

Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026

Workforce Alliance of the North Bay



P.O. Box 247
Napa, California 94559
707-699-1947

Parameters

Select Timeframe: Oct 2025 - Dec 2025

Regions:

Code	Description
6041	Marin County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

10,499

Unique Postings
24,973 Total Postings

1,808

Employers Competing
1,808 Total Employers

22 Days

Median Posting Duration
Regional Average: 22 Days

2 : 1

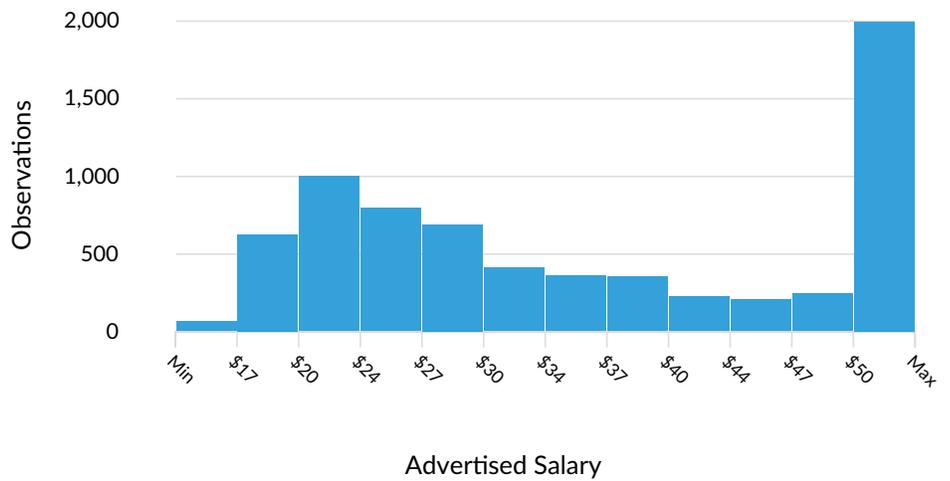
Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 6,929 advertised salary observations (66% of the 10,499 matching postings).

\$32.62/hr

Median Advertised Salary



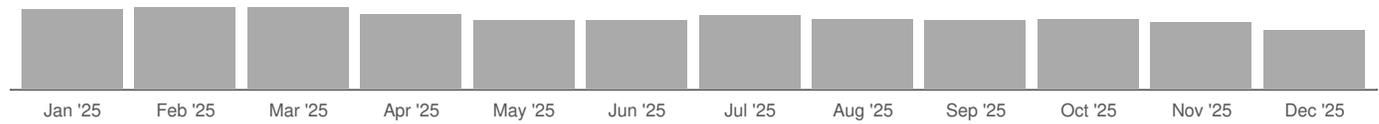
Advertised Salary Trend

▼ 2.2% Jan 2025 - Dec 2025

\$34.09 Median



23,425 Job Postings

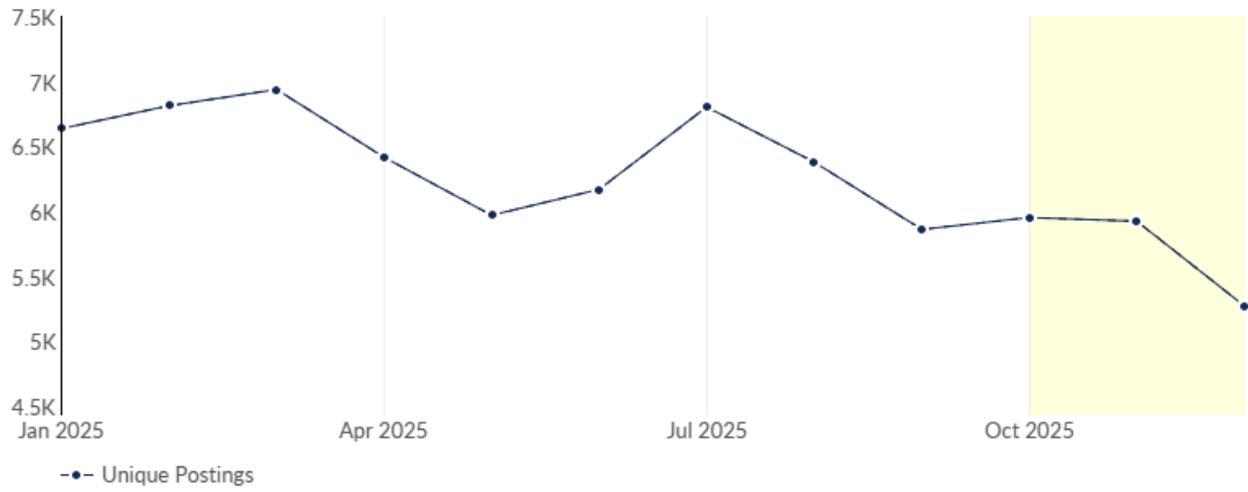


Job Postings Regional Breakdown



County	Unique Postings (Oct 2025 - Dec 2025)
Marin County, CA	10,499

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Dec 2025	5,273	3 : 1
Nov 2025	5,925	3 : 1
Oct 2025	5,953	3 : 1
Sep 2025	5,862	2 : 1
Aug 2025	6,380	3 : 1
Jul 2025	6,804	3 : 1
Jun 2025	6,170	3 : 1
May 2025	5,971	3 : 1
Apr 2025	6,417	3 : 1
Mar 2025	6,939	3 : 1
Feb 2025	6,814	3 : 1
Jan 2025	6,638	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	6,480	62%
High school or GED	1,695	16%
Associate's degree	569	5%
Bachelor's degree	1,967	19%
Master's degree	812	8%
Ph.D. or professional degree	332	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1,695	0	16%
Associate's degree	364	107	3%
Bachelor's degree	1,492	434	14%
Master's degree	333	403	3%
Ph.D. or professional degree	135	197	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	5,902	56%
0 - 1 Years	1,701	16%
2 - 3 Years	1,838	18%
4 - 6 Years	720	7%
7 - 9 Years	205	2%
10+ Years	133	1%

Top Companies Posting

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
MarinHealth	684 / 193	4 : 1	22 days
Biomarin Pharmaceutical	863 / 183	5 : 1	30 days
Vetted Health	278 / 135	2 : 1	16 days
Kaiser Permanente	417 / 128	3 : 1	26 days
EMIT Learning	127 / 123	1 : 1	30 days
Robert Half	128 / 109	1 : 1	14 days
One Medical	346 / 75	5 : 1	16 days
College of Marin	91 / 75	1 : 1	53 days
Marin Community Clinics	169 / 75	2 : 1	22 days
Soliant Health	79 / 73	1 : 1	31 days

Top Cities Posting

City	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
San Rafael, CA	8,207 / 3,322	2 : 1	24 days
Novato, CA	4,238 / 1,876	2 : 1	22 days
Kentfield, CA	3,096 / 1,146	3 : 1	20 days
Mill Valley, CA	2,037 / 827	2 : 1	26 days
Corte Madera, CA	1,948 / 729	3 : 1	25 days
Larkspur, CA	1,328 / 546	2 : 1	19 days
Sausalito, CA	1,111 / 487	2 : 1	27 days
San Anselmo, CA	632 / 318	2 : 1	23 days
Belvedere Tiburon, CA	477 / 202	2 : 1	21 days
Tiburon, CA	336 / 138	2 : 1	22 days

Top Posted Occupations

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	2,327 / 808	3 : 1 	18 days
Retail Salespersons	1,099 / 406	3 : 1 	26 days
Home Health and Personal Care Aides	1,065 / 403	3 : 1 	31 days
First-Line Supervisors of Retail Sales Workers	559 / 245	2 : 1 	19 days
Physical Therapists	439 / 214	2 : 1 	18 days
Medical and Health Services Managers	428 / 187	2 : 1 	18 days
Customer Service Representatives	400 / 157	3 : 1 	28 days
Fast Food and Counter Workers	350 / 140	3 : 1 	32 days
Occupational Therapists	254 / 131	2 : 1 	19 days
Teaching Assistants, Except Postsecondary	256 / 125	2 : 1 	30 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	1,975 / 704	3 : 1 	18 days
Retail Salespersons	1,099 / 406	3 : 1 	26 days
Personal Care Aides	850 / 307	3 : 1 	30 days
First-Line Supervisors of Retail Sales Workers	559 / 245	2 : 1 	19 days
Physical Therapists	439 / 214	2 : 1 	18 days
Medical and Health Services Managers	428 / 187	2 : 1 	18 days
Customer Service Representatives	400 / 157	3 : 1 	28 days
Occupational Therapists	254 / 131	2 : 1 	19 days
Radiologic Technologists and Technicians	224 / 120	2 : 1 	19 days
Speech-Language Pathologists	275 / 113	2 : 1 	23 days
Secondary School Teachers, Except Special and Career/Technical Education	185 / 108	2 : 1 	19 days
Family Medicine Physicians	348 / 105	3 : 1 	17 days
Teaching Assistants, All Other	213 / 104	2 : 1 	29 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	232 / 98	2 : 1 	31 days
Heavy and Tractor-Trailer Truck Drivers	212 / 98	2 : 1 	17 days
General and Operations Managers	256 / 95	3 : 1 	23 days
First-Line Supervisors of Office and Administrative Support Workers	220 / 95	2 : 1 	18 days
Home Health Aides	207 / 93	2 : 1 	34 days
Baristas	226 / 93	2 : 1 	33 days
Cashiers	244 / 91	3 : 1 	32 days
Critical Care Nurses	305 / 89	3 : 1 	17 days
Financial and Investment Analysts	179 / 85	2 : 1 	23 days
Merchandise Displayers and Window Trimmers	186 / 85	2 : 1 	20 days
Food Service Managers	191 / 83	2 : 1 	32 days

Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	254 / 81	3 : 1		18 days
Accountants and Auditors	125 / 80	2 : 1		18 days
Financial Managers	209 / 79	3 : 1		17 days
Coaches and Scouts	148 / 79	2 : 1		31 days
Personal Financial Advisors	169 / 76	2 : 1		25 days
Stockers and Order Fillers	189 / 73	3 : 1		21 days
Nurse Practitioners	177 / 70	3 : 1		19 days
First-Line Supervisors of Food Preparation and Serving Workers	156 / 69	2 : 1		34 days
Bookkeeping, Accounting, and Auditing Clerks	119 / 69	2 : 1		20 days
Property, Real Estate, and Community Association Managers	137 / 65	2 : 1		17 days
Nursing Assistants	187 / 63	3 : 1		19 days
Special Education Teachers, All Other	119 / 62	2 : 1		26 days
Medical Assistants	175 / 62	3 : 1		24 days
Securities, Commodities, and Financial Services Sales Agents	182 / 61	3 : 1		20 days
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	142 / 61	2 : 1		28 days
Child, Family, and School Social Workers	136 / 60	2 : 1		19 days
Waiters and Waitresses	127 / 60	2 : 1		32 days
Maintenance and Repair Workers, General	127 / 59	2 : 1		26 days
Lawyers	102 / 58	2 : 1		33 days
Pharmacy Technicians	171 / 58	3 : 1		21 days
Managers, All Other	128 / 56	2 : 1		28 days
Preschool Teachers, Except Special Education	174 / 55	3 : 1		32 days
Patient Representatives	140 / 55	3 : 1		16 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	132 / 55	2 : 1		18 days

Tax Preparers	113 / 52	2 : 1		18 days
Chief Executives	127 / 51	2 : 1		22 days

Top Posted Occupations

Occupation	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	2,221 / 762	3 : 1 	18 days
Retail Sales Associate	1,093 / 404	3 : 1 	26 days
Retail Store Manager / Supervisor	563 / 243	2 : 1 	19 days
Physician	603 / 236	3 : 1 	19 days
Caregiver / Personal Care Aide	674 / 220	3 : 1 	32 days
Physical Therapist	439 / 214	2 : 1 	18 days
Customer Service Representative	400 / 157	3 : 1 	28 days
Sales Representative	403 / 152	3 : 1 	19 days
Radiologic Technician / Technologist	272 / 142	2 : 1 	18 days
Occupational Therapist	254 / 131	2 : 1 	19 days
Teacher Assistant	256 / 125	2 : 1 	30 days
Behavior Analyst	215 / 114	2 : 1 	22 days
Speech Language Pathologist	275 / 113	2 : 1 	23 days
Healthcare Administrator	282 / 113	2 : 1 	18 days
Office / Administrative Assistant	243 / 104	2 : 1 	31 days
Tractor-Trailer Truck Driver	212 / 98	2 : 1 	17 days
Home Health Aide	215 / 96	2 : 1 	34 days
Barista	230 / 94	2 : 1 	33 days
Cashier	233 / 86	3 : 1 	32 days
Psychologist	142 / 85	2 : 1 	19 days
Merchandiser	176 / 83	2 : 1 	20 days
Coach	148 / 79	2 : 1 	31 days
Personal Financial Advisor	165 / 75	2 : 1 	25 days
Restaurant / Food Service Manager	173 / 75	2 : 1 	31 days
Bookkeeper / Accounting Clerk	130 / 74	2 : 1 	20 days
Nurse Practitioner	185 / 73	3 : 1 	19 days

Accountant	108 / 72	2 : 1		23 days
Stocking Clerk	187 / 71	3 : 1		25 days
Restaurant / Food Service Supervisor	156 / 69	2 : 1		34 days
Waiter / Waitress	142 / 68	2 : 1		32 days
Medical Assistant	181 / 66	3 : 1		21 days
Property / Real Estate / Community Manager	137 / 65	2 : 1		17 days
Cook	142 / 64	2 : 1		25 days
Special Education Teacher	120 / 63	2 : 1		26 days
Fast Food / Counter Worker	155 / 63	2 : 1		32 days
Preschool / Childcare Teacher	179 / 60	3 : 1		29 days
Personal Banker / Banking Sales Staff	199 / 60	3 : 1		17 days
Receptionist	126 / 58	2 : 1		18 days
Pharmacy Technician	171 / 58	3 : 1		21 days
Tax Analyst / Specialist	126 / 56	2 : 1		12 days
Lawyer	99 / 55	2 : 1		33 days
Janitor / Cleaner	131 / 54	2 : 1		18 days
Dental Assistant	118 / 51	2 : 1		32 days
Building and General Maintenance Technician	112 / 51	2 : 1		24 days
Registrar / Patient Service Representative	133 / 50	3 : 1		16 days
Middle / High School Teacher (Other)	111 / 49	2 : 1		15 days
Family / School / General Social Worker	113 / 48	2 : 1		19 days
Physical Therapy Assistant	164 / 48	3 : 1		34 days
Program Manager	100 / 46	2 : 1		28 days
Postal Service / Mail Room Worker	51 / 46	1 : 1		19 days

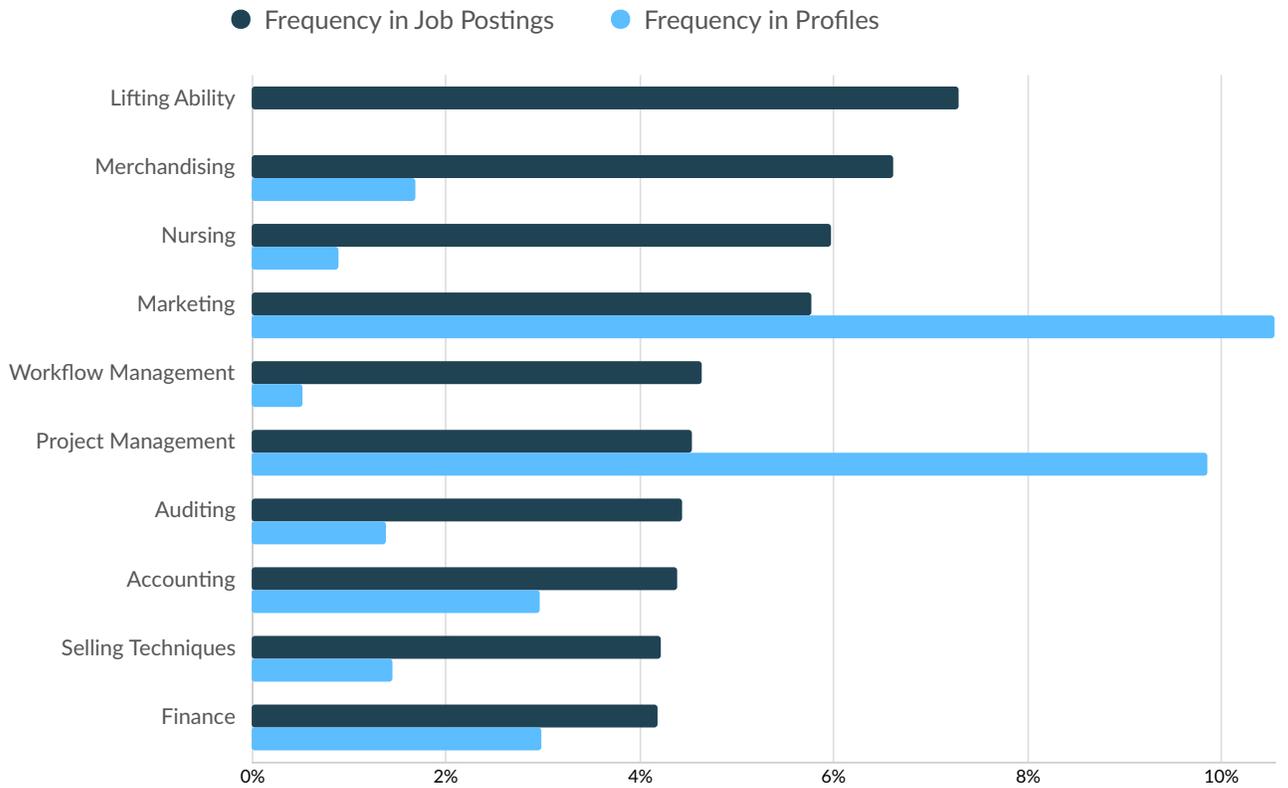
Top Posted Job Titles

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Caregivers	368 / 95	4 : 1	32 days
Travel Physical Therapists	171 / 88	2 : 1	17 days
Physical Therapists	112 / 67	2 : 1	23 days
Baristas	152 / 59	3 : 1	31 days
Speech Language Pathologists	91 / 52	2 : 1	27 days
Travel Occupational Therapists	105 / 51	2 : 1	17 days
Sales Associates	139 / 47	3 : 1	28 days
Store Managers	107 / 46	2 : 1	18 days
Customer Service Representatives	123 / 41	3 : 1	16 days
School Psychologists	53 / 41	1 : 1	19 days

Top Industries

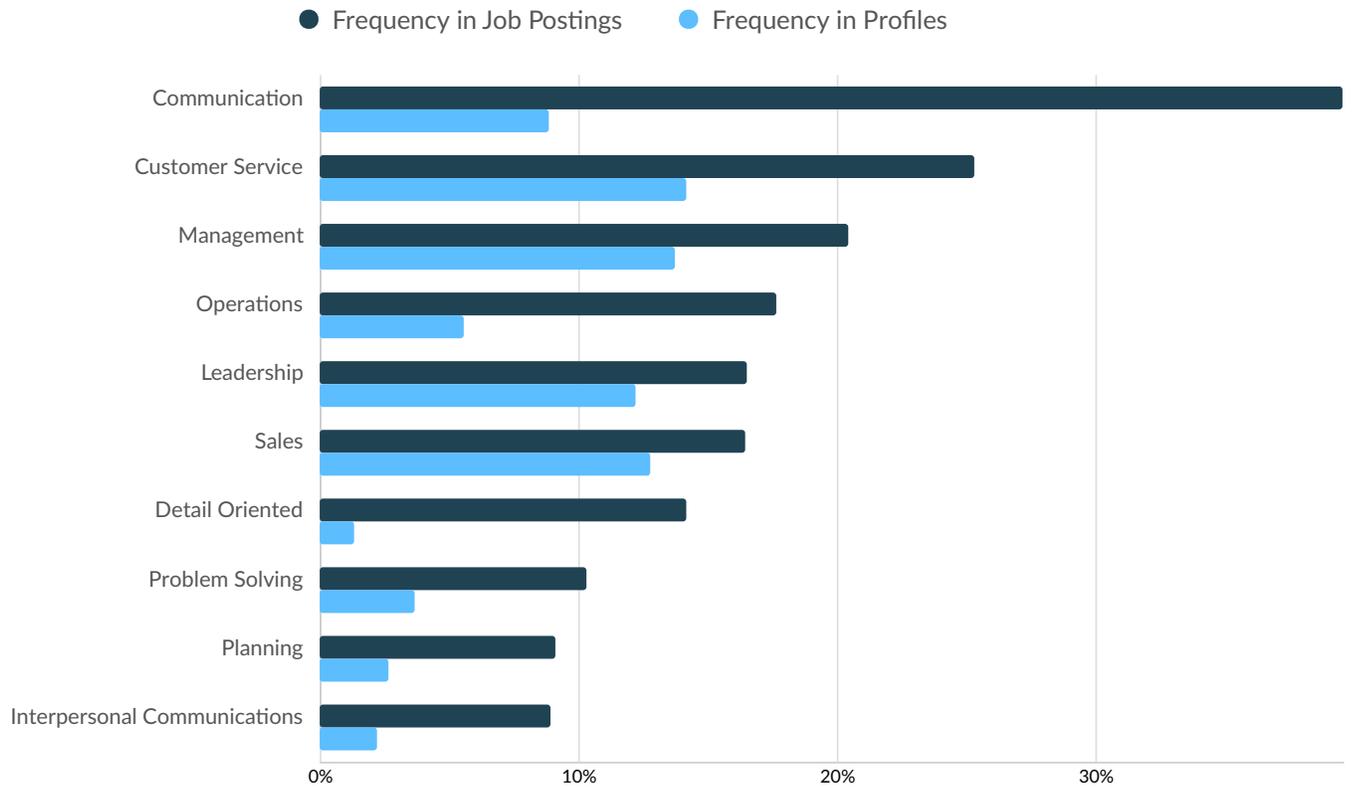
	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	2,565 / 1,200	2 : 1	18 days
Temporary Help Services	1,501 / 611	2 : 1	18 days
General Medical and Surgical Hospitals	1,032 / 317	3 : 1	22 days
Supermarkets and Other Grocery (except Convenience) Stores	701 / 308	2 : 1	24 days
Home Health Care Services	688 / 261	3 : 1	31 days
Offices of Physicians (except Mental Health Specialists)	445 / 215	2 : 1	18 days
Pharmaceutical Preparation Manufacturing	875 / 190	5 : 1	29 days
All Other Miscellaneous Ambulatory Health Care Services	472 / 157	3 : 1	21 days
Elementary and Secondary Schools	329 / 151	2 : 1	32 days
Clothing and Clothing Accessories Retailers	418 / 142	3 : 1	23 days

Top Specialized Skills



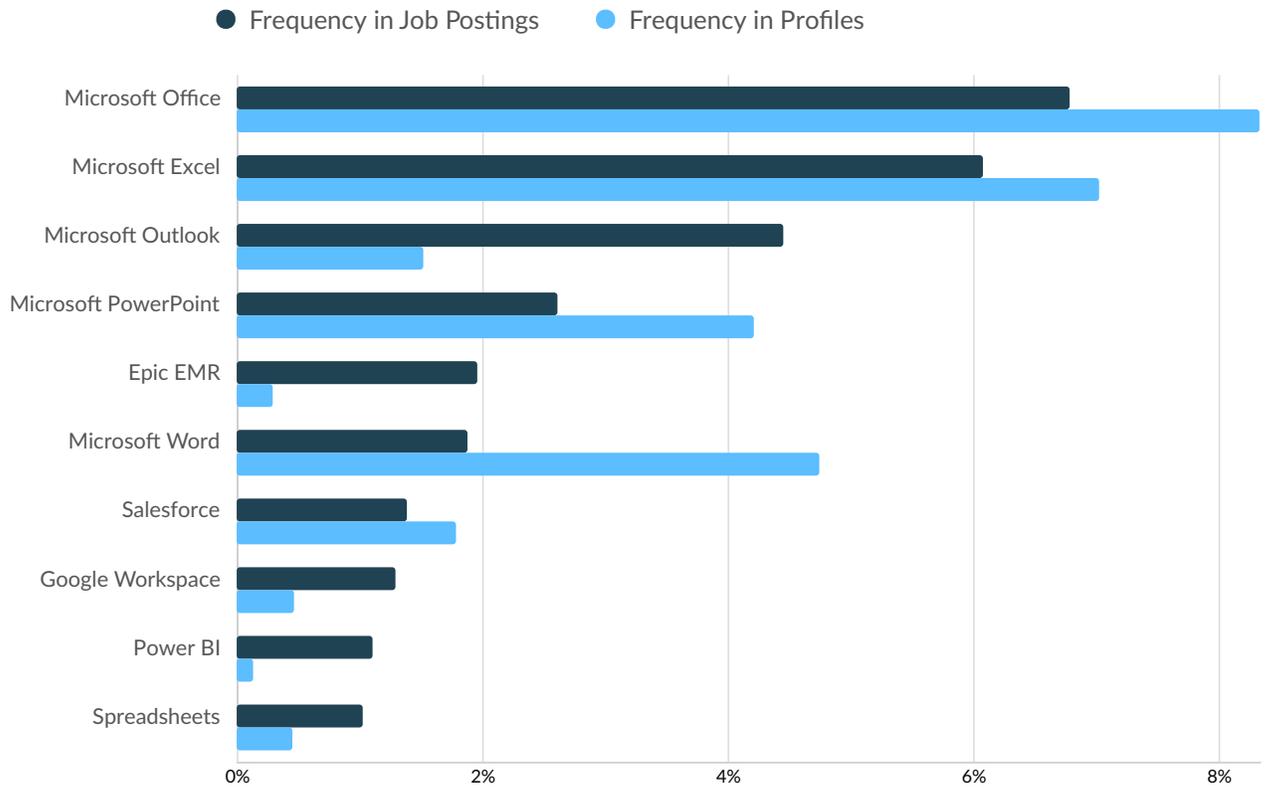
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lifting Ability	766	7%	0	0%	+10.6%	Growing
Merchandising	696	7%	1,500	2%	+15.0%	Growing
Nursing	628	6%	796	1%	+20.1%	Rapidly Growing
Marketing	606	6%	9,410	11%	+23.0%	Rapidly Growing
Workflow Management	487	5%	464	1%	+18.0%	Growing
Project Management	477	5%	8,788	10%	+19.8%	Rapidly Growing
Auditing	466	4%	1,230	1%	+21.8%	Rapidly Growing
Accounting	461	4%	2,647	3%	+24.0%	Rapidly Growing
Selling Techniques	443	4%	1,289	1%	-1.2%	Lagging
Finance	440	4%	2,664	3%	+27.3%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	4,151	40%	7,878	9%	+3.6%	Lagging
Customer Service	2,656	25%	12,621	14%	+5.2%	Stable
Management	2,144	20%	12,237	14%	+5.3%	Stable
Operations	1,856	18%	4,934	6%	+8.1%	Stable
Leadership	1,731	16%	10,880	12%	+8.5%	Stable
Sales	1,728	16%	11,408	13%	+7.8%	Stable
Detail Oriented	1,486	14%	1,210	1%	+7.1%	Stable
Problem Solving	1,083	10%	3,269	4%	+11.3%	Growing
Planning	958	9%	2,372	3%	+10.9%	Growing
Interpersonal Communications	934	9%	1,947	2%	+12.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	713	7%	7,427	8%	+18.5%	Growing
Microsoft Excel	639	6%	6,260	7%	+17.7%	Growing
Microsoft Outlook	468	4%	1,351	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	274	3%	3,760	4%	+26.1%	Rapidly Growing
Epic EMR	206	2%	259	0%	+16.4%	Growing
Microsoft Word	198	2%	4,234	5%	+7.2%	Stable
Salesforce	146	1%	1,598	2%	+24.7%	Rapidly Growing
Google Workspace	136	1%	413	0%	+18.8%	Growing
Power BI	116	1%	116	0%	+20.4%	Rapidly Growing
Spreadsheets	108	1%	409	0%	+22.2%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	1,096
Basic Life Support (BLS) Certification	722
Registered Nurse (RN)	659
Cardiopulmonary Resuscitation (CPR) Certification	328
First Aid Certification	168
Board Certified/Board Eligible	131
Certified Nursing Assistant (CNA)	125
Advanced Cardiovascular Life Support (ACLS) Certification	116
Nurse Practitioner (APRN-CNP)	108
Licensed Clinical Social Worker (LCSW)	104

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025 - Dec 2025)
indeed.com	4,378
simplyhired.com	2,352
craigslist.org	828
disabledperson.com	615
gr8jobs.net	586
dejobs.org	540
glassdoor.com	425
diversityjobs.com	382
myworkdayjobs.com	359
icims.com	263
oraclecloud.com	230
oaklandrecruiter.com	143
biospace.com	137
schoolspring.com	132
tietalent.com	130
mantecarecruiter.com	115
careersingovernment.com	102
jobvite.com	102
watsonvillerecruiter.com	96
edjoin.org	87
fairygodboss.com	86
ca.gov	84
kaiserpermanentejobs.org	84
roberthalf.com	79
adp.com	73

Appendix B

Sample Postings

Wireless Assistant Store Managers – Wcri in San Rafael, CA (Dec 2025 - Active)

Cricket Wireless Assistant Manager-San Rafael	
Link to Live Job Posting: www.simplyhired.com	
Location: San Rafael, CA	O*NET: 41-1011.00
Company: Wcri	Job Title: Wireless Assistant Store Managers
<p>Cricket Wireless Assistant Manager-San Rafael 3.3 3.3 out of 5 stars As one of the largest premier authorized retailers for Cricket Wireless, Western Capital Resources, Inc./PQH Wireless is currently seeking a highly motivated Assistant Store Manager to join our San Rafael team! We are looking for leaders who: Have great integrity Are striving to win and be the best Love to sell, coach, lead a team and motivate their team Assist the Store Manager with store sales and operations Excel in sales Thrive on creating exceptional short and long term customer experiences Can successfully manage operations Wants to be involved in his/her community Will create a great store environment for their team and customers!</p> <p>Job Purpose:</p> <p>To hire, coach, train, motivate and manage a small team of employees. To drive sales profitability for your store and provide outstanding customer service to new and existing customers, and to maintain long term customer relationships. To achieve your quota every month by selling wireless phones, accessories, service plans and service features. To retain and serve customers by troubleshooting and finding solutions, and by helping find Cricket products and services that best fit their needs. Represent the Company and the Cricket brand in the community Completes operational duties accurately and within required timeframes including daily bank deposits. We have a great commission structure to go along with your base pay, additionally, Store Management is eligible for a monthly Store Management bonus. Full time employees are eligible for health benefits and a 401k program. Those who excel in sales and customer service and want to win and thrive in a team environment, are encouraged to apply. To better serve our Spanish speaking customers, we would love to hire a bilingual Manager! To keep our team as safe as possible, we've installed clear plastic barriers and provide masks, gloves and hand sanitizer. If you are interested in applying for this position and have proven retail management and leadership experience, please apply, we'd love to talk with you. Please note that successful candidates will complete a background check and PQH Wireless, Inc. uses eVerify.</p> <p>Pay is:</p> <p>\$19 - \$20/hour plus commission, plus an additional monthly bonus based on store results Pay dates are the 10th and 25th and includes commission on each check. Bonus is paid monthly.</p>	

Contract Nurse Practitioner - Flexible schedule!

Link to Live Job Posting: www.simplyhired.com

Location: Sausalito, CA

O*NET: 29-1171.00

Company: Alta Mira Recovery Programs

Job Title: Adult Nurse Practitioners

Contract Nurse Practitioner - Flexible schedule! Alta Mira Recovery Programs Alta Mira is a premier residential treatment center located in historic Sausalito, California , offering sweeping views of the San Francisco Bay. We specialize in treating individuals with Substance Use Disorders , mental health conditions (mild to severe), and complex medical co-occurring issues . Who We Are We are a passionate team dedicated to compassionate, evidence-based care. At Alta Mira, we prioritize integrity, collaboration, innovation, and service , fostering a healing environment for both clients and staff. Our sense of community –among clients and team members—is central to the success of our program and one of our greatest strengths.

Duties/Expectation:

Performs medical/clinical assessments Performs clinical evaluations of new clients immediately upon admission according to level of care procedures; documents outcomes and communicates remarkable outcomes of those events to the physician. Supervises and/or performs staff training, as appropriate. Monitors the medication process Meets with pharmaceutical representatives; stores and logs medications side effects, etc Monitors medications process for clients, as appropriate Prescribes medications according to approved formulary. Assists with supporting the nursing team. Ensures appropriate administration of TB test for new admits Ensures drug screening of clients as clinically indicated Performs venipuncture as indicated Provides on-going client education regarding medications. Provides on-going staff training regarding medication policies and procedures. Performs responsibilities according to clinical and timeliness guidelines. Meets quality expectations of accuracy, completeness, and is responsive to feedback. Meets timeliness expectations of completing work as scheduled, demonstrating self-paced performance and adjusting priorities as needed. Collaborate with the medical team on updated client diagnosis throughout the course of treatment. Education/Experience Active state licensure as a nurse practitioner Current DEA certification Experience as a psychiatric nurse practitioner is preferred Ability to communicate effectively both verbally and in writing Ability to demonstrate understanding of a variety of models and theories of addiction, mental illness, and related issues Good organizational skills; ability to prioritize workload and work independently.

Client Relations Skills:

Represents Alta Mira in a manner, which conveys a professional, courteous, caring, and cooperative attitude. Understands and maintains appropriate confidentiality at all times when interacting with clients, families, visitors, referral sources and all other contacts. Exhibits excellent client relation skills as evidenced by supportive and constructive communication with all contacts including coworkers, patients, residents, visitors, families and referral sources. Utilizes an open, non-judgmental, non-discriminatory, professional and therapeutic approach to treatment with all clients. Complies with facility, departmental, and safety policies.

Job Types:

Part-time, Contract, PRN, Per diem Application Question(s): This is an on-call/Per Diem position with a flexible schedule. Are you willing to work this type of schedule?

Work Location:

In person

Customer Experience Manager	
Link to Live Job Posting: www.simplyhired.com	
Location: San Rafael, CA	O*NET: 43-1011.00
Company: The Home Depot	Job Title: Customer Experience Managers

Position Purpose:

Customer Experience Managers (CXM) are members of the store leadership team that oversees execution of store standards across the entire store, including customer service, department readiness, and operational process. CXMs manage all activities required to ensure a safe opening and closing process. They coach associates, address customer service escalations, and perform Manager on Duty (MOD) responsibilities. This position will be expected to teach, coach and train associates on The Home Depot policies and procedures and ensure all associates are working in a safe manner all the time. CXMs will communicate priorities, ensure daily tasks are completed and keep the store running smoothly. At times, CXMs may be the only Manager available and will be expected to make business and associate decisions in partnership with appropriate resources and following SOPs. CXMs will provide input to Store Manager and Assistant Store Managers on Associates performance through the ongoing performance management and talent planning discussions. Although the CXM does not have direct reports, they will participate in the selection process as needed. Each associate has the responsibility of providing a safe working environment by following all safety policies & standards, completing specified safety training, immediately correcting hazards & unsafe conditions, and working safely as to not endanger themselves, co-workers, vendors, or customers.

Key Responsibilities:

25% - Customer Service / Experience - Drive customer service and associate engagement; coach associates on proper customer service techniques and ensure team is providing the highest level of customer service. Lead GET culture and set the example, observe customer interactions, recognize wins and coach on ways to improve. Ensure Customer concerns are solved effectively and take necessary actions to resolve situations promptly. Ensure all associates understand the impact of excellent customer service, in-stock, and store appearance. Recognize great customer service behaviors. Provide feedback on service standards. Monitor customer flow through checkouts and take action to ensure customers are receiving fast. 25% - People - Provide in the moment coaching based on observations and behavior. Partners with ASMs regarding formal performance conversations and discipline. Recognizes associates for demonstrating expectations. Use recognition tools (BRAVO / Homer) to highlight associates demonstrating values-based behaviors and productivity. Walk Top/Bottom Sales and Shrink classes in the store with associates, reviewing safety, on-shelf availability, and Store Appearance Standards. Review productivity tasks across store tasking platforms and conduct quality walks of recently completed tasks. Walk off-shelf merchandising locations; ensure areas are set according to MAP or regional direction. Ensure associates have completed training requirements of position. Give input to ASMs on associate performance and participate in talent planning for all hourly associates. Assist SM and ASMs with associate interview and hiring process. Approve and address missed punches, variances, schedule changes, receive "call outs," and communicate with ASMs and SM regarding follow-up actions. Communicate and ensure associates adhere to store standards. Adhere to all Company policies and procedures and holds associates accountable for the same. 25% - Safety - Ensure associates follow all safety and hazmat procedures and Safety Matters guidelines at all times. Complete specified safety training courses applicable to role and follow all prevention policies and procedures. Use Proper PPE (Personal Protective Equipment) and guide associates on proper use. Utilize proper lifting techniques and educate store associates on these practices. Obey the required safe distances around Lift Equipment and guide other associates on the correct policies. Adhere to work rules identified in Standard Operating Procedures and inform store associates on these rules. Immediately correct unsafe conditions and offer assistance to customers who are shopping in an unsafe manner; ensure that aisles and flooring surfaces are safe. Ensure associates complete all store checklist in accordance with timing expectations. Provide input to associates, verify issue correction, and preventative action in put in place. Recognize store associates for safe behavior. 25% - Shared Manager On Duty - Lead store kickoff meeting and walk each department

to ensure store readiness. Communicate messages, priorities and tasks to all associates. Perform Opening, Closing and MOD tasking as well as other whole store focus responsibilities. Conduct hand-off walk with the prior MOD before their shift ends; identify areas for focus or follow-up. Validate daily store priorities with ASMs and SMs. Ensure associates complete all store checklists in accordance with timing expectations. Provide input to associates, verify issue correction, and preventative action is put in place. Make sure all equipment and machines are functioning properly. Review current and upcoming events and ads to determine if any action is required; partner with appropriate DS or ASM as required.

Direct Manager/Direct Reports:

This Position typically reports to Store Manager This Position has 0

Direct Reports Travel Requirements:

No travel required.

Physical Requirements:

Must continuously stand or walk or regularly requires lifting/handling/carrying material or equipment of moderate weight (8-20 pounds).

Working Conditions:

Located in a comfortable indoor area. Any unpleasant conditions would be infrequent and not objectionable.

Minimum Qualifications:

Must be eighteen years of age or older. Must be legally permitted to work in the United States.

Preferred Qualifications:

None Minimum Education:

The knowledge, skills and abilities typically acquired through the completion of a high school diploma and/or GED.

Preferred Education:

None Minimum Years of Work Experience:

1

Preferred Years of Work Experience:

None Minimum Leadership Experience:

None Preferred Leadership Experience:

None Certifications:

None Competencies:

Action Oriented Directs Work Builds Effective Teams Drives Engagement

Librarians – Housing Authority County Marin in San Rafael, CA (Dec 2025 - Active)

Librarian I

Link to Live Job Posting: www.indeed.com

Location: San Rafael, CA

O*NET: 25-4022.00

Company: Housing Authority County Marin

Job Title: Librarians

Librarian

I 3.4 3.4

out of 5 stars

ABOUT US

At the County of Marin, our employees overwhelmingly report feeling their work is meaningful, they like the work they do, and they are proud to tell people "I work for the County of Marin." Discover more about us, our values and our organizational culture on the Department of Human Resources website. Read on to find out more about this opportunity. The Marin County Free Library (MCFL) is a special taxing district that operates ten branch libraries in Marin under the authority of the Board of Supervisors. It provides public library services to the residents of the unincorporated areas of the County and the cities of Corte Madera, Fairfax, and Novato. The Marin County Free Library is an innovative and dynamic civic institution that is committed to providing exceptional services to a community that cares deeply about the library and encourages the library to assume a critical role in supporting the community to be resilient, equitable, and progressive. MCFL is committed to racial equity and the inclusion of those with multiple perspectives and backgrounds in our decision making. About the Anne T. Kent California Room Located both within the Civic Center Branch Library and an offsite annex, the Anne T. Kent California Room is a local history resource, special collections, and archive dedicated to collecting, preserving, and interpreting the history and culture of Marin County. The California Room acquires, preserves, and provides access to a wealth of primary and secondary resources and is a center for research, exploration, and discovery for local, national, and international information seekers. In alignment with MCFL's goal to actively celebrate diverse perspectives while promoting affirming environments that honor each individual's unique history and lived experience, The California Room is committed to documenting the history of all communities, developing our collections, and establishing programs that uplift underrepresented community narratives to reflect the cultural, intellectual and creative contributions representative of Marin County's diverse communities. We strive to . . . Be a premier resource for K-12 educators as well as universities, and local colleges; Partner intentionally with our local arts and cultural heritage organizations, museums, and historical societies; Engage researchers of all levels, as well as the merely curious; Be a place that is welcoming and accessible to all. This is an exciting time to join the California Room during a period of transformation as we align our collections, services, and programs with MCFL's Anti-Racist and Equity Strategic Plan.

ABOUT THE POSITION

Current Vacancy:

There is currently one (1) full-time, regular hire Librarian I, California Room position located in the Civic Center branch Reporting to the Librarian II, the Librarian I position for the Marin County Free Library Anne T. Kent California Room is responsible for a variety of technical and public service assignments, including reference services, community outreach, collection development and maintenance, and programming for a variety of ages. As Librarian I in the local history room, the highly qualified candidate will understand the enduring value and importance of special collections, and knowledge of the basic history, theory, and best practices relating to materials found in archives and special collections libraries. Under supervision from the Librarian II, the incumbent is expected to work independently, take an active role in library operations as part of a larger team, and support diverse user populations in engaging with the California Room's physical and digital collections. The highly

qualified candidate is passionate about providing excellent library services to community members and committed to working collaboratively with all stakeholders to realize the full potential of this unique and treasured resource. The essential functions of this position include : Performs specialized reference work, general research, and reader advisory, assisting patrons to access and use physical and digital resources, including a large collection of maps and land surveys; Contributes to current initiatives to implement inclusive collection development and resource description, nurture existing relationships, and develop new community-focused partnerships to improve operations, policies, and procedures to match community needs; Participates in collection maintenance and development, including processing archival collections and cataloging special collections materials; Administration of digital repositories and access platforms, and applying knowledge of best practices to accession, describe, preserve, and make accessible digital and physical collections; Assists with the coordination and fulfillment of reproduction requests and digitizes or provides digital files following established procedures; Plans or assists in planning and installing displays and exhibits; Plans or assists in planning programs that connect users to specific collections and enhance their understanding of the value of primary sources for research and discovery; Promotes the use of special collections at two sites through a variety of outreach and advocacy methods; Communicates policies and procedure and maintains an orderly atmosphere for patrons, staff, and volunteers in the California Room and Map Annex; Communicates effectively with a variety of stakeholders, team members, and archives users; Engages as part of the larger MCFL team by participating in organizational committees, attending meetings, and contributing to system-wide activities; May direct work of volunteers or paraprofessional staff; Performs other duties as required.

ABOUT YOU

Our Highly Qualified Candidate:

The highly qualified candidate will have experience working with archives and special collections in an academic library, public library, or cultural heritage organization. They demonstrate enthusiasm for public history, special collections, and supporting research and discovery at all levels in a dynamic public library setting and possess a high level of cultural sensitivity and understanding of the ongoing information needs of historically minoritized and marginalized communities in archives and special collections environments. In addition, the highly qualified candidate possesses the following competencies for Special Collections Professionals outlined by the

American Library Association:

Demonstrates an understanding of the enduring value and importance of special collections to shared collective cultural and intellectual heritage; Knowledge of the basic history, theory, and best practices relating to materials found in special collections research libraries, including but not limited to printed books, manuscripts, archival material, and ephemera; photographs, prints, maps and other graphic works; audio-visual material in all formats; born-digital and digitized media; art objects and three-dimensional objects; Possesses cultural awareness and linguistic competencies appropriate for collections and user communities; Develops and maintains knowledge of the production and dissemination of information resources including materials used to create archival and non-print materials by physical, photographic, and digital processes; Knowledge of the context, function, and enduring value of archival materials; Promoting the use of special collections through a variety of outreach and advocacy methods; Engages with and supports diverse user populations in working with special collections; recognizes the potential research and learning uses of a wide variety of collections material and is able to effectively match these to the needs of diverse audiences; Commitment to integrating special collections into broader organizational and community environments through collaboration and outreach; Develops specialized competencies in particular areas of practice and pursues the acquisition of new skills and subject knowledge as needed; Engages with professional organizations and provides leadership within the professional community and is committed to lifelong learning as applied to professional development in a special collections environment; Bilingual skills are desirable but not required.

QUALIFICATIONS

Knowledge of :

Archival appraisal, arrangement, and description; Special collections policies and procedures and general best practices for physical, digitized, and born-digital collections; Archival management software and technologies; Protocols for inclusive representation in special collections and archives; U.S. Copyright law as applied to libraries and archives; Principles, practices, and techniques of library science and information services; Techniques for organizing library materials to meet patron needs; Automated library information systems software and hardware;

Principles, practices, and resources of library cataloging.

Experience with:

Local history resource collections and providing reference assistance with primary source materials; Archival processing, materials handling, and long-term preservation of physical and digital collections; Applying collections management principles and knowledge of current records management trends; Integrated library systems and archives management and access platforms. Ability to : Build relationships and work collaboratively with a variety of stakeholders; Advise patrons on reference sources and methods and perform detailed reference searches using on-line, print and other methods; Instruct patrons and staff in the use of catalogs and reference tools; Identify the needs of the public and assist with collection development by evaluating and recommending materials for acquisition; Represent the library system in the community and at professional meetings; Explain policies and procedures to patrons and staff; Use initiative and independent judgment within established procedural guidelines; Organize own work and set priorities; Maintain accurate records and files; Prepare clear and concise reports, educational materials, and other written materials. MCFL actively seeks to recruit and retain individuals who bring a broad range of educational and professional backgrounds and life experiences that enhance our organization's mission and values. We recognize there are many paths to acquiring experience for this role . Any combination of demonstrable training and experience, including volunteer, capstone, or intern experience, will be considered.

MINIMUM QUALIFICATIONS

Equivalent to an American Library Association approved Master's degree in Library Science, Library and Information Services or similar curriculum. Course work in the area of service specialization is desirable.

Bilingual Testing/Certification:

To be eligible for a bilingual differential, the successful candidate must possess bilingual skills and must demonstrate proficiency in both Spanish and English prior to appointment. A bilingual proficiency exam will be administered to ensure the candidates possess the appropriate skill level to meet the requirements.

SPECIAL REQUIREMENTS

Candidates selected are subject to fingerprinting by the Sheriff's Department and must pass a Department of Justice LiveScan background check prior to appointment.

IMPORTANT INFORMATION

All applicants will receive email notifications regarding their status in the recruitment process. Please be sure to check your spam settings to allow our emails to reach you. You may also log into your GovernmentJobs.com account to view these emails. If you have questions concerning this position announcement, please contact Alisa Samuel, alisa.samuel@marincounty.gov.

Testing and Eligible List:

Depending on the number of qualified applications received, the examination may consist of a highly qualified review, application screening, online assessment, written examination, oral examination, performance examination, or any combination to determine which candidates' names will be placed on the eligible list. The eligible list established from this recruitment may be used to fill the current vacancy, and any future vacancies for open, fixed-term, full-time or part-time positions which may occur while the list remains active.

Disaster Service Workers:

All County of Marin employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

Equal Employment Opportunity Employer:

If you have questions regarding equal employment, please contact Roger Crawford, Equal Employment Opportunity Director, at 415-473-2095.

PLEASE NOTE

: The benefits described herein do not apply to temporary (contingent) or to part-time employees that work less than 50%.

COUNTY OF MARIN BENEFITS

GENERAL Below are some of the excellent benefits the County offers. More information about our benefits can be found on the Marin County's Benefits Homepage.

Paid Time Off :

Competitive vacation accrual; 12 holidays per year; and generous sick leave accruals. Additional types of paid leaves are available for some bargaining units.

Health Plan :

Choice of four health plans (two Kaiser HMOs, Western Health Advantage HMO, and an Anthem Blue Cross PPO) along with dental through Delta Dental PPO, and vision through Vision Service Plan (VSP). There is a County contribution toward the premiums (the contribution amount varies depending on coverage tier elected such as employee only, employee + 1, employee + family). Plus, the County offers excellent Life Insurance, Disability, Flexible Spending Plans, a Dependent Care Assistance Program, professional development and more.

Retirement :

Defined benefit plan under the County Employees Retirement Act of 1937. More information can be found online at www.mcera.org. IRS 457

Plan :

Choice of pre-tax or post-tax (Roth) employee contribution up to the IRS annual maximum.

Retiree Medical :

The County provides access to group health plan coverage to eligible retirees. For specific questions regarding the employment process, please contact Human Resources at (415) 473-6104. For additional details about the benefits or retirement, please contact the Benefits Division at (415) 473-2197.

IMPORTANT NOTE

Benefits described herein do not represent a contract and may be changed without notice.

*Marin County Fire Seasonal Opportunities 2026

Link to Live Job Posting: www.governmentjobs.com

Location: San Rafael, CA

O*NET: 33-2011.00

Company: County Of Marin

Job Title: Unclassified

Marin County Fire Department:

Our employees are important assets in the actualization of our mission. They each play a vital role and carry the responsibility to express our department values in their daily work. Click on the "MCFD" link to learn more about our department and the people who make our organization a great place to work: MCFD Service

- Teamwork
- Operational Readiness
- Professionalism

• ANNOUNCEMENT FOR UPCOMING SEASONAL OPPORTUNITIES

- The Marin County Fire Department is announcing some exciting opportunities to come work in a dynamic environment while learning new skills that directly impact the community.

Seasonal positions are stationed all across the county. You will be exposed to training opportunities in a variety of tasks depending on assignment such as firefighting, fuels reduction, dispatching, and community awareness. These are unique training opportunities to learn and grow your career in the fire service.

THE FOLLOWING RECRUITMENTS WILL OPEN JANUARY 25, 2026

Mark your calendars and apply for this upcoming season!

SEASONAL FIREFIGHTER

(CREW): Seasonal Firefighters in the Crew assignment spend the season working on fuels reduction projects, training, and responding to vegetation fires throughout the state.

SEASONAL FIREFIGHTER

(ENGINE): Seasonal Firefighters in the Engine assignment work on an engine at one of our six stations. We are an all risk department, responding to various emergencies and fighting both wildland and structure fires.

SEASONAL M97 PARAMEDIC

Seasonal Paramedics work on an ambulance within Stinson Beach, Bolinas and Mount Tamalpais State Park area. They are responsible for providing vital medical emergency services to West Marin during periods of high visitation.

SEASONAL WILDFIRE DEFENSIBLE SPACE INSPECTOR

Seasonal Wildfire Defensible Space Inspectors are temporary positions for 3-6 months during the spring and summer months. Wildfire Defensible Space Inspectors increase awareness, knowledge and actions implemented by individuals and communities to reduce human loss and property damage from wildfires, such as defensible space and other fuels reduction activities, fire prevention and fire safe building

and property damage from wildfires, such as defensible space and other fuels reduction activities, fire prevention and fire safe building standards.

INFORMATION SESSIONS

Join Marin County Fire for information sessions regarding the upcoming seasonal recruitments and other opportunities in the fire service. The upcoming virtual information sessions held via Zoom will be on: Sunday, January 11th at 11:00am Monday, January 12th at 5:30pm Wednesday, January 14th at 12:00pm Please use the link below to register: [Virtual Information Session Registration](#) There will also be an in-house information session located at the Woodacre Fire Station on: Saturday, January 17th from 10:00am

- 1:00pm (No registration needed for the open house) These sessions will include information about: The Marin County Fire Department organization and culture Minimum requirements for the various seasonal positions Other hiring opportunities and future recruitments for individuals who might be interested or might not qualify for these classifications.

We encourage applicants to reach out to station and programs to learn more about these opportunities. To find out how to do so, please contact to Alex Gibbons at alex.gibbons@marincounty.gov .

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.