

# 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
6055	Napa 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

5,678

Unique Postings  
13,310 Total Postings

1,149

Employers Competing  
1,149 Total Employers

22 Days

Median Posting Duration  
Regional Average: 22 Days

2 : 1

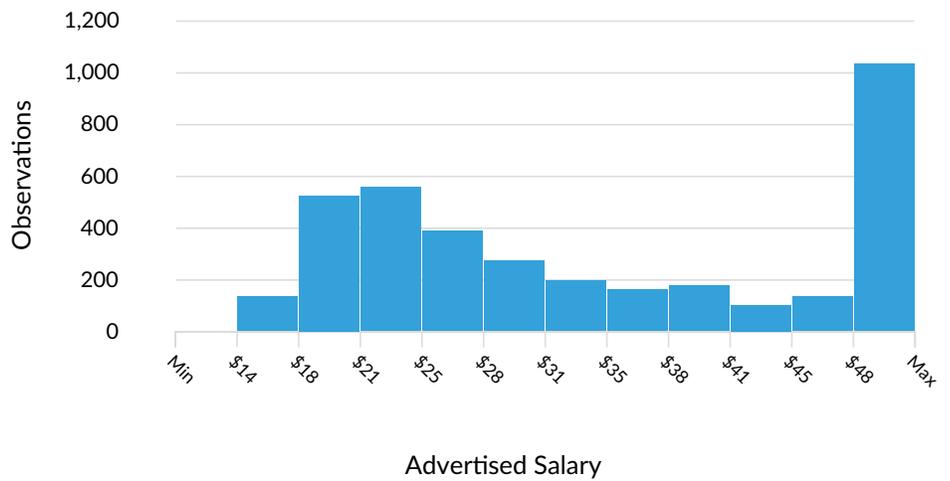
Posting Intensity  
Regional Average: 2 : 1

## Advertised Salary

There are 3,660 advertised salary observations (64% of the 5,678 matching postings).

\$31.02/hr

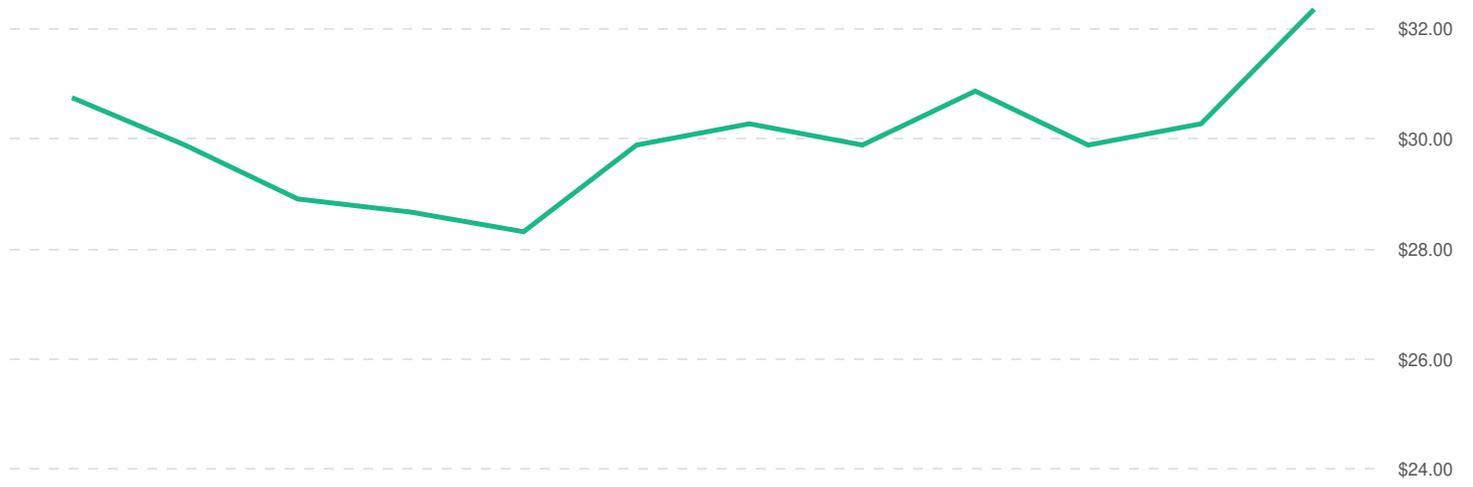
Median Advertised Salary



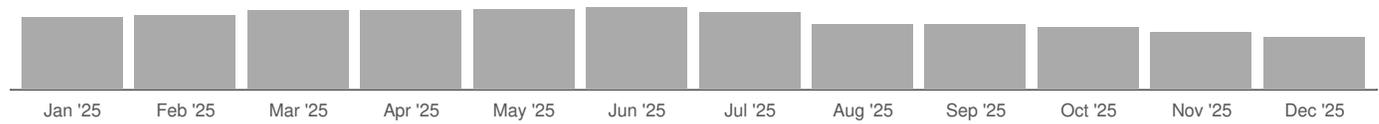
# Advertised Salary Trend

▲ 5.2% Jan 2025 - Dec 2025

\$30.28 Median



13,730 Job Postings

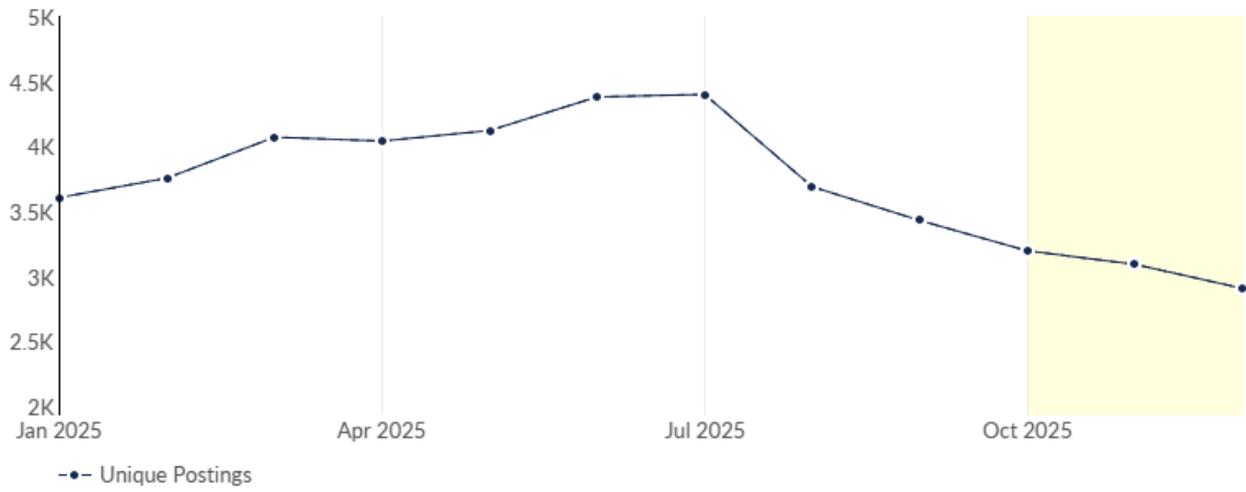


## Job Postings Regional Breakdown



County	Unique Postings (Oct 2025 - Dec 2025)
Napa County, CA	5,678

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Dec 2025	2,908	3 : 1
Nov 2025	3,093	3 : 1
Oct 2025	3,197	3 : 1
Sep 2025	3,431	2 : 1
Aug 2025	3,690	3 : 1
Jul 2025	4,401	3 : 1
Jun 2025	4,382	3 : 1
May 2025	4,123	3 : 1
Apr 2025	4,042	3 : 1
Mar 2025	4,072	3 : 1
Feb 2025	3,757	3 : 1
Jan 2025	3,607	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	3,655	64%
High school or GED	937	17%
Associate's degree	312	5%
Bachelor's degree	920	16%
Master's degree	298	5%
Ph.D. or professional degree	100	2%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	937	0	17%
Associate's degree	197	73	3%
Bachelor's degree	722	190	13%
Master's degree	122	157	2%
Ph.D. or professional degree	45	55	1%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	3,236	57%
0 - 1 Years	963	17%
2 - 3 Years	998	18%
4 - 6 Years	333	6%
7 - 9 Years	81	1%
10+ Years	67	1%

## Top Companies Posting

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Napa Valley Unified School District	400 / 140	3 : 1 	20 days
Providence	611 / 135	5 : 1 	18 days
Kaiser Permanente	172 / 105	2 : 1 	16 days
Adventist Health	248 / 95	3 : 1 	26 days
State of California	137 / 87	2 : 1 	13 days
Auberge Resorts	120 / 79	2 : 1 	23 days
Vetted Health	160 / 61	3 : 1 	16 days
EMIT Learning	65 / 61	1 : 1 	n/a
Soliant Health	57 / 49	1 : 1 	31 days
County Of Napa	74 / 48	2 : 1 	22 days

## Top Cities Posting

City	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Napa, CA	8,328 / 3,491	2 : 1 	24 days
American Canyon, CA	1,761 / 703	3 : 1 	18 days
Saint Helena, CA	1,613 / 675	2 : 1 	22 days
Yountville, CA	611 / 264	2 : 1 	19 days
Calistoga, CA	319 / 203	2 : 1 	21 days
Angwin, CA	134 / 69	2 : 1 	19 days
Oakville, CA	83 / 50	2 : 1 	25 days
Deer Park, CA	130 / 47	3 : 1 	33 days
Rutherford, CA	71 / 43	2 : 1 	24 days
Pope Valley, CA	13 / 11	1 : 1 	21 days

# Top Posted Occupations

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	1,762 / 529	3 : 1 	18 days
Retail Salespersons	313 / 145	2 : 1 	27 days
Physical Therapists	258 / 117	2 : 1 	17 days
Home Health and Personal Care Aides	305 / 113	3 : 1 	24 days
Food Service Managers	194 / 88	2 : 1 	32 days
General and Operations Managers	160 / 80	2 : 1 	33 days
Maids and Housekeeping Cleaners	191 / 78	2 : 1 	30 days
First-Line Supervisors of Retail Sales Workers	166 / 78	2 : 1 	28 days
Chefs and Head Cooks	218 / 76	3 : 1 	32 days
Customer Service Representatives	167 / 72	2 : 1 	29 days

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	1,344 / 417	3 : 1 	18 days
Retail Salespersons	313 / 145	2 : 1 	27 days
Physical Therapists	258 / 117	2 : 1 	17 days
Critical Care Nurses	418 / 112	4 : 1 	18 days
Personal Care Aides	218 / 93	2 : 1 	26 days
Food Service Managers	194 / 88	2 : 1 	32 days
General and Operations Managers	160 / 80	2 : 1 	33 days
Maids and Housekeeping Cleaners	191 / 78	2 : 1 	30 days
First-Line Supervisors of Retail Sales Workers	166 / 78	2 : 1 	28 days
Chefs and Head Cooks	218 / 76	3 : 1 	32 days
Customer Service Representatives	167 / 72	2 : 1 	29 days
Waiters and Waitresses	143 / 69	2 : 1 	20 days
Maintenance and Repair Workers, General	160 / 69	2 : 1 	28 days
Sales Managers	128 / 66	2 : 1 	26 days
First-Line Supervisors of Food Preparation and Serving Workers	164 / 66	2 : 1 	25 days
Hotel, Motel, and Resort Desk Clerks	140 / 63	2 : 1 	33 days
Bartenders	134 / 62	2 : 1 	31 days
Medical and Health Services Managers	134 / 60	2 : 1 	28 days
Heavy and Tractor-Trailer Truck Drivers	133 / 59	2 : 1 	17 days
Cardiovascular Technologists and Technicians	156 / 54	3 : 1 	19 days
First-Line Supervisors of Office and Administrative Support Workers	111 / 54	2 : 1 	19 days
Occupational Therapists	135 / 53	3 : 1 	18 days
Accountants and Auditors	68 / 52	1 : 1 	20 days
Security Guards	111 / 50	2 : 1 	22 days

Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	104 / 50	2 : 1		26 days
Teaching Assistants, All Other	153 / 49	3 : 1		14 days
Coaches and Scouts	89 / 49	2 : 1		21 days
Speech-Language Pathologists	154 / 49	3 : 1		32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	103 / 48	2 : 1		28 days
Child, Family, and School Social Workers	94 / 46	2 : 1		33 days
Driver/Sales Workers	144 / 45	3 : 1		18 days
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	101 / 44	2 : 1		23 days
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	78 / 41	2 : 1		31 days
Financial Managers	71 / 40	2 : 1		22 days
Dining Room and Cafeteria Attendants and Bartender Helpers	116 / 38	3 : 1		34 days
Nursing Assistants	93 / 37	3 : 1		23 days
Cooks, Restaurant	48 / 37	1 : 1		24 days
Radiation Therapists	82 / 36	2 : 1		16 days
Family Medicine Physicians	45 / 34	1 : 1		26 days
Pharmacists	51 / 33	2 : 1		14 days
Lodging Managers	60 / 32	2 : 1		18 days
Laborers and Freight, Stock, and Material Movers, Hand	88 / 32	3 : 1		18 days
Property, Real Estate, and Community Association Managers	63 / 31	2 : 1		28 days
Merchandise Displayers and Window Trimmers	68 / 31	2 : 1		18 days
Radiologic Technologists and Technicians	97 / 31	3 : 1		16 days
Human Resources Specialists	55 / 30	2 : 1		27 days
Tax Preparers	102 / 30	3 : 1		22 days
Physical Therapist Assistants	81 / 30	3 : 1		29 days

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Fast Food and Counter Workers	83 / 30	3 : 1		14 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	65 / 30	2 : 1		31 days

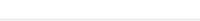
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# Top Posted Occupations

Occupation	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	1,714 / 507	3 : 1	18 days
Physician	232 / 157	1 : 1	17 days
Retail Sales Associate	314 / 145	2 : 1	24 days
Physical Therapist	258 / 117	2 : 1	17 days
Restaurant / Food Service Manager	194 / 88	2 : 1	32 days
Waiter / Waitress	171 / 86	2 : 1	23 days
Maid / Housekeeping Staff	191 / 78	2 : 1	30 days
Chef	218 / 76	3 : 1	32 days
Retail Store Manager / Supervisor	166 / 76	2 : 1	28 days
Customer Service Representative	167 / 72	2 : 1	29 days
Caregiver / Personal Care Aide	182 / 68	3 : 1	33 days
Restaurant / Food Service Supervisor	164 / 66	2 : 1	25 days
Building and General Maintenance Technician	155 / 66	2 : 1	27 days
Sales Representative	146 / 63	2 : 1	25 days
Bartender	134 / 62	2 : 1	31 days
Business Development / Sales Manager	118 / 62	2 : 1	24 days
Cook	83 / 61	1 : 1	33 days
Tractor-Trailer Truck Driver	133 / 59	2 : 1	17 days
Operations Manager / Supervisor	127 / 58	2 : 1	33 days
Security Officer	119 / 54	2 : 1	19 days
Occupational Therapist	135 / 53	3 : 1	18 days
Office / Administrative Assistant	108 / 51	2 : 1	26 days
Teacher Assistant	161 / 51	3 : 1	14 days
Coach	89 / 49	2 : 1	21 days
Accountant	64 / 49	1 : 1	20 days

Speech Language Pathologist	154 / 49	3 : 1		32 days
Radiologic Technician / Technologist	149 / 48	3 : 1		17 days
Janitor / Cleaner	103 / 48	2 : 1		28 days
Postal Service / Mail Room Worker	59 / 47	1 : 1		19 days
Cardiovascular Technician / Technologist	146 / 47	3 : 1		19 days
Behavior Analyst	84 / 47	2 : 1		21 days
Hotel Desk Clerk	105 / 45	2 : 1		33 days
Host / Hostess	78 / 41	2 : 1		31 days
Real Estate Agent / Broker	154 / 41	4 : 1		25 days
Healthcare Administrator	77 / 39	2 : 1		26 days
Sales Delivery Driver	135 / 39	3 : 1		18 days
Busser / Banquet Worker / Cafeteria Attendant	116 / 38	3 : 1		34 days
Nursing Assistant	93 / 37	3 : 1		23 days
Radiation Therapist	82 / 36	2 : 1		16 days
Pharmacist	51 / 33	2 : 1		14 days
Hotel Manager	60 / 32	2 : 1		18 days
Property / Real Estate / Community Manager	63 / 31	2 : 1		28 days
Family / School / General Social Worker	73 / 31	2 : 1		33 days
Fast Food / Counter Worker	90 / 31	3 : 1		14 days
Merchandiser	68 / 31	2 : 1		18 days
Physical Therapy Assistant	81 / 30	3 : 1		29 days
Project Manager	75 / 28	3 : 1		24 days
Bookkeeper / Accounting Clerk	56 / 28	2 : 1		35 days
Nurse Practitioner	61 / 28	2 : 1		18 days
Licensed Practical / Vocational Nurse	66 / 28	2 : 1		19 days

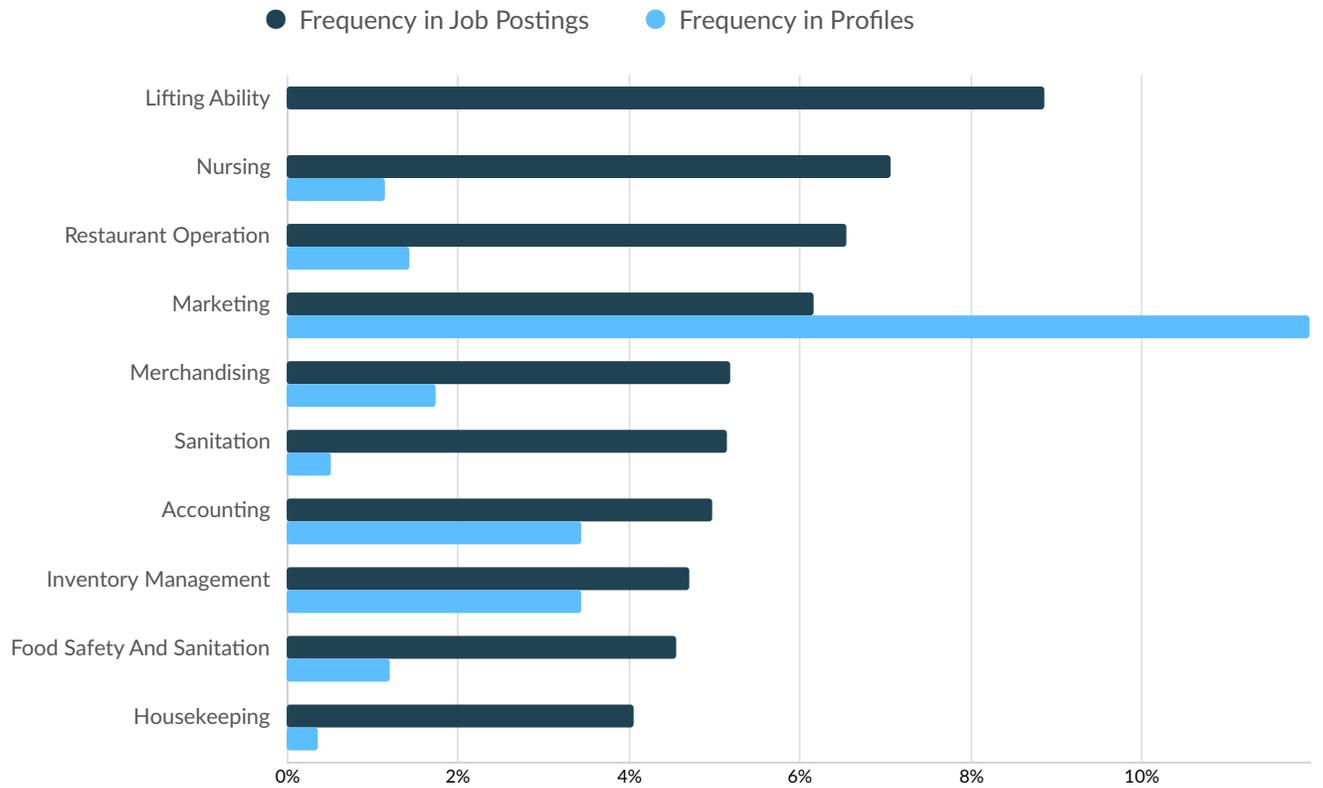
## Top Posted Job Titles

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Travel Physical Therapists	83 / 45	2 : 1 	17 days
Labor and Delivery Registered Nurses	166 / 36	5 : 1 	17 days
Maintenance Technicians	104 / 35	3 : 1 	36 days
Physical Therapists	81 / 33	2 : 1 	25 days
Registered Nurses	101 / 27	4 : 1 	20 days
Servers	56 / 27	2 : 1 	19 days
Radiation Therapists	47 / 26	2 : 1 	16 days
Delivery Drivers	131 / 26	5 : 1 	42 days
Travel Cath Lab Technologists	88 / 25	4 : 1 	19 days
ICU Registered Nurses	88 / 23	4 : 1 	20 days

## Top Industries

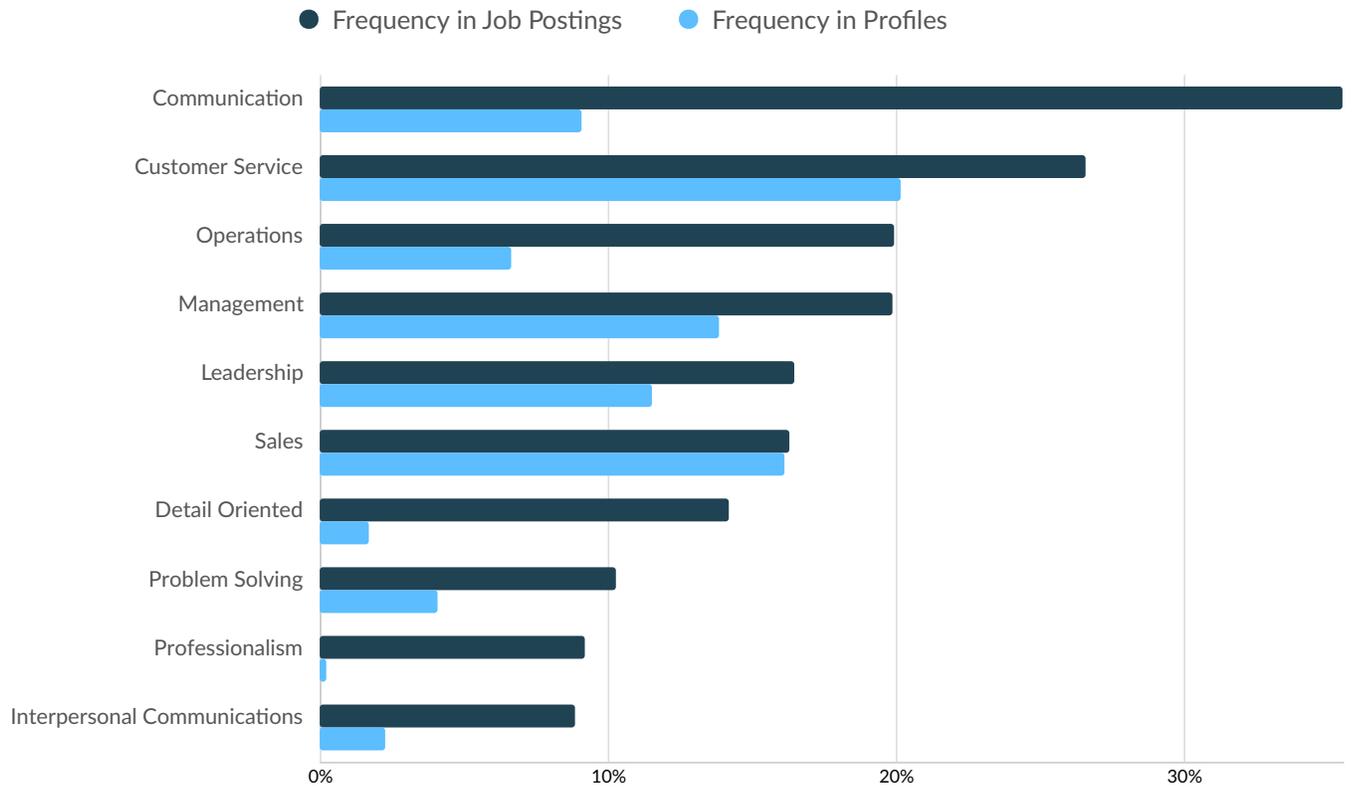
	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	1,500 / 634	2 : 1 	18 days
Hotels (except Casino Hotels) and Motels	773 / 372	2 : 1 	25 days
Temporary Help Services	932 / 286	3 : 1 	18 days
Elementary and Secondary Schools	425 / 153	3 : 1 	19 days
General Medical and Surgical Hospitals	633 / 149	4 : 1 	18 days
Offices of Physicians (except Mental Health Specialists)	317 / 141	2 : 1 	23 days
All Other Miscellaneous Ambulatory Health Care Services	215 / 129	2 : 1 	16 days
Wineries	230 / 117	2 : 1 	36 days
Limited-Service Restaurants	274 / 94	3 : 1 	35 days
Nursing Care Facilities (Skilled Nursing Facilities)	340 / 91	4 : 1 	28 days

# Top Specialized Skills



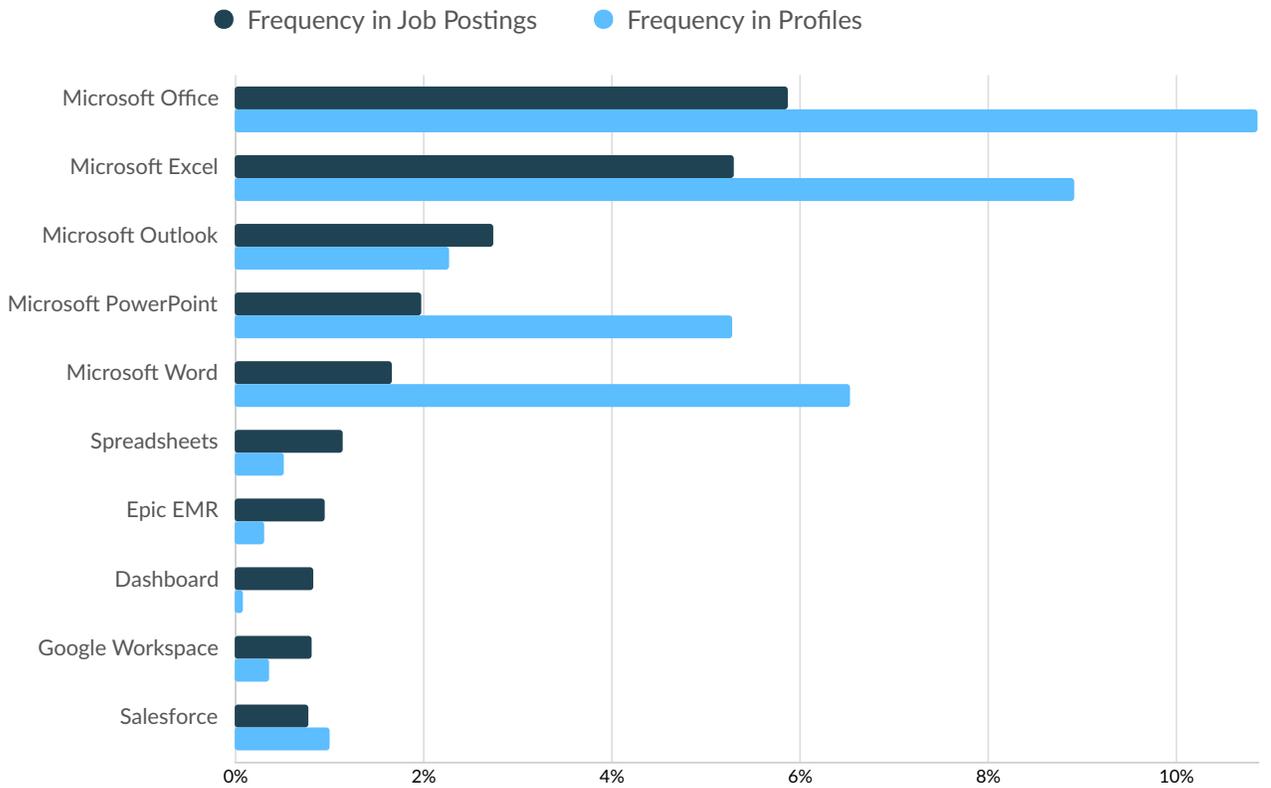
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lifting Ability	504	9%	0	0%	+10.6%	Growing
Nursing	401	7%	525	1%	+20.1%	Rapidly Growing
Restaurant Operation	372	7%	662	1%	+28.0%	Rapidly Growing
Marketing	350	6%	5,488	12%	+23.0%	Rapidly Growing
Merchandising	295	5%	802	2%	+15.0%	Growing
Sanitation	293	5%	240	1%	+9.5%	Growing
Accounting	283	5%	1,582	3%	+24.0%	Rapidly Growing
Inventory Management	268	5%	1,584	3%	+12.6%	Growing
Food Safety And Sanitation	259	5%	549	1%	+11.7%	Growing
Housekeeping	231	4%	170	0%	+13.3%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	2,016	36%	4,158	9%	+3.6%	Lagging
Customer Service	1,509	27%	9,252	20%	+5.2%	Stable
Operations	1,133	20%	3,059	7%	+8.1%	Stable
Management	1,128	20%	6,360	14%	+5.3%	Stable
Leadership	934	16%	5,289	12%	+8.5%	Stable
Sales	927	16%	7,388	16%	+7.8%	Stable
Detail Oriented	805	14%	770	2%	+7.1%	Stable
Problem Solving	583	10%	1,878	4%	+11.3%	Growing
Professionalism	521	9%	94	0%	+15.1%	Growing
Interpersonal Communications	502	9%	1,038	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	334	6%	4,981	11%	+18.5%	Growing
Microsoft Excel	301	5%	4,092	9%	+17.7%	Growing
Microsoft Outlook	156	3%	1,044	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	113	2%	2,420	5%	+26.1%	Rapidly Growing
Microsoft Word	95	2%	2,999	7%	+7.2%	Stable
Spreadsheets	65	1%	241	1%	+22.2%	Rapidly Growing
Epic EMR	54	1%	147	0%	+16.4%	Growing
Dashboard	47	1%	43	0%	+25.3%	Rapidly Growing
Google Workspace	46	1%	165	0%	+18.8%	Growing
Salesforce	44	1%	463	1%	+24.7%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Valid Driver's License	658
Registered Nurse (RN)	437
Basic Life Support (BLS) Certification	436
Cardiopulmonary Resuscitation (CPR) Certification	211
First Aid Certification	134
Advanced Cardiovascular Life Support (ACLS) Certification	120
Food Handler's Card	116
ServSafe Certification	71
Certified Nursing Assistant (CNA)	69
Neonatal Resuscitation Program Certification (NRP)	63

# Appendix A

## Top Posting Sources

Website	Postings on Website (Oct 2025 - Dec 2025)
indeed.com	2,331
simplyhired.com	1,208
gr8jobs.net	386
dejobs.org	331
diversityjobs.com	256
myworkdayjobs.com	195
craigslist.org	182
oraclecloud.com	149
smartrecruiters.com	126
disabledperson.com	125
ca.gov	122
nvusd.org	117
winebusiness.com	102
culinaryagents.com	98
governmentjobs.com	89
mantecarecruiter.com	83
tietalent.com	80
jobit.com	75
kaiserpermanentejobs.org	73
providence.jobs	69
schoolspring.com	61
edjoin.org	57
ultipro.com	50
careersingovernment.com	49
icims.com	45

# Appendix B

## Sample Postings

## Leads — Athleta in Napa, CA (Dec 2025 - Active)

<b>Lead, Part Time</b>	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Napa, CA	O*NET: 41-1011.00
Company: Athleta	Job Title: Leads
<p>Lead, Part Time 3.8 3.8 out of 5 stars About Athleta For the past 25 years, we've committed ourselves and our brand to a single aim: to empower all women and girls. Inspiration. Collaboration. Connection. Inclusivity. It's what we do best, and we're on the hunt for people who share our passion for leading an active lifestyle, growing personally as well as professionally, and creating game-changing products and experiences. We use business as a force for good by putting people and the planet right up there with profit, which is why Athleta is a certified B Corp. Ready to make a move? Join us. Because we know that alone we're strong, but together we're unstoppable. About the Role In this role, you will support the store leadership team by performing functional tasks as assigned. You will act as a role model to employees to support selling behaviors and the execution of tasks in specific areas of expertise. You will focus on leading processes, executing tasks, and maintaining productivity to ensure goals are met. Through collaboration with your leadership team, your goal is to role model and teach your team and drive behaviors to deliver a best-in-class customer experience. What You'll Do Consistently treat all customers and employees with respect and contribute to a positive work environment. Promote customer loyalty by educating customers about our loyalty programs. All leads are expected to become experts of the brand's selling behaviors by role modeling these behaviors with every customer who walks through our doors and allowing us to provide an exceptional customer experience. Support sales leader during (non-peak) hours, with the customer as the primary focus Support the store leadership team by collaborating effectively with employees and ensuring work tasks are completed in a timely and efficient manner Build and share expertise in the product lifecycle Support completion of work before or after the store operating hours, inclusive of opening and/or closing checklists Leverage omni-channel to deliver a frictionless customer experience. Ensure all compliance standards are met. Who You Are You embody Gap Inc's Purpose, Mission, Vision, Values and Behaviors Provides clear and direct communication of expectations. Ability to utilize technology effectively to engage with customers and team to meet goals Demonstrate interest and initiative towards continuous improvement and growth Agreeable to work a flexible schedule to meet the needs of the business, including holiday, evening, overnight and weekend shifts. Able to maneuver around the sales floor, stockroom and office and can lift up to 30 pounds. Benefits at Athleta Merchandise discount for our brands: 50% off regular-priced merchandise at Old Navy, Gap, Banana Republic and Athleta, and 30% off at Outlet for all employees. One of the most competitive Paid Time Off plans in the industry.</p> <ul style="list-style-type: none"><li>• Employees can take up to five "on the clock" hours each month to volunteer at a charity of their choice.</li><li>• Extensive 401(k) plan with company matching for contributions up to four percent of an employee's base pay.</li><li>• Employee stock purchase plan.</li><li>• Medical, dental, vision and life insurance.</li><li>• See more of the benefits we offer.</li></ul> <p>For eligible employees Gap Inc. is an equal-opportunity employer and is committed to providing a workplace free from harassment and discrimination. We are committed to recruiting, hiring, training and promoting qualified people of all backgrounds, and make all employment decisions without regard to any protected status. We have received numerous awards for our long-held commitment to equality and will continue to foster a diverse and inclusive environment of belonging. In 2022, we were recognized by Forbes as one of the World's Best Employers and one of the Best Employers for Diversity.</p> <p><b>Hourly Range:</b></p> <p>\$16.60 - \$20.75 USD Employee pay will vary based on factors such as qualifications, experience, skill level, competencies and work location. We will meet minimum wage or minimum of the pay range (whichever is higher) based on city, county and state requirements.</p>	

# Paraprofessionals – Soliant Health in Yountville, CA (Dec 2025 - Active)

## Paraprofessional Napa Valley, CA

Link to Live Job Posting: [www.soliant.com](http://www.soliant.com)

Location: Yountville, CA

O\*NET: 25-9049.00

Company: Soliant Health

Job Title: Paraprofessionals

Category Schools•Paraprofessional Job Type Contract Part-Time Pre-K Paraprofessional•Napa, CA Morning Schedule | Consistent Hours | Supporting Early Learners We are looking for a reliable and compassionate Paraprofessional to join a Pre-K classroom in Napa, CA. This position is perfect for someone who enjoys working with young children and is looking for a steady, part-time schedule that leaves your afternoons free. Position Overview Location Napa, CA (On-site) Term January 12, 2026•June 5, 2026 Schedule Mon-Fri, 9:15 AM•12:15 PM (15 hrs/week) Hourly Pay ~\$24 per hour Setting Pre-K Classroom Your Typical Week Monday•

#### Thursday:

Provide direct classroom support at the primary site. You will assist the lead teacher with activities, small group learning, and classroom management.

#### Friday:

Your location may alternate between classroom support at a separate site and prep time at the primary site.

#### Classroom Needs:

Because this is a Pre-K setting, diapering and personal care support are required.

#### Requirements Certification:

Must hold an active California Paraprofessional/Paraeducator certification or license (or meet state-equivalent requirements, such as 48 college units or passing the CBEST).

#### Experience:

Previous experience in early childhood education or with Pre-K students is highly preferred.

#### Personal Attributes:

Patience, reliability, and a genuine passion for early childhood development.

#### Why You'll Love This Role Perfect Morning Hours:

Wrap up your workday by 12:15 PM every day.

#### Direct Impact:

Help bridge the gap for our youngest learners during their most formative years.

#### Community:

Work in the beautiful Napa Valley with a supportive school team. How to Apply Interested candidates should submit their resume and certification details to . Equal Opportunity Employer Minorities/Women/Veterans/Disabled

# Marketing Managers – Team Kostow in Saint Helena, CA (Dec 2025 - Active)

## Marketing Manager

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Saint Helena, CA

O\*NET: 11-2021.00

Company: Team Kostow

Job Title: Marketing Managers

Marketing Manager Team Kostow

### MARKETING MANAGER

Team Kostow is excited to welcome a Marketing Manager to their growing communications team. This full-time position will support the Director of Marketing in all marketing efforts within the Team Kostow portfolio. Assisting with digital marketing, social media, and on-site brand initiatives, this role is perfect for a highly organized, eager collaborator, who thrives in a fast-paced environment and is passionate about bringing creative culinary experiences to life.

### TARGET HIRE DATE

JANUARY 2026 Compensation +

### Benefits Pay:

\$75,000-85,000 per year

- Medical, Dental, Vision Plans Paid Time Off Employee Dining Discounts Gym Membership Discounts JOB RESPONSIBILITIES, including but not limited to: Graphic Design & Digital Marketing Support
- Organize and execute monthly photoshoots and video shoots, to include circulating shot lists, communicating and collaborating with culinary, scheduling and confirming photographer(s)
- Manage CRM database, create monthly and seasonal e-communications, per concept, write clear and on-brand copy, track performance
- Create promotional materials for each restaurant, including framed posters, check presenters, merchandise, etc.
- Update menus, collateral & fact sheets on an ongoing basis
- Work with local printer on collateral needs for events & promotional materials
- Update Team Kostow websites with seasonal content, event landing pages, and other timely items Social Media Support
- Organize the social media calendar for all social channels in a timely and efficient manner, ensuring all content is approved prior to publishing
- Engage with social audience through reshares, comments and DM
- Input Month End data, extract learnings, and statistics Administrative & Onsite Support
- Support seasonal activations, including reoccurring dinner series and ad-hoc Team Kostow events, collaborating with culinary and booking travel as needed
- Monitor, record & respond to all donation requests
- Manage media clips & sending press-related assets
- Organize and coordinate amenities
- Update and internally distribute the Marketing Content Calendar
- Organize photo and video assets in Dropbox

### QUALIFICATIONS

- (2-4) years of marketing experience

- A growth mindset, strong organizational skills, ability to participate in multiple projects simultaneously
- Proactive, takes initiative, and works well in a collaborative team setting
- Ability to prioritize time and meet deadlines under time constraints.
- Excellent written and verbal communication, to be seen as a representative of Team Kostow
- Experience with Excel, Canva, Adobe Photoshop, Lightroom & InDesign
- Knowledge of Mailchimp & Later
- Willingness to frequently travel throughout the Bay Area and Napa Valley, attending weekly meetings and activations at each restaurant

## ABOUT TEAM KOSTOW

Team Kostow is a creative culinary studio redefining American dining by weaving a Northern California ethos and incredible detail into experiences that feel both grounded and transformative. Every concept is different. The philosophy is the same. Created by Chef Christopher Kostow and Martina Kostow, the powerhouse couple behind the curated culinary experiences The Restaurant at Meadowood, The Charter Oak, Loveski Deli, and Ciccio, every Team Kostow concept is known for fresh and sophisticated cuisine in an approachable setting. Together, these projects tell the evolving story of

### Team Kostow:

a creative force unafraid to explore memory, place, and craft across formats.

### Pay:

\$75,000.00 - \$85,000.00 per year

### Benefits:

Dental insurance Employee discount Health insurance Paid time off Vision insurance

### Work Location:

In person

# Produce Service Team Members – Whole Foods in Napa, CA (Dec 2025 - Jan 2026)

Produce Team Member (Clerk, Floor Service) - Part Time	
Link to Live Job Posting: Posting is no longer active	
Location: Napa, CA	O*NET: 49-9071.00
Company: Whole Foods	Job Title: Produce Service Team Members
Whole Foods Market	
Title: Produce Team Member (Clerk, Floor Service) - Part Time	
Date: 01/04/2026	
Job ID: Req-202503099861	
Degree: B.S./B.A.	
Salary: \$19.00-\$25.40 Hourly	
Job Types: Clerk	
Employment Type:	
Location: Napa, CA 945583682 Bel Aire Plaza, Napa CA 94558-2831, United States10288-NPA NapaProvides support as a member of the Produce team to include receiving and preparing product, maintaining the Produce floor and displays, and selling product in support of WFM standards. Performs all functions related to breaking down deliveries and stocking shelves. All Whole Foods Market Retail jobs require ensuring a positivepany image by providing courteous, friendly, and efficient service to customers and Team Members at all times. All positions must be performed in accordance with team and store Standard Operating Procedures. Further, Team Members must be prepared and able to perform the duties innt in other Team Member job descriptions. All positions must strive to support WFM core values and goals, promote national, regional, and store programs and initiatives, and ensure adnce to all applicable health and safety regulations including Food Safety and regulatory duties required in the department.Job ResponsibilitiesEnsures a fresh and appealing display by keeping cases and shelves clean and well stocked by front-facing, checking codes, rotating and removing out-of-date products.Assists Team Leader inanizing and displaying volume and seasonal items.Monitors and prevents spoilage andmunicates waste to buyers, Team Leaders, and shift supervisor.Completes spoilage, sampling, temperature, and sweep worksheets as required.Assists with periodic inventory checks.Arrives to	

work station on time, appropriately groomed, dressed and ready to work; works all scheduled shifts and attends required trainings and meetings. Provides excellent customer service, addresses needs of customers in a timely and effective manner and models suggestive selling techniques; answers phones and pages promptly and courteously. Maximizes sales potential through effective and proper procedures for prepping, storing, rotating, stocking, and merchandising product. Follows and complies, or ensures compliance, with established procedures, including Weights and Measures, health and sanitation, and safe work practices. Maintains, or ensures maintenance of, a clean and sanitary working and shopping environment; maintains equipment in accordance with WFM cleanliness and safety standards. Performs opening, mid, and closing duties as assigned; ensures accuracy of signs and pricing. Immediately reports safety hazards and violations. Performs other duties as assigned by store, regional, or national leadership.

**Job Skills** Ability to sell proactively. Ability to learn basic knowledge of all products carried in department. Ability to learn and understand growing processes that differentiate conventional from manic produce. Strong attention to detail. Strong to excellent communication skills and willingness to work as part of a team. Ability to deliver information in a clear and respectable manner to fellow Team Members, customers, and vendors. Ability to meet customer service expectations and standards in all interactions with customers, vendors, and Team Members. Ability to follow directions and procedures; effective time management and organization skills. Passion for natural foods and the mission of Whole Foods Market. Strong work ethic and ability to work in a fast-paced environment with a sense of urgency. Understanding of and compliance with WFM quality goals.

**Experience** No prior retail experience required.

**Physical Requirements/Working Conditions** Must be able to lift 50 pounds. In an 8-hour work day: standing/walking 6-8 hours. Hand use: single grasping, fine manipulation, pushing and pulling. Work requires the following motions: bending, twisting, squatting and reaching. Exposure to FDA approved cleaning chemicals. Exposure to temperatures: 90 degrees Fahrenheit. Ability to work in wet and dry conditions. Ability to work a flexible schedule including nights, weekends, and holidays as needed. Ability to use tools and equipment, including knives, box cutters, electric pallet jacks, and other heavy machinery. May require use of ladders.

#### Note:

The purpose of this document is to provide a general summary of essential responsibilities for the position and is not meant as an exhaustive list. This document does not reflect all job duties or requirements for every position.

Requirements build as one progresses through the job levels, so any job duties required at a lower level may be required at the higher level in addition to the duties listed for that higher level. Duties, assignments, and other responsibilities may differ for similar positions based on business conditions, departmental or geographic location, and/or needs for the particular position. An individual must demonstrate successful performance in their current position before being considered for promotion. In addition, in order to promote into a higher-level position, a business need for the promotion must exist and the candidate must be considered the most qualified person for the new position. Completion of certain milestones such as obtaining an advanced degree or certification, time in current position, or developing skills to perform at the higher-level role do not guarantee a promotion. The wage range for this position is \$19.00-\$25.40 Hourly, mensurate with experience. Whole Foods Market offers "Whole Benefits". Whole Benefits may include health insurance, retirement plan benefits, eligibility for a store discount, paid time off and access to other benefit programs. Eligibility for Whole Benefits is determined under the terms of the applicable Whole Benefits plan at a person's date of hire. For additional information, visit our Whole Foods Market Careers site:

[careers.wholefoodsmarket.com/benefits](https://careers.wholefoodsmarket.com/benefits). New entry level Team Members who successfully complete their first 90-days of employment and who remain actively employed in an eligible role, may be eligible for a base rate increase after their 90-day anniversary. At Whole Foods Market, we provide a fair and equal employment opportunity for all Team Members and candidates regardless of race, color, religion, national origin, gender, pregnancy, sexual orientation, gender identity/expression, age, marital status, disability, or any other legally protected characteristic. Whole Foods Market hires and promotes individuals solely based on qualifications for the position to be filled and business needs. Whole Foods Market works with job sites like Indeed, , and ZipRecruiter to promote opportunities at ourpany. Please be aware that other career sites may not be accurate or up to date and may even be fraudulent. We encourage and recommend all candidates to via our site. Now Now

# Janitorial Associates – Walmart in American Canyon, CA (Dec 2025 - Jan 2026)

<b>Janitorial Associate</b>	
Link to Live Job Posting: Posting is no longer active	
Location: American Canyon, CA	O*NET: 37-2011.00
Company: Walmart	Job Title: Janitorial Associates
<p>Janitorial Associate Walmart - 3.4 American Canyon, CA Job Details Part-time \$17 - \$30 an hour 1 day ago Benefits Paid jury duty Disability insurance Health insurance Dental insurance 401(k) Military leave Paid time off Adoption assistance Family leave Parental leave Vision insurance Life insurance Paid sick time Qualifications Sanitation Safe environment creation Cleaning Entry level</p>	
<p><b>Full Job Description Hourly Wage:</b></p> <p>\$17 - \$30 per/hour The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.</p>	
<p><b>Employment Type:</b></p> <p>Part-Time Available shifts: Overnight Location Walmart Supercenter #1651 7011 MAIN</p>	
<p><b>ST, AMERICAN CANYON, CA, 94503, US</b></p>	
<p>Job Overview Janitorial associates ensure customers have a great first and last impression of our stores. They look after the cleanliness of the store b from the parking lot to restrooms to the receiving area, they maintain a clean and safe environment. Benefits &amp; perks At Walmart, we offer competitive pay as well as performance-based incentive awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see Smart Guide page Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.</p>	
<p>Walmart.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.</p>	

# 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.