 3	1 : 1		16 days
Optical / Laser Engineer	4 / 3	1 : 1		10 days

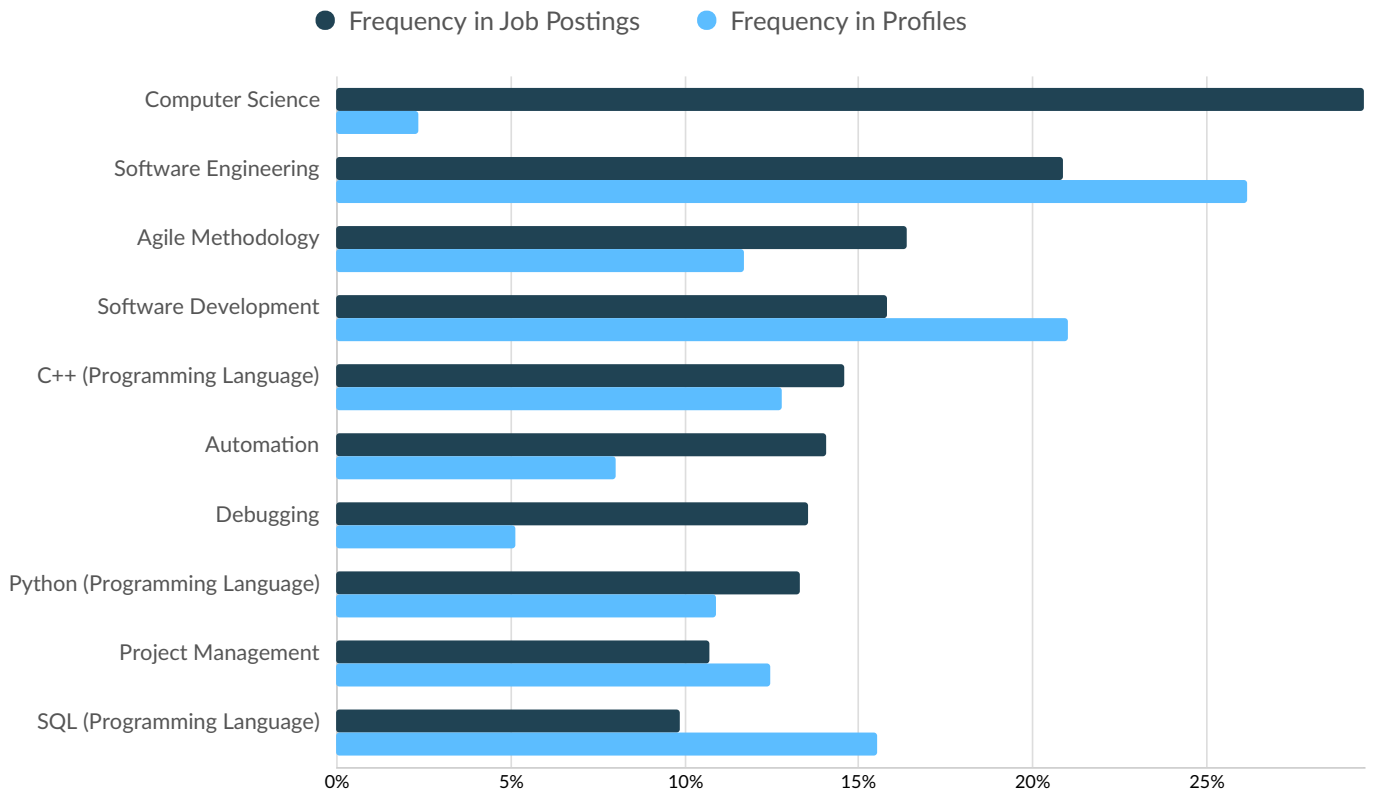
Top Posted Job Titles

	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Software Engineers	509 / 84	6 : 1	27 days
Automation Engineers	45 / 29	2 : 1	30 days
Embedded Software Engineers	141 / 27	5 : 1	18 days
Systems Analysts	65 / 27	2 : 1	27 days
Principal Software Engineers	98 / 22	4 : 1	31 days
Software Engineering Managers	18 / 13	1 : 1	29 days
SAP Test Leads	31 / 12	3 : 1	32 days
Technical Designers	15 / 12	1 : 1	19 days
Network Engineers	42 / 12	4 : 1	18 days
Quality Assurance Engineers	18 / 11	2 : 1	22 days

Top Industries

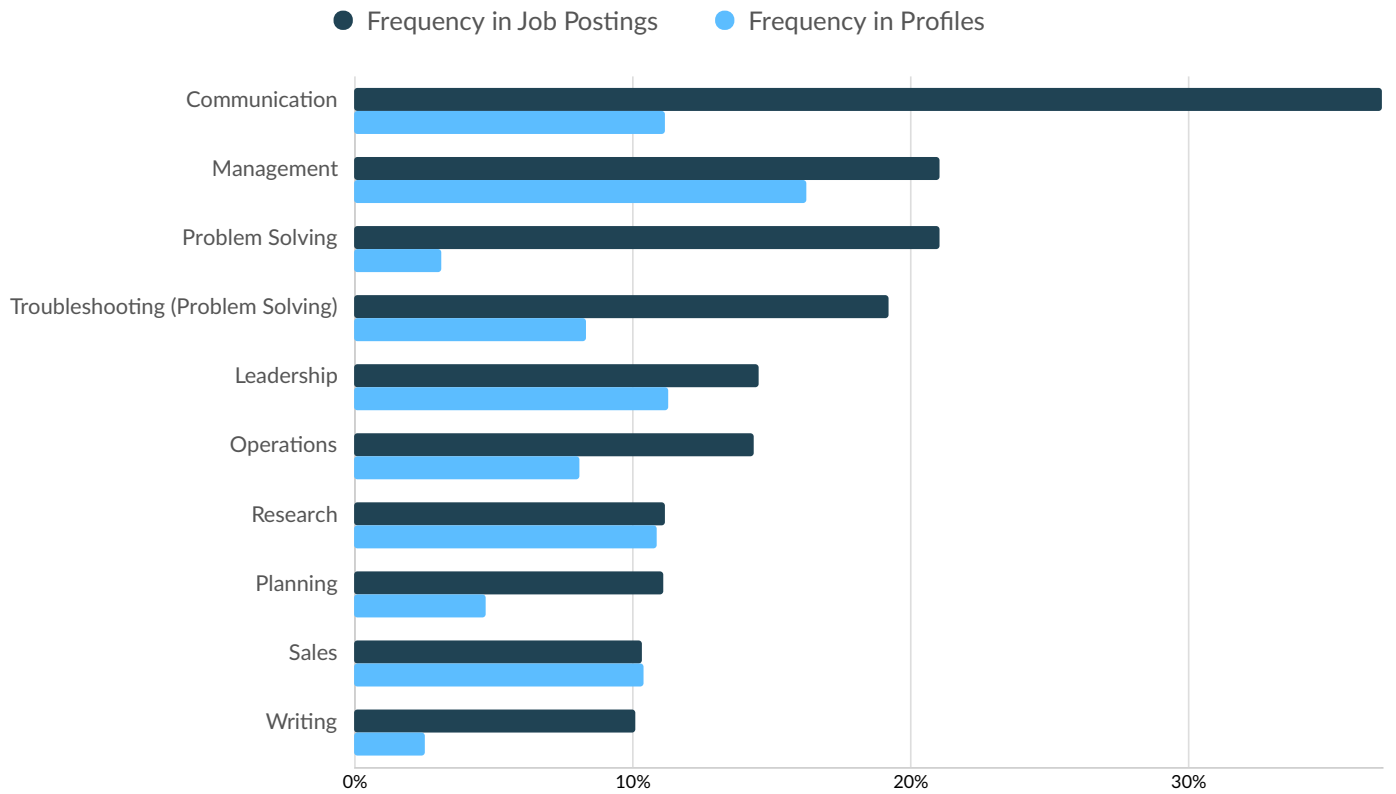
	Total/Unique (Feb 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	528 / 111	5 : 1	26 days
Other Communications Equipment Manufacturing	152 / 54	3 : 1	34 days
Analytical Laboratory Instrument Manufacturing	133 / 45	3 : 1	43 days
Custom Computer Programming Services	82 / 44	2 : 1	24 days
Engineering Services	110 / 36	3 : 1	26 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	64 / 30	2 : 1	21 days
Pharmaceutical Preparation Manufacturing	86 / 28	3 : 1	36 days
Other Management Consulting Services	39 / 27	1 : 1	18 days
Software Publishers	59 / 24	2 : 1	30 days

Top Specialized Skills



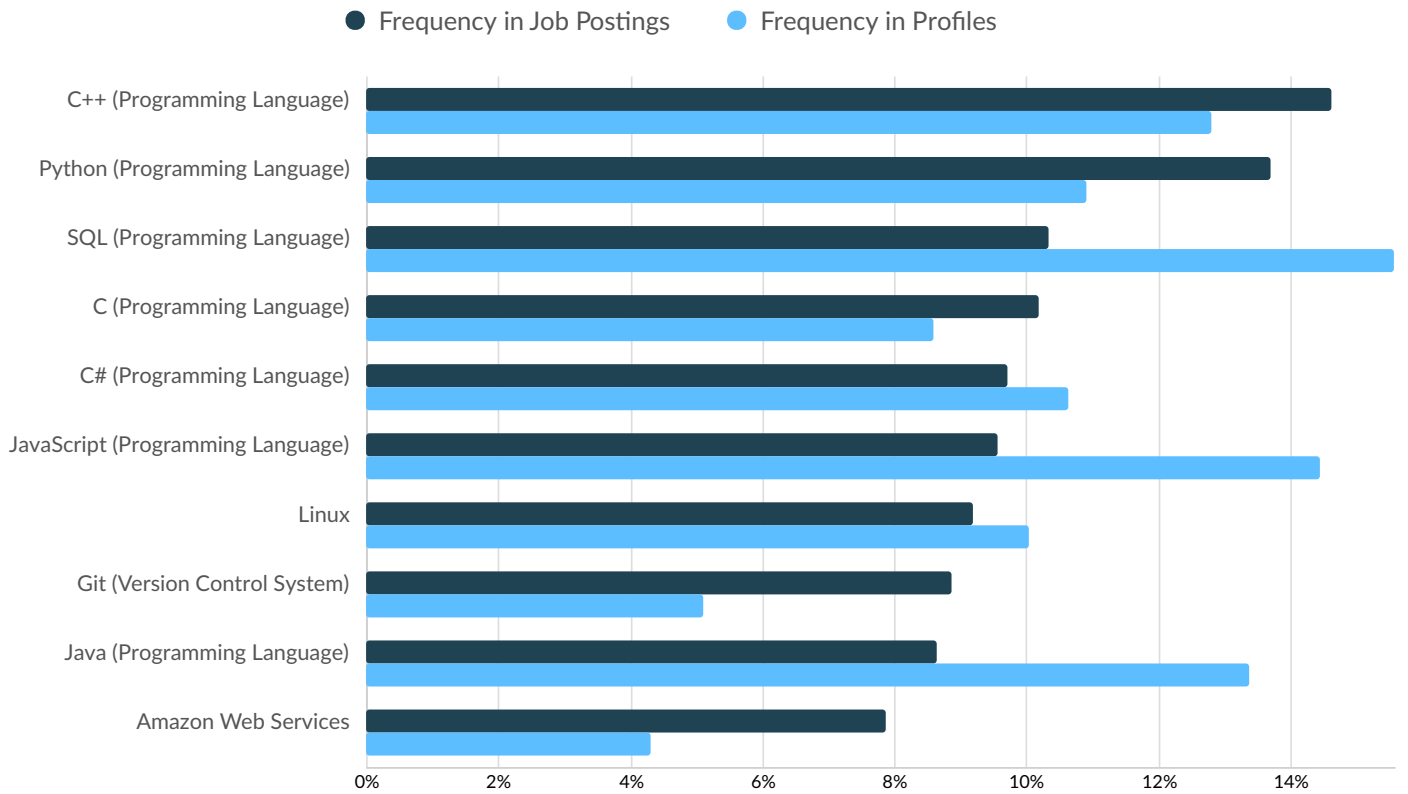
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Computer Science	386	30%	137	2%	+26.8%	Rapidly Growing
Software Engineering	273	21%	1,509	26%	+23.1%	Rapidly Growing
Agile Methodology	214	16%	675	12%	+19.8%	Growing
Software Development	207	16%	1,213	21%	+23.2%	Rapidly Growing
C++ (Programming Language)	191	15%	738	13%	+10.0%	Growing
Automation	184	14%	464	8%	+30.5%	Rapidly Growing
Debugging	177	14%	297	5%	+19.5%	Growing
Python (Programming Language)	174	13%	629	11%	+24.5%	Rapidly Growing
Project Management	140	11%	719	12%	+19.8%	Growing
SQL (Programming Language)	129	10%	898	16%	+6.4%	Stable

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	483	37%	646	11%	+3.6%	Lagging
Management	275	21%	937	16%	+5.3%	Stable
Problem Solving	275	21%	182	3%	+11.3%	Growing
Troubleshooting (Problem Solving)	251	19%	481	8%	+19.0%	Growing
Leadership	190	15%	651	11%	+8.5%	Stable
Operations	188	14%	468	8%	+8.1%	Stable
Research	146	11%	628	11%	+17.2%	Growing
Planning	145	11%	273	5%	+10.9%	Growing
Sales	135	10%	601	10%	+7.8%	Stable
Writing	132	10%	145	3%	+11.8%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
C++ (Programming Language)	191	15%	738	13%	+10.0%	Growing
Python (Programming Language)	179	14%	629	11%	+24.5%	Rapidly Growing
SQL (Programming Language)	135	10%	898	16%	+6.4%	Stable
C (Programming Language)	133	10%	496	9%	+10.1%	Growing
C# (Programming Language)	127	10%	614	11%	+16.1%	Growing
JavaScript (Programming Language)	125	10%	834	14%	+18.6%	Growing
Linux	120	9%	579	10%	+8.9%	Stable
Git (Version Control System)	116	9%	295	5%	+11.4%	Growing
Java (Programming Language)	113	9%	771	13%	+17.4%	Growing
Amazon Web Services	103	8%	249	4%	+24.0%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	49
Security Clearance	49
Secret Clearance	43
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	19
Architecture License	11
Certified Information Systems Security Professional	11
CompTIA Security+	10
Master Of Business Administration (MBA)	9
Salesforce Certified Administrator	8
Cisco Certified Network Associate	8

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2023 - Feb 2024)
indeed.com	350
recruiternetworks.com	248
simplyhired.com	237
dejobs.org	147
coronarecruiter.com	93
dice.com	84
energyjobline.com	84
viasat.com	58
tustinrecruiter.com	55
latpro.com	45
huntingtonbeachrecruiter.com	39
myworkdayjobs.com	37
indiorecruiter.com	36
arcadiarecruiter.com	35
bellgardensrecruiter.com	35
alhambrarecruiter.com	33
careerjet.com	33
fullertonrecruiter.com	32
azusarecruiter.com	31
jobs.net	31
losangelesrecruiter.com	31
baldwinparkrecruiter.com	30
ultipro.com	30
bellflowerrecruiter.com	29
diamondbarrecruiter.com	29

Appendix B

Sample Postings

NOC Specialists – Unclassified in Vista, CA (Feb 2024 - Active)

Med Tech 12 Hour NOC Shift

Link to Live Job Posting: www.indeed.com

Location: Vista, CA

O*NET: 15-1241.01

Company: Unclassified

Job Title: NOC Specialists

Med Tech 12 Hour NOC Shift 2354 Watson Way, Vista, CA 92081 \$18 - \$20 an hour - Full-time Pay in top 20% for this field Compared to similar jobs on Indeed Profile insights Find out how your skills align with the job description Languages Do you know French ? Yes No Job details Heres how the job details align with your . Pay \$18 - \$20 an hour Job type Full-time Shift and schedule 12 hour shift Night shift Location 2354 Watson Way, Vista, CA 92081 Benefits Pulled from the full job description 401(k) Dental insurance Health insurance Life insurance Paid time off Vision insurance Full job description Shadowridge Senior Living is an excited to announce we have our night shift Med Tech position open for someone with a passion to care for others! We offer comprehensive benefits, and the unique opportunity to help people, one resident at a time. We will give you the support you need to thrive and grow in the post acute setting.

Shadowridge is a small community with high functioning residents. From the striking French colonial design of the community itself, to its thoughtfully curated interior furnishings, Shadowridge Senior Living truly feels like home. Our large, beautiful campus offers peace and serenity both inside and out, with manicured grounds that provide ample space for residents to stroll in the sunshine, do some gardening, or read in the shade. 12 hour NOC Shift 6pm-6:30am, Wed-Sat. Compensation based on experience!

Essential Duties:

Deliver medication to residents and assist with treatments per physicians orders. Prepare all resident medications for delivery in a timely manner. Verify that residents medications are ingested or applied per physicians orders. Document any refusals or errors and give detailed explanation. Notify Resident Services Director or Executive Director. Ensure medication carts are organized and cleaned, that carts are locked and lock is functioning properly, and appropriately stocked. Responsible for coordinating medication management with resident, family, physician, and pharmacy. Order medications as needed and directed by Resident Services Director. Ensure proper documentation of medication changes, new orders, and refills ordered. For all new residents, verify medications and dosage with physician, coordinate medication management with pharmacy, and prepare new resident paperwork. Maintain accurate records and complete documentation as directed by the Resident Services Director. As directed, assist Resident Services Director with narcotic counts and report any discrepancies immediately to Resident Services Director or Executive Director. Assist Resident Services Director with management and ordering of supplies. Provide support to Caregivers as needed. Maintain current knowledge of community policies, programs, services provided, and other information as directed. Understand basic medical terminology and abbreviations used. Demonstrate ability to follow infection control and emergency procedures. Assure confidentiality in all matters, including but not limited to employee and resident information. Participate in daily management meetings to communicate key issues within the community. Performs other duties as assigned and consistent with the success of the position.

Job Type:

Full-time Pay:

\$18.00 - \$20.00 per hour

Benefits:

401(k) Dental insurance Health insurance Life insurance Paid time off Vision insurance Medical specialties: Geriatrics Physical setting: Long

term care Nursing home

Schedule:

12 hour shift Night shift

Experience:

Healthcare:

1 year (Preferred)

Med Tech:

1 year (Preferred)

Work Location:

In person If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Power BI Developer

Link to Live Job Posting: www.simplyhired.com

Location: Escondido, CA

O*NET: 15-1252.00

Company: Unclassified

Job Title: Power Business Intelligence Developers

Power BI Developer 1817 Avenida Del Diablo, Escondido, CA 92029 Hybrid remote \$65,000

- \$75,000 a year
- Full-time Profile insights Find out how your skills align with the job description Skills Do you have experience in Power BI ? Yes No Job details Heres how the job details align with your . Pay \$65,000
- \$75,000 a year Job type Full-time Shift and schedule 8 hour shift Monday to Friday Location 1817 Avenida Del Diablo, Escondido, CA 92029 Benefits Pulled from the full job description 401(k) 401(k) matching Dental insurance Employee assistance program Employee discount Flexible spending account Health insurance Show more chevron down Full job description Who We Are Bayshire Senior Communities is searching for a skilled and experienced Business Intelligence Developer to join our team.

As a Business Intelligence Developer, you will be responsible for . You will work closely with the support team to gather requirements and translate them into effective data models and reports. If you have a strong background in data analysis, database design, and programming, we want to hear from you. Job Description

- Designing, developing, and maintaining business intelligence solutions
- Collaborating with team members to gather requirements and translate them into effective data models and reports
- Data and Business Analytics, data analysis expressions
- Conducting data analysis to identify trends, patterns, and insights that drive business decisions
- Building data visualizations and reports
- Strong problem-solving skills with the ability to analyze large datasets
- Excellent communication skills with the ability to present complex information in a clear manner

Benefits and Compensation Salary:

\$65K

- \$75K or DOE We offer comprehensive benefits such as: Medical, Dental, Vision, 401K, HSA & more!

Want to know more about who we are? Check us out on our website: bayshire.com

Job Type:

Full-time Pay:

\$65,000.00

- \$75,000.

00 per year

Benefits:

401(k) 401(k) matching Dental insurance Employee assistance program Employee discount Flexible spending account Health insurance Health savings account Life insurance Paid time off Parental leave Professional development assistance Retirement plan Tuition reimbursement Vision insurance Experience level: 1 year

Schedule:

8 hour shift Monday to Friday Ability to

Relocate:

Escondido, CA 92029: Relocate before starting work (Required)

Work Location:

Hybrid remote in Escondido, CA 92029 If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Software Developer (Onsite)

Link to Live Job Posting: www.simplyhired.com

Location: Oceanside, CA

O*NET: 15-1252.00

Company: Frontwave Credit Union

Job Title: Software Developers

Software Developer (Onsite) 1278 Rocky Point Drive, Oceanside, CA 92056 \$32.65 - \$48.98 an hour - Full-time Frontwave Credit Union 20 reviews Profile insights Find out how your skills align with the job description Skills Do you have experience in Windows ? Yes No Education Do you have a Bachelor's degree ? Yes No Job details Heres how the job details align with your . Pay \$32.65 - \$48.98 an hour Job type Full-time Location 1278 Rocky Point Drive, Oceanside, CA 92056 Full job description

Overview:

The Software Developer is responsible for creating, modifying, and maintaining applications using a variety of computer programming languages with an emphasis in Java, JavaScript, and SQL as instructed by the Vice President Digital Experience and/or Chief Information Officer. Follows project timelines and meets set milestones. Participates in quality assurance testing, provides application support and creates written documentation for all applications. The Software Engineer is expected to conduct system analysis, development and routine maintenance of custom developed software with limited support from professional staff.

About Frontwave Credit Union:

Frontwave Credit Union is a member-owned not-for-profit financial institution serving San Diego, Riverside, and San Bernardino counties. Founded in 1952, we have grown to 13 branches with 120,000 members and manage over a billion in assets. At Frontwave Credit Union, we are focused on creating consumer solutions to provide our members and the communities we serve with products and services that enhance the quality of life for our members through exceptional service and the progressive application of technology.

Responsibilities:

Essential Duties and Responsibilities:

Includes the following non-inclusive list. Other duties may be assigned. All duties are to be performed in compliance with applicable laws, regulations, and Credit Union policies and procedures.

CONDUCT SYSTEM ANALYSIS

Adhere to guidelines and project requests provided by supervisor and executive management. Gather, interpret and analyze complex user requirements specified by supervisor to complete software design, development, testing, installation, and support for applications that satisfy those requirements. Review internal processes, formal requests, and organization initiatives as part of formal project development. Review assigned tasks, organization and department projects to develop internal milestones and deadlines. Periodically review applications and provide necessary updates and modifications. Adhere to project timelines, milestones and deadlines during software development. Create technical documentation related to the custom software.

SOFTWARE DEVELOPMENT AND MAINTENANCE

Design, develop, test, maintain, and support high quality custom software code pertaining to core banking systems, web applications, web services, and middleware integrations, using various programming languages and/or tools, such as Java, JavaScript, C#, SQL, etc, as well as

low-code platforms maintain effective software and code documentation. Design and develop related databases, queries, functions and views and execute database design changes with complete comprehension of potential impact on production systems and users. Use open source and commercial software in a controlled and shared environment. Generate, test, and validate program code for use in reports, scripts, and interfaces used internally and by outside vendors.

Qualifications:

Education and/or

Experience:

Bachelors Degree in Computer Science, Software Engineering or related discipline, or equivalent experience, is required. One to three years of experience developing business applications is preferred.

Additional Skills, Knowledge and Experience:

KNOWLEDGE

Knowledge of Java, C#, C+, or similar programming language is required. Knowledge of Javascript, HTML5, and web frameworks is a plus. Knowledge of relational databases, and how to query databases using SQL, is a plus. Proficiency using software development version control systems, such as Github, Familiarity and experience using web software APIs. Knowledge of developing web services and/or middleware on an iPaaS platform is helpful. General knowledge of UNIX, Microsoft Windows and Office (or other equivalent business software applications). General Knowledge and Understanding of data privacy.

Salary Range:

\$32.65-\$48.98

Service Excellence Standards:

When joining Frontwave Credit Union, you can expect to be a part of a workforce committed to the following Service Excellence standards: We see it. We own it. We get it done. We ignite positive experiences. We do things right every time. We are collaborators - united, cohesive and engaged We innovate and evolve. We create memorable experiences for life. We starts with me. If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Principal Business Analyst - Technology

Link to Live Job Posting: www.simplyhired.com

Location: Carlsbad, CA

O*NET: 15-1211.00

Company: Gemological Institute Of America

Job Title: Principal Business Analysts

Principal Business Analyst

- Technology 5345 Armada Dr, Carlsbad, CA 92008 \$117,000
- \$150,000 a year
- Full-time Pay in top 20% for this field Compared to similar jobs on Indeed Gemological Institute of America 159 reviews Job Company Profile insights Find out how your skills align with the job description Skills Do you have experience in Workday ? Yes No Education Do you have a Bachelor's degree ? Yes No Job details Heres how the job details align with your . Pay \$117,000
- \$150,000 a year Job type Full-time Location 5345 Armada Dr, Carlsbad, CA 92008 Full job description As a member of the Workday Global Business System team, the Principal Business Analyst will liaise with IT, Finance, and Human Resources.

Endorse new technology and foster organizational readiness, ii.) Optimize Workday ERP efficiency, iii.) Enable continuous process improvement, iv.) Drive cost reduction, and v.) Facilitate organizational growth. Engage with the business to provide technical guidance and oversight in the translation of complex business needs into requirements that can be used to design and develop IT-based solutions. Coach and mentor staff.

KEY RESPONSIBILITIES

Plans and directs the analysis of business problems to be solved with IT solutions. Works with the business to determine the core issue(s) that need to be solved and identifies opportunities to do things differently. Develop business cases that ensure benefits align to strategic and tactical business objectives. Captures functional business requirements by gathering, analyzing, and documenting requirements. Ensures system design fits the needs of the user. Designs, develops, configures, tests, maintains, and supports system solutions. Ensures the required outcomes are built, tested, and delivered. Using a strong understanding of business processes, services, and technology, identify opportunities for improvement, simplification, standardization, and automation. Assists in developing and maintaining a roadmap for business technology solutions. Manages projects/initiatives to ensure delivery of quality solutions on time and within budget. Responsible for coaching and guiding staff in business requirements gathering, as well as developing best practices in business analysis. May direct work of staff. Safeguard system access and security, and support system audits Partner with business leaders to align objectives and programs. Use GIAs internal tools and become familiar with our unique development environment to provide superior custom-application. Drive stability and scalability within the operational support team Provide guidance on best practices for data extraction and analysis. Collaborate with others to contribute to the success of our customers. Other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES BEHAVIORAL COMPETENCIES

Flexibility:

Ability to support a global enterprise including non-standard hours. Acuity for organizational change practices and behavior. Comfortable with ambiguity and uncertainty.

Problem solving:

Works on significant and unique issues, where analysis of situations or data requires an evaluation of intangibles.

Service orientation:

Self-motivated to meet and exceed business requirements. Ability to build relationships to effectively understand and meet customer needs.

Communication:

Interactive ability to adapt style and persuasion to gain cooperation of others and achieve results. Able to effectively interacting with internal and external stakeholders
Time management: Approaches work in an organized and systematic manner. Plans work and time effectively to manage conflicting or shifting priorities and achieve goals aligned with business needs. Ability to work under pressure, time constraints in a fast-paced environment with stakeholders and users

Mentoring:

Always shares and transfers knowledge locally and globally to team members as needed.

Teamwork:

Ability to work effectively individually or in a group setting; encourages collaboration and knowledge sharing to build relationships.

Facilitation:

Ability to facilitate workshops that stimulate ideas, business requirements, and relative priorities from end users and customers.

Data Synthesis:

Strong ability to analyze complex workflows and processes. Knowledge of standard industry workflow patterns and their applications. Strong familiarity with user interface patterns and practices. Able to mock-up user experiences to obtain rapid, iterative feedback.

Critical Thinking:

Skilled at breaking down requirements into independent, valuable stories that focus on user goals rather than technical aspects of the system. Ability to define and prioritize requirements for iterative development.

TECHNICAL COMPETENCIES

Comprehension and proficiency of Software as a Service (SaaS) architecture, design, configuration, and testing in various areas of

Workday:

Define business requirements, establish current vs. future process mapping, and create functional and technical Workday specifications. Assist in the development and execution of capacity plans, timelines, and test scenarios for recurring upgrade cycles and future implementation phases. Communicate changes and enhancements via recurring upgrade cycles and future implementation phases to impacted users. Coordinate and execute systematic testing and deliver end user training. Design and cultivate Workday dashboards, scorecards, and reports to evaluate workforce efficiency. Familiarize with ongoing Workday development to evaluate capabilities in the context of the business. Action-oriented, influential collaboration to translate business requirements into technical solutions. Liaise with global stakeholders to adopt new functionality as needed. Identify business process improvement and standardization, pursue opportunities for cost reduction. Analyze incidents/requests; ensure issues and/or defects are identified, documented, and timely resolved. Edify and maintain constructive stakeholder relationships (Executive, HR, IT, etc.), solicit feedback to ensure ongoing service satisfaction. Capacity to administer multiple, competing demands and work cooperatively with others. Immerse yourself in customary HR, IT, and Finance communications, meetings, and activities to engender collegial support.

EDUCATION AND EXPERIENCE

Bachelors degree Bachelors degree in Information Technology, computing, or engineering or an equivalent combination of education and experience. Familiarity with Workday administrative functions including tenant configuration, data loads, payroll configurations, and

maintenance. 7+ years of experience working in Workday required 4+ years of experience developing Workday custom reports and calculated fields Workday Certification a plus.

PHYSICAL REQUIREMENTS / WORK ENVIRONMENT

Tasks are performed in a professional office environment Extensive use of office equipment including computer, copier, and related hardware and software May include travel to global locations upon request

Pay Range:

\$117

- 150

K Disclaimer:

This job description indicates in general terms, the type and level of work performed as well as the typical responsibilities of employees in this classification and it may be changed by management at any time. Other duties may also apply. Nothing in this job description changes the at-will employment relationship existing between the Company and its employees.

Group Coordinators – Deutsche Post DHL Group in Vista, CA (Feb 2024 - Active)

Group Coordinator Lead

Link to Live Job Posting: www.simplyhired.com

Location: Vista, CA

O*NET: 15-1251.00

Company: Deutsche Post DHL Group

Job Title: Group Coordinators

Group Coordinator Lead 1 Viper Way, Vista, CA 92081 \$22.25 an hour - Full-time

DHL 27,011

reviews Responded to 51-74% of applications in the past 30 days, typically within 1 day. Profile insights Find out how your skills align with the job description Certifications Do you have a valid Forklift Certification certification? Yes No Skills Do you have experience in ERP systems ? Yes No Education Do you have a High school diploma or GED ? Yes No Job details Heres how the job details align with your . Pay \$22.25 an hour Job type Full-time Shift and schedule Overtime 10 hour shift Monday to Friday Location 1 Viper Way, Vista, CA 92081 Benefits Pulled from the full job description 401(k) 401(k) matching Dental insurance Health insurance Paid time off Tuition reimbursement Vision insurance Full job description

NOW HIRING

Group Coordinator Lead Positions at \$22.25 per hour Join the #1 logistics company in the world: DHL Supply Chain Our Vista , CA facility is growing, and we're looking for world-class people like you! We are currently looking for Group Coordinator Leads to join our team! This employee will be responsible for but not limited to:

WHAT WE OFFER

Wages at \$22.25 per hour with an annual increase 1st shift Mon-Fri start time varies in between 6am-9am to follow 8-10+ hour shift Eligible for production and attendance bonuses Weekly pay available Overtime available based on customer volume Excellent medical, dental, vision, and prescription Paid Time Off (vacation & holidays) available day one 401(k) with a generous company match Tuition reimbursement program

WHAT WE SEEK

On occasion overtime required during the weekdays, with occasional mandatory overtime on Saturdays. Warehouse and MHE Experience. Experience with one-piece flow and following work instructions. Experience with ERP systems, RF Scanner. Experience working with printers, computers, Excel, Word. Reliable and on time. Safety in the warehouse a priority. Quality and attention to detail driven. Great multitasking skills. Positive attitude. Works well with others Its Official, DHL Supply Chain is certified as a Great Place to Work and a

TOP EMPLOYER

in the US. Learn about why our associates enjoy being #

TogetherUnstoppable Role Purpose :

Responsible for assigning work schedules, training associates and monitoring associate progress for the work group they are directing. Provides day-to-day direction and guidance to work group. Responsible for daily workloads.

Key Accountabilities :

Conduct training for new associates. Maintain legible and accurate records or logs. Review documents prepared by members of the work

Conduct training for new associates. Maintain legible and accurate records or logs. Review documents prepared by members of the work group for accuracy and legibility. Monitor performance of associates within the work group. Open and/or close and secure the building as directed. Report unsafe conditions to supervisor if they cannot be self-corrected. Communicate work practices, procedures, and methods to associates.

Required Education and Experience :

6-12 months warehouse experience 6-12 months forklift operation experience High School Diploma or equivalent, preferred Forklift operator certificate or satisfactory completion of a forklift-training program within the first 30 days of employment, preferred Our Organization is an equal opportunity employer.

Brand:

DHL Address:

1 Viper Way Vista, CA - 92081

Property Description:

6035 -

Vista CA WERC Property Number:

6035 If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

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.