

---

# **SAN DIEGO NORTH**

## **ECONOMIC DEVELOPMENT COUNCIL**

---

MARKET | RETAIN | CONNECT

---

# 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

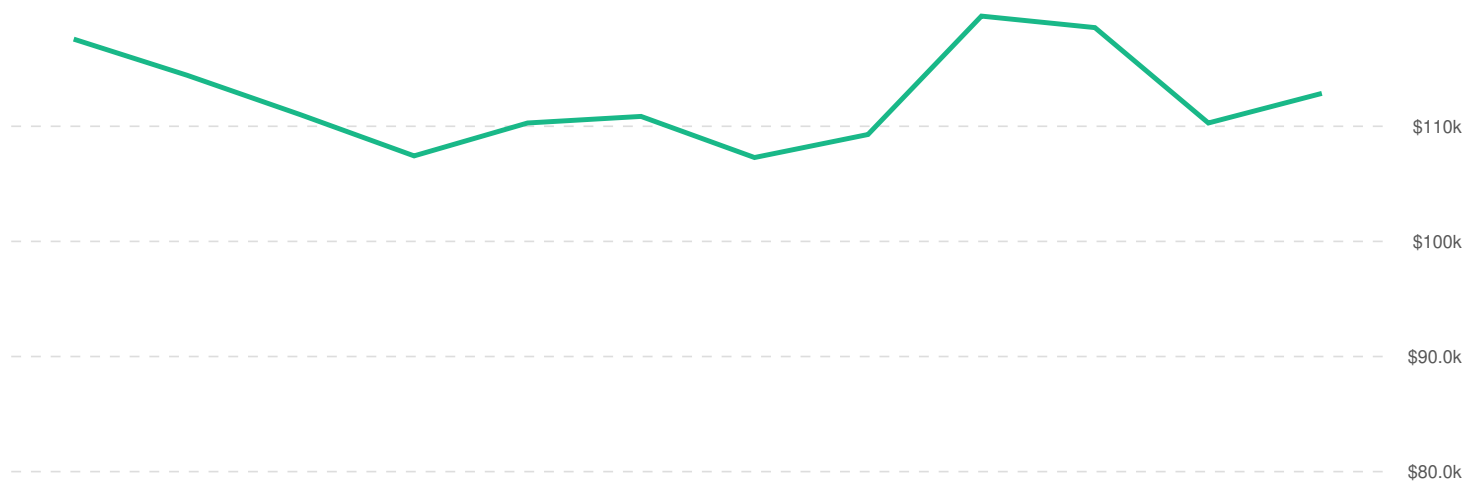
Median Advertised Salary



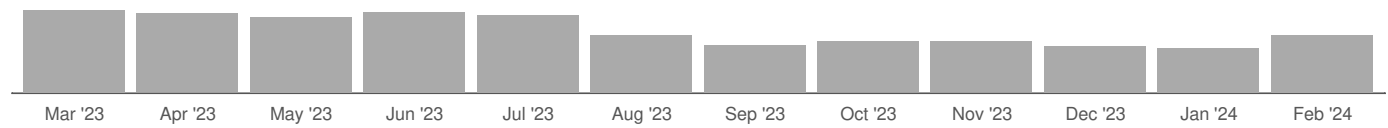
# Advertised Wage Trend

▼ 3.9% Mar 2023 - Feb 2024

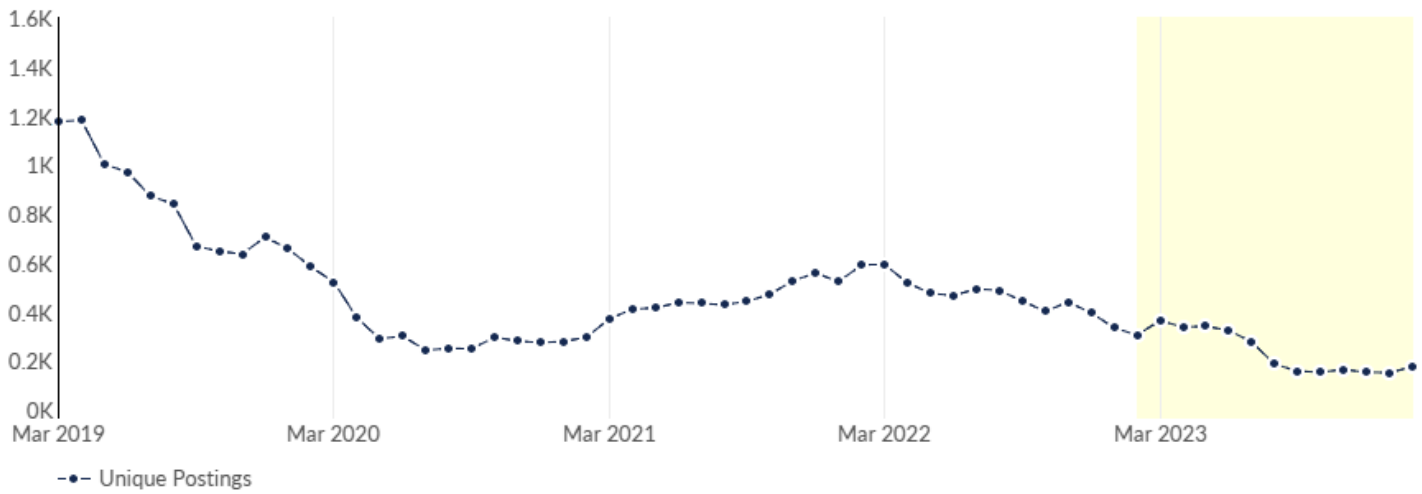
\$111k Median



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 |

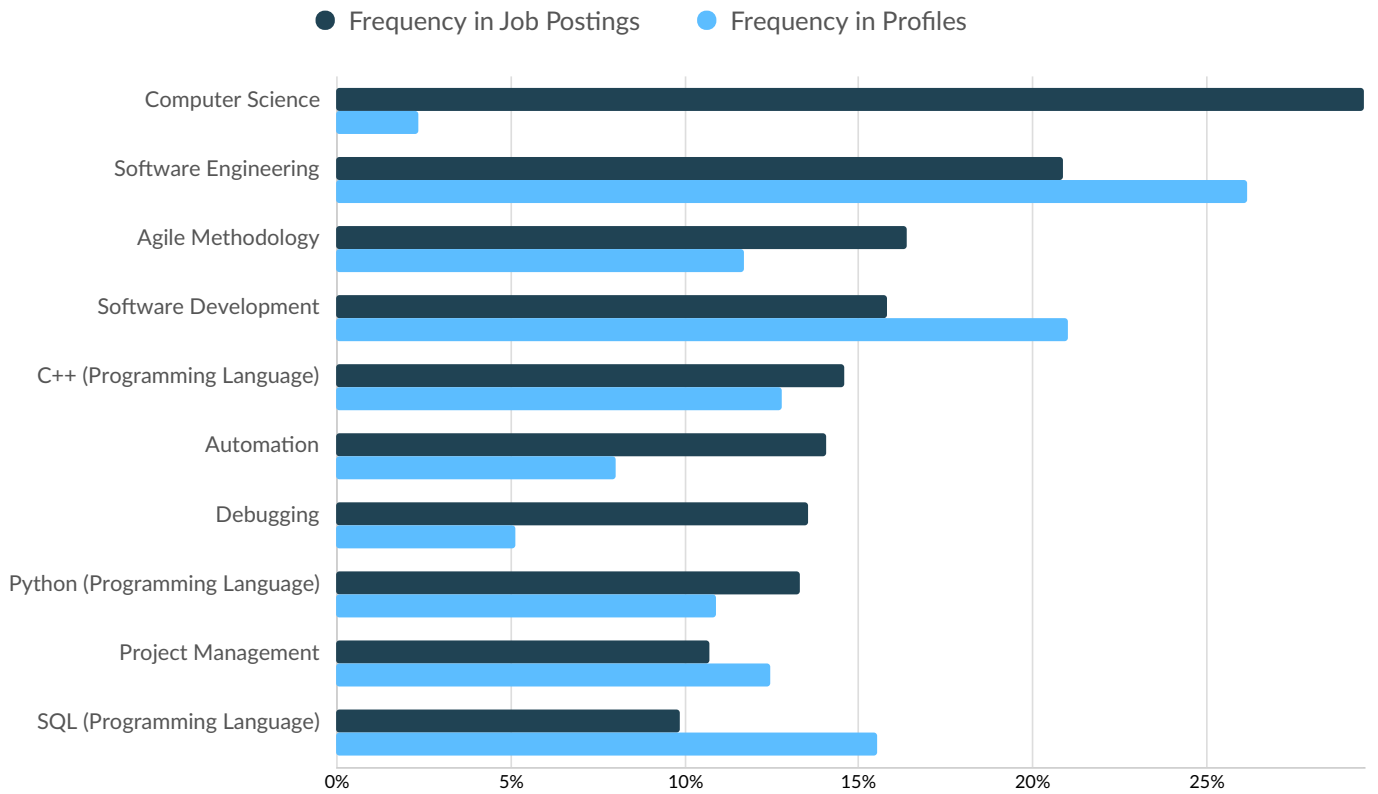
## Top Posted Job Titles

|                               | 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

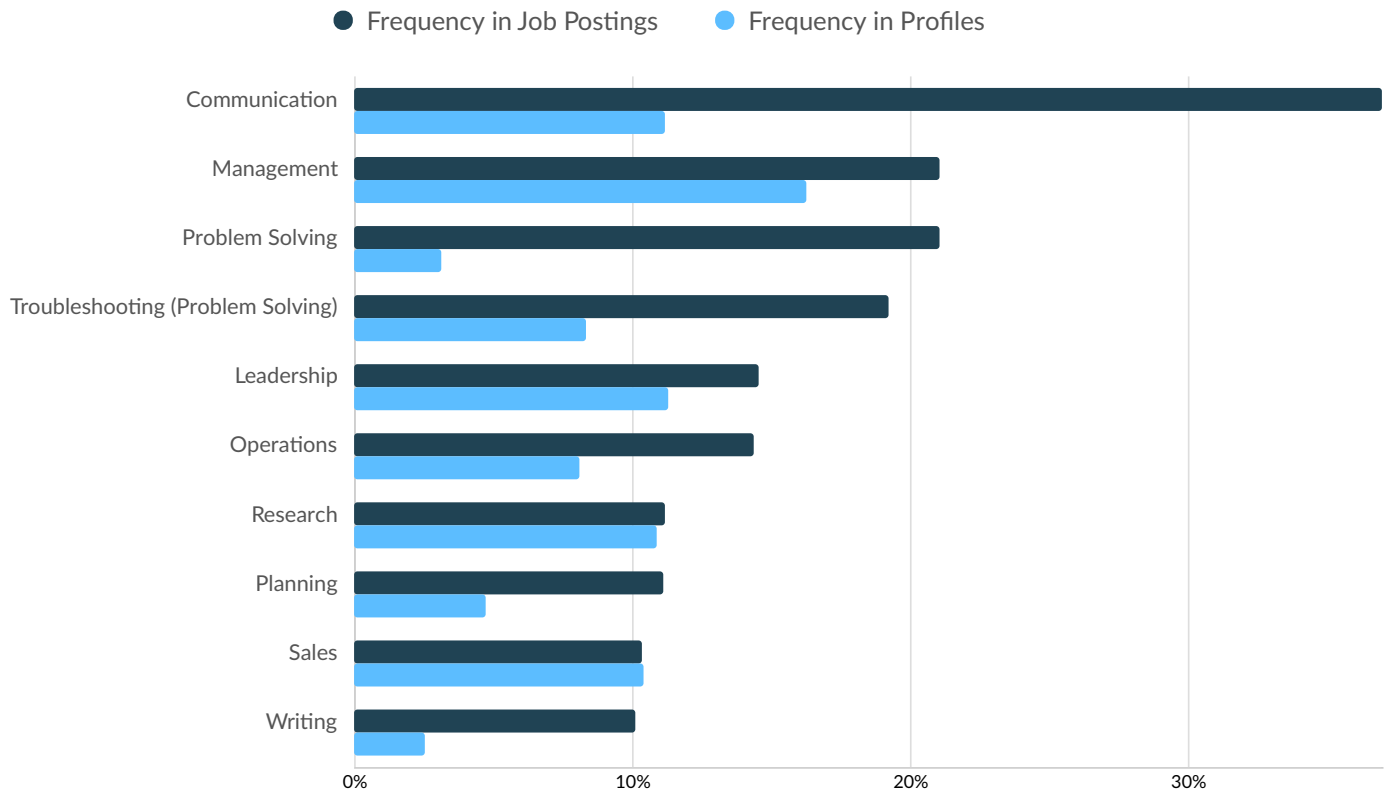
|   | Total/Unique (Feb 2023 - Feb 2024) | Posting Intensity   | Median Posting Duration |
|---|------------------------------------|---|-------------------------|
| Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing | 528 / 111                          | 5 : 1  | 26 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



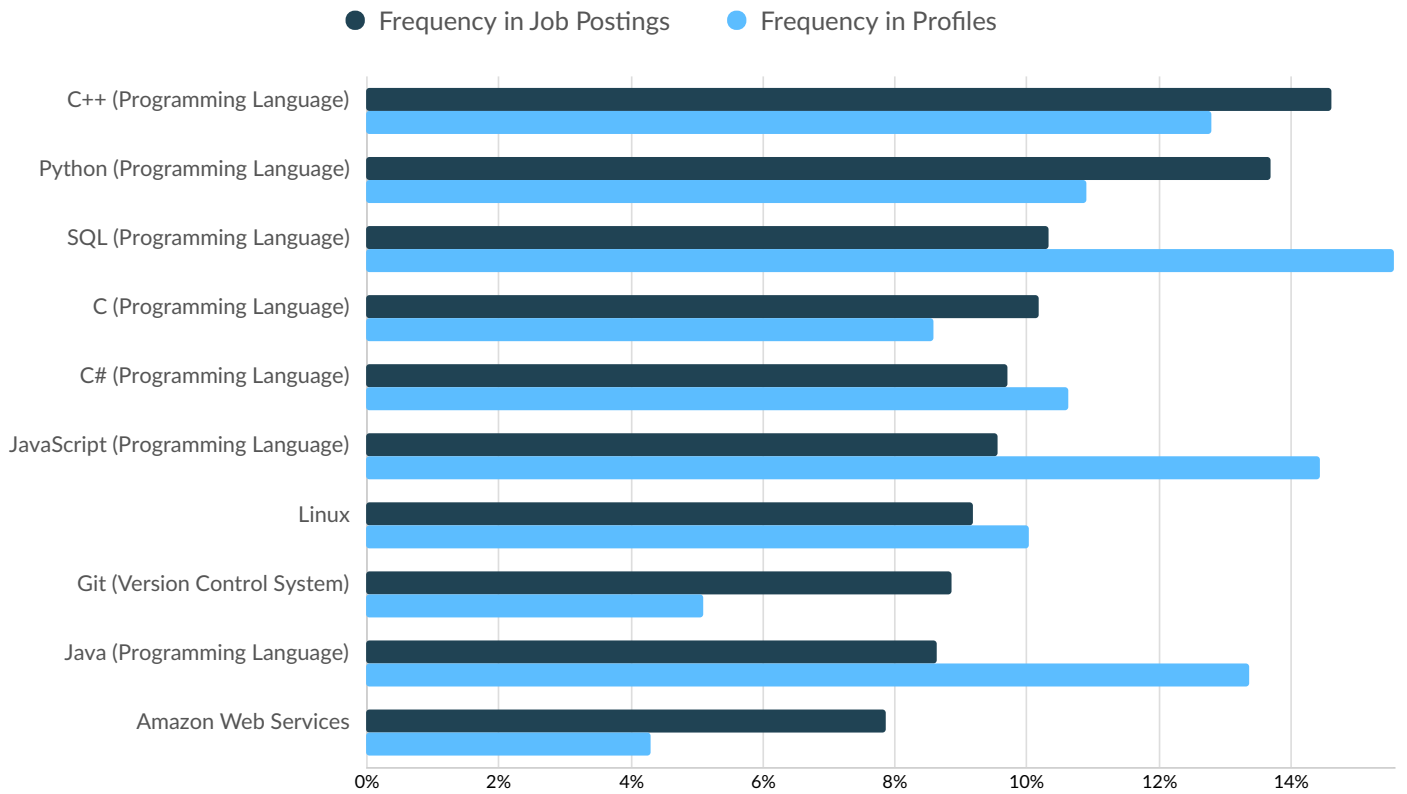
|                               | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| 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](http://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](http://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](http://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](http://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](http://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](http://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.