

# Job Posting Analytics

Lightcast Q1 2026 Data Set

April 2026

# Parameters

Select Timeframe: Last 90 Days

Regions:

Code	Description
34035	Somerset County, NJ

Company Type:

Non-Staffing Companies

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

# Job Postings Overview

11,497

Unique Postings  
23,412 Total Postings

1,965

Companies Posting  
2,299 Total Companies

19 Days

Median Posting Duration  
Regional Average: 19 Days

2 : 1

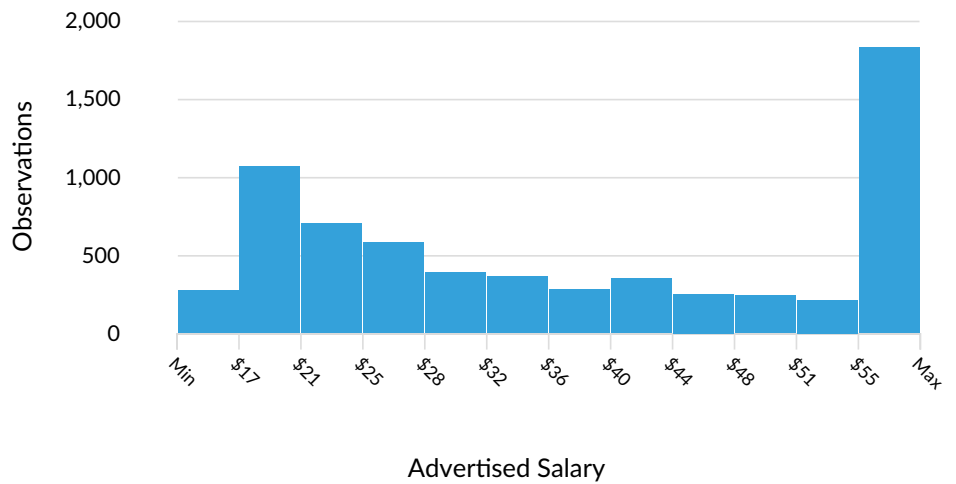
Posting Intensity  
Regional Average: 2 : 1

## Advertised Salary

There are 6,535 advertised salary observations (57% of the 11,497 matching postings).

\$35.14/hr

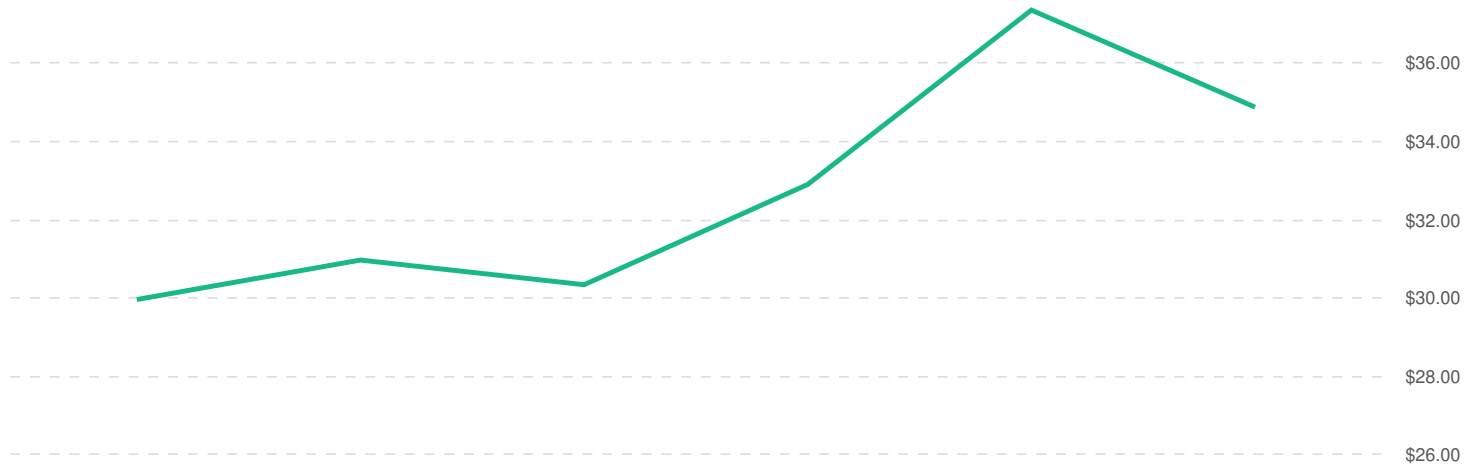
Median Advertised Salary



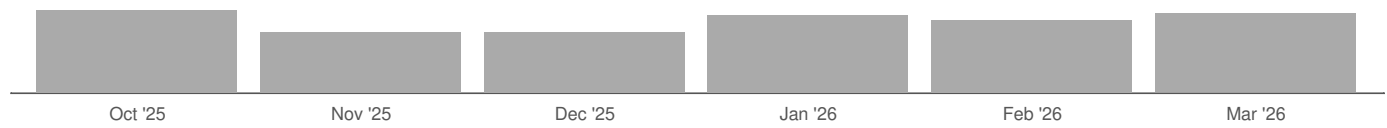
# Advertised Salary Trend

▲ 16.4% Oct 2025 - Mar 2026

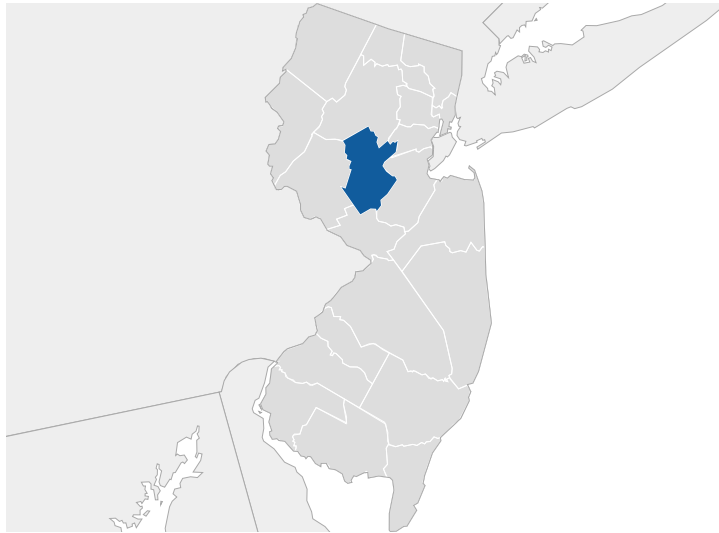
\$32.68 Median



12,371 Job Postings

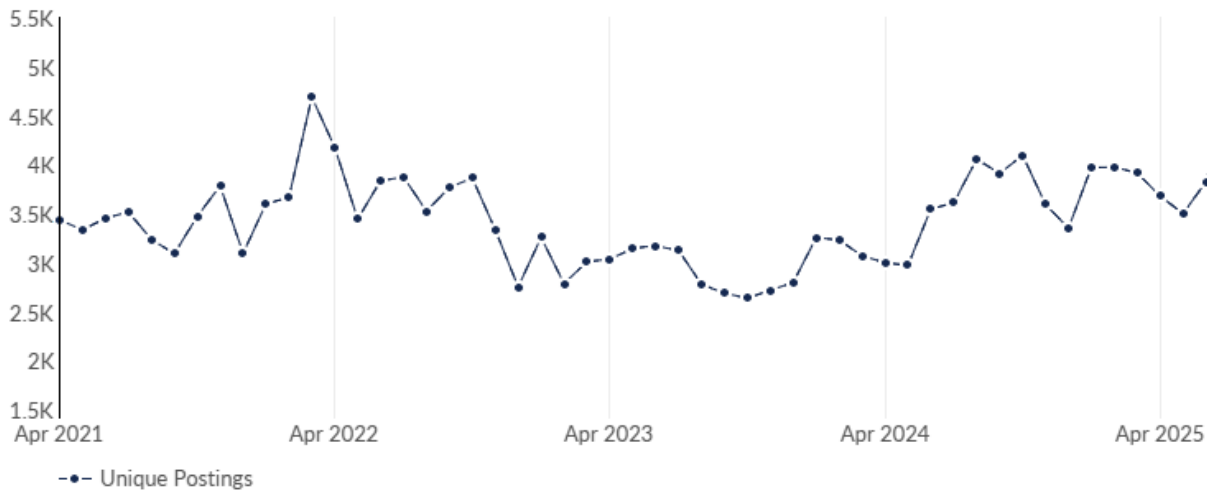


## Job Postings Regional Breakdown



County	Unique Postings (Jan 1, 2026 - Mar 31, 2026)
Somerset County, NJ	11,497

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Mar 2026	4,097	2 : 1
Feb 2026	3,708	2 : 1
Jan 2026	3,692	2 : 1
Dec 2025	3,065	2 : 1
Nov 2025	3,164	2 : 1
Oct 2025	4,161	2 : 1
Sep 2025	3,468	2 : 1
Aug 2025	3,469	2 : 1
Jul 2025	4,730	2 : 1
Jun 2025	3,824	2 : 1
May 2025	3,501	3 : 1
Apr 2025	3,678	3 : 1
Mar 2025	3,914	3 : 1
Feb 2025	3,975	3 : 1
Jan 2025	3,970	3 : 1
Dec 2024	3,351	3 : 1
Nov 2024	3,594	3 : 1
Oct 2024	4,095	3 : 1
Sep 2024	3,910	3 : 1
Aug 2024	4,055	3 : 1

Jul 2024	3,611	3 : 1
Jun 2024	3,546	3 : 1
May 2024	2,972	2 : 1
Apr 2024	2,999	2 : 1
Mar 2024	3,069	2 : 1
Feb 2024	3,231	2 : 1
Jan 2024	3,254	2 : 1
Dec 2023	2,798	3 : 1
Nov 2023	2,717	2 : 1
Oct 2023	2,637	2 : 1
Sep 2023	2,687	3 : 1
Aug 2023	2,778	2 : 1
Jul 2023	3,122	2 : 1
Jun 2023	3,172	2 : 1
May 2023	3,146	3 : 1
Apr 2023	3,034	3 : 1
Mar 2023	3,010	2 : 1
Feb 2023	2,785	3 : 1
Jan 2023	3,257	3 : 1
Dec 2022	2,752	3 : 1
Nov 2022	3,335	2 : 1
Oct 2022	3,862	2 : 1
Sep 2022	3,767	2 : 1
Aug 2022	3,525	2 : 1
Jul 2022	3,873	2 : 1
Jun 2022	3,835	2 : 1
May 2022	3,444	2 : 1
Apr 2022	4,175	2 : 1
Mar 2022	4,689	2 : 1
Feb 2022	3,665	2 : 1
Jan 2022	3,599	2 : 1

Dec 2021	3,095	2 : 1
Nov 2021	3,784	3 : 1
Oct 2021	3,470	3 : 1
Sep 2021	3,090	3 : 1
Aug 2021	3,237	3 : 1
Jul 2021	3,517	4 : 1
Jun 2021	3,452	3 : 1
May 2021	3,335	3 : 1
Apr 2021	3,434	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	5,233	46%
High school or GED	2,151	19%
Associate's degree	661	6%
Bachelor's degree	3,726	32%
Master's degree	1,289	11%
Ph.D. or professional degree	477	4%











## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,151	0	19%
Associate's degree	419	151	4%
Bachelor's degree	3,259	449	28%
Master's degree	298	821	3%
Ph.D. or professional degree	137	340	1%











## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	6,259	54%
0 - 1 Years	1,300	11%
2 - 3 Years	1,599	14%
4 - 6 Years	1,265	11%
7 - 9 Years	568	5%
10+ Years	506	4%











## Top Companies Posting

	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Johnson & Johnson	947 / 240	4 : 1 	18 days
Legend Biotech	975 / 227	4 : 1 	22 days
RWJBarnabas Health	611 / 199	3 : 1 	16 days
ShopRite	323 / 164	2 : 1 	36 days
Insmed Incorporated	648 / 149	4 : 1 	30 days
Daiichi Sankyo	649 / 147	4 : 1 	19 days
Verizon Communications	272 / 120	2 : 1 	25 days
Cognizant Technology Solutions	249 / 114	2 : 1 	21 days
Brother International Corporation	112 / 80	1 : 1 	41 days
Regeneron Pharmaceuticals	245 / 65	4 : 1 	18 days

## Top Cities Posting

City	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Bridgewater Township, NJ	4,586 / 2,324	2 : 1 	20 days
Franklin Township, NJ	3,559 / 1,872	2 : 1 	19 days
Raritan, NJ	2,808 / 956	3 : 1 	17 days
Basking Ridge, NJ	2,227 / 812	3 : 1 	19 days
Somerville, NJ	1,421 / 666	2 : 1 	21 days
Warren, NJ	1,289 / 660	2 : 1 	21 days
Montgomery, NJ	1,114 / 535	2 : 1 	23 days
Branchburg, NJ	749 / 441	2 : 1 	23 days
Bedminster, NJ	814 / 432	2 : 1 	21 days
Bound Brook, NJ	629 / 336	2 : 1 	21 days




## Top Posted Occupations

	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Home Health and Personal Care Aides	784 / 443	2 : 1 	20 days
Registered Nurses	1,349 / 418	3 : 1 	19 days
Retail Salespersons	639 / 279	2 : 1 	21 days
Software Developers	454 / 271	2 : 1 	16 days
Heavy and Tractor-Trailer Truck Drivers	441 / 250	2 : 1 	20 days
Computer Occupations, All Other	528 / 208	3 : 1 	19 days
Medical and Health Services Managers	521 / 196	3 : 1 	18 days
Project Management Specialists	350 / 196	2 : 1 	20 days
First-Line Supervisors of Retail Sales Workers	354 / 191	2 : 1 	19 days
Data Scientists	316 / 156	2 : 1 	14 days

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	1,265 / 397	3 : 1 	19 days
Retail Salespersons	639 / 279	2 : 1 	21 days
Software Developers	454 / 271	2 : 1 	16 days
Home Health Aides	467 / 250	2 : 1 	30 days
Heavy and Tractor-Trailer Truck Drivers	437 / 249	2 : 1 	20 days
Medical and Health Services Managers	521 / 196	3 : 1 	18 days
Project Management Specialists	350 / 196	2 : 1 	20 days
Personal Care Aides	317 / 193	2 : 1 	16 days
First-Line Supervisors of Retail Sales Workers	354 / 191	2 : 1 	19 days
General and Operations Managers	267 / 142	2 : 1 	19 days
Marketing Managers	260 / 131	2 : 1 	23 days
Customer Service Representatives	240 / 122	2 : 1 	20 days
Sales Managers	212 / 121	2 : 1 	18 days
Financial and Investment Analysts	230 / 121	2 : 1 	13 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	195 / 118	2 : 1 	21 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	278 / 111	3 : 1 	27 days
Business Intelligence Analysts	207 / 104	2 : 1 	11 days
Licensed Practical and Licensed Vocational Nurses	181 / 99	2 : 1 	19 days
Stockers and Order Fillers	221 / 96	2 : 1 	34 days
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	169 / 90	2 : 1 	21 days
Information Technology Project Managers	265 / 88	3 : 1 	23 days
Maintenance and Repair Workers, General	174 / 88	2 : 1 	21 days
Automotive Service Technicians and Mechanics	135 / 85	2 : 1 	28 days

Food Service Managers	138 / 82	2 : 1		33 days
Maids and Housekeeping Cleaners	127 / 82	2 : 1		18 days
Managers, All Other	148 / 80	2 : 1		30 days
Market Research Analysts and Marketing Specialists	140 / 80	2 : 1		19 days
Sales and Related Workers, All Other	100 / 79	1 : 1		16 days
First-Line Supervisors of Office and Administrative Support Workers	143 / 78	2 : 1		18 days
Security Guards	152 / 77	2 : 1		16 days
Teaching Assistants, All Other	124 / 73	2 : 1		29 days
Secondary School Teachers, Except Special and Career/Technical Education	102 / 71	1 : 1		19 days
Preschool Teachers, Except Special Education	112 / 70	2 : 1		29 days
Waiters and Waitresses	123 / 70	2 : 1		29 days
Quality Control Systems Managers	261 / 69	4 : 1		18 days
Public Relations Managers	156 / 68	2 : 1		25 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	133 / 68	2 : 1		14 days
First-Line Supervisors of Food Preparation and Serving Workers	109 / 67	2 : 1		31 days
Food Preparation Workers	113 / 67	2 : 1		25 days
Cashiers	118 / 66	2 : 1		29 days
Architectural and Engineering Managers	131 / 65	2 : 1		19 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	92 / 65	1 : 1		22 days
Patient Representatives	146 / 63	2 : 1		18 days
Nursing Assistants	131 / 63	2 : 1		13 days
Receptionists and Information Clerks	82 / 63	1 : 1		14 days
Counselors, All Other	103 / 61	2 : 1		22 days
Medical Assistants	104 / 60	2 : 1		20 days

Computer Network Architects	95 / 59	2 : 1		16 days
Merchandise Displayers and Window Trimmers	124 / 58	2 : 1		15 days
Pharmacy Technicians	182 / 58	3 : 1		22 days











# Top Posted Occupations

Occupation	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	1,217 / 358	3 : 1 	17 days
Retail Sales Associate	654 / 290	2 : 1 	22 days
Home Health Aide	467 / 250	2 : 1 	30 days
Tractor-Trailer Truck Driver	437 / 249	2 : 1 	20 days
Software Developer / Engineer	405 / 237	2 : 1 	17 days
Sales Representative	441 / 214	2 : 1 	19 days
Project Manager	345 / 193	2 : 1 	20 days
Retail Store Manager / Supervisor	336 / 184	2 : 1 	19 days
Behavior Analyst	268 / 159	2 : 1 	17 days
Healthcare Administrator	346 / 125	3 : 1 	19 days
Business Development / Sales Manager	218 / 123	2 : 1 	18 days
Customer Service Representative	240 / 122	2 : 1 	20 days
Physician	163 / 99	2 : 1 	21 days
Licensed Practical / Vocational Nurse	181 / 99	2 : 1 	19 days
Stocking Clerk	218 / 95	2 : 1 	34 days
Caregiver / Personal Care Aide	149 / 92	2 : 1 	16 days
Computer Systems Engineer / Architect	248 / 91	3 : 1 	14 days
Automotive Service Technician / Mechanic	144 / 89	2 : 1 	30 days
Business / Management Analyst	127 / 85	1 : 1 	9 days
Maid / Housekeeping Staff	129 / 84	2 : 1 	18 days
Restaurant / Food Service Manager	138 / 82	2 : 1 	33 days
Security Officer	163 / 82	2 : 1 	19 days
Waiter / Waitress	139 / 79	2 : 1 	29 days
Teacher Assistant	129 / 77	2 : 1 	30 days











Marketing Manager	158 / 77	2 : 1		23 days
Cook	97 / 76	1 : 1		17 days
Preschool / Childcare Teacher	123 / 75	2 : 1		29 days
Building and General Maintenance Technician	143 / 74	2 : 1		19 days
Fast Food / Counter Worker	114 / 70	2 : 1		30 days
Program Manager	122 / 69	2 : 1		36 days
Personal Shopper	83 / 69	1 : 1		17 days
Office / Administrative Assistant	98 / 68	1 : 1		20 days
Janitor / Cleaner	133 / 68	2 : 1		14 days
Restaurant / Food Service Supervisor	109 / 67	2 : 1		31 days
Engineering Manager	131 / 65	2 : 1		19 days
Quality Control Systems Manager	253 / 65	4 : 1		20 days
Receptionist	83 / 64	1 : 1		14 days
Communications / Public Relations Manager	146 / 64	2 : 1		25 days
Business Intelligence Analyst	119 / 63	2 : 1		9 days
Account Manager / Representative	110 / 63	2 : 1		26 days
Operations Manager / Supervisor	129 / 62	2 : 1		19 days
Medical Assistant	104 / 60	2 : 1		20 days
Cyber / Information Security Engineer / Analyst	134 / 59	2 : 1		15 days
Pharmacy Technician	182 / 58	3 : 1		22 days
Registrar / Patient Service Representative	135 / 57	2 : 1		18 days
Quality Inspector / Technician	144 / 57	3 : 1		22 days
Logistician / Supply Chain Specialist	117 / 56	2 : 1		22 days
Physical Therapist	90 / 56	2 : 1		19 days
Financial Analyst	112 / 55	2 : 1		16 days



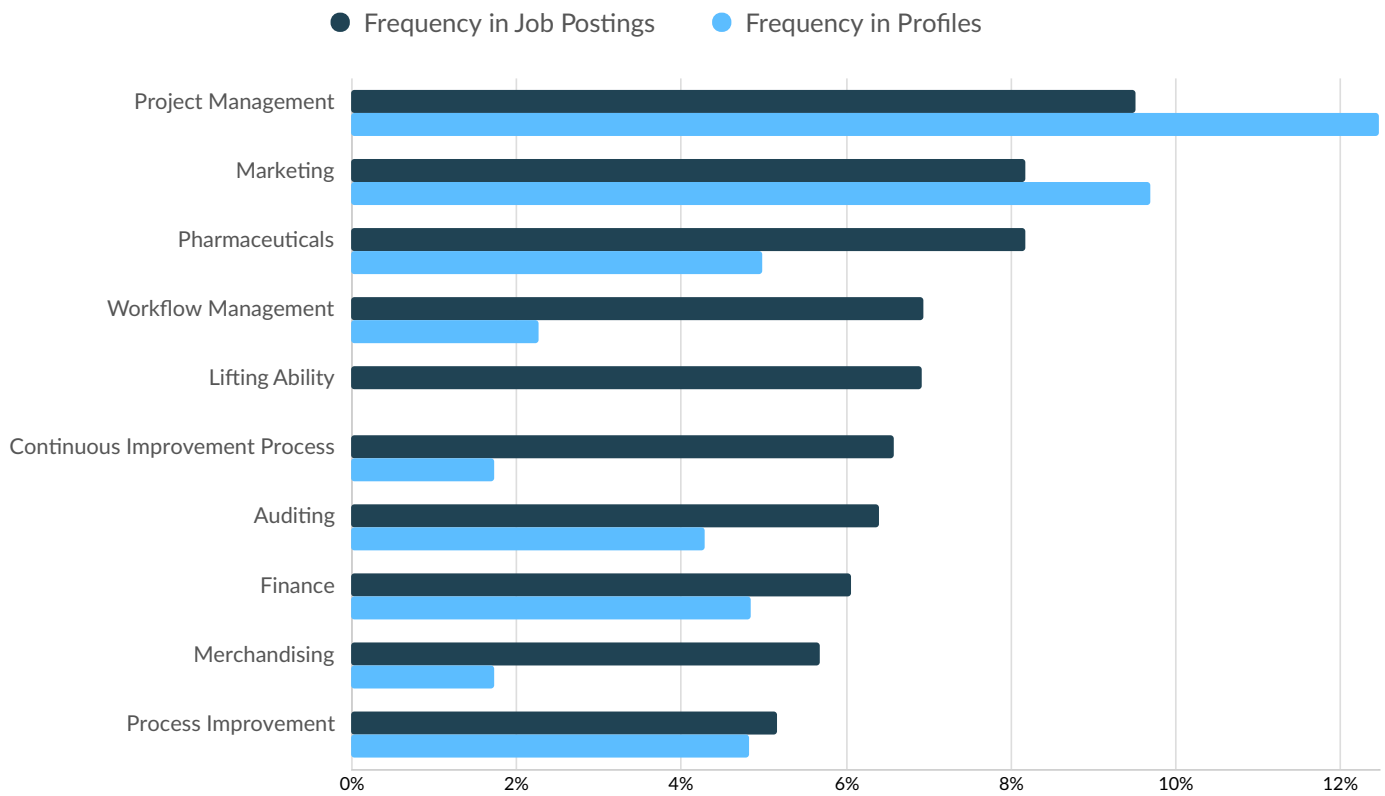
## Top Posted Job Titles

	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Certified Home Health Aides	145 / 82	2 : 1 	21 days
CDL-A Truck Drivers	97 / 62	2 : 1 	32 days
Registered Nurses	121 / 61	2 : 1 	17 days
Direct Support Professionals	116 / 58	2 : 1 	36 days
Licensed Practical Nurses	86 / 56	2 : 1 	18 days
Home Health Aides	90 / 52	2 : 1 	32 days
Behavior Technicians	78 / 50	2 : 1 	13 days
Project Managers	67 / 43	2 : 1 	13 days
Registered Behavior Technicians	67 / 38	2 : 1 	14 days
Assistant Managers	64 / 35	2 : 1 	17 days

## Top Industries

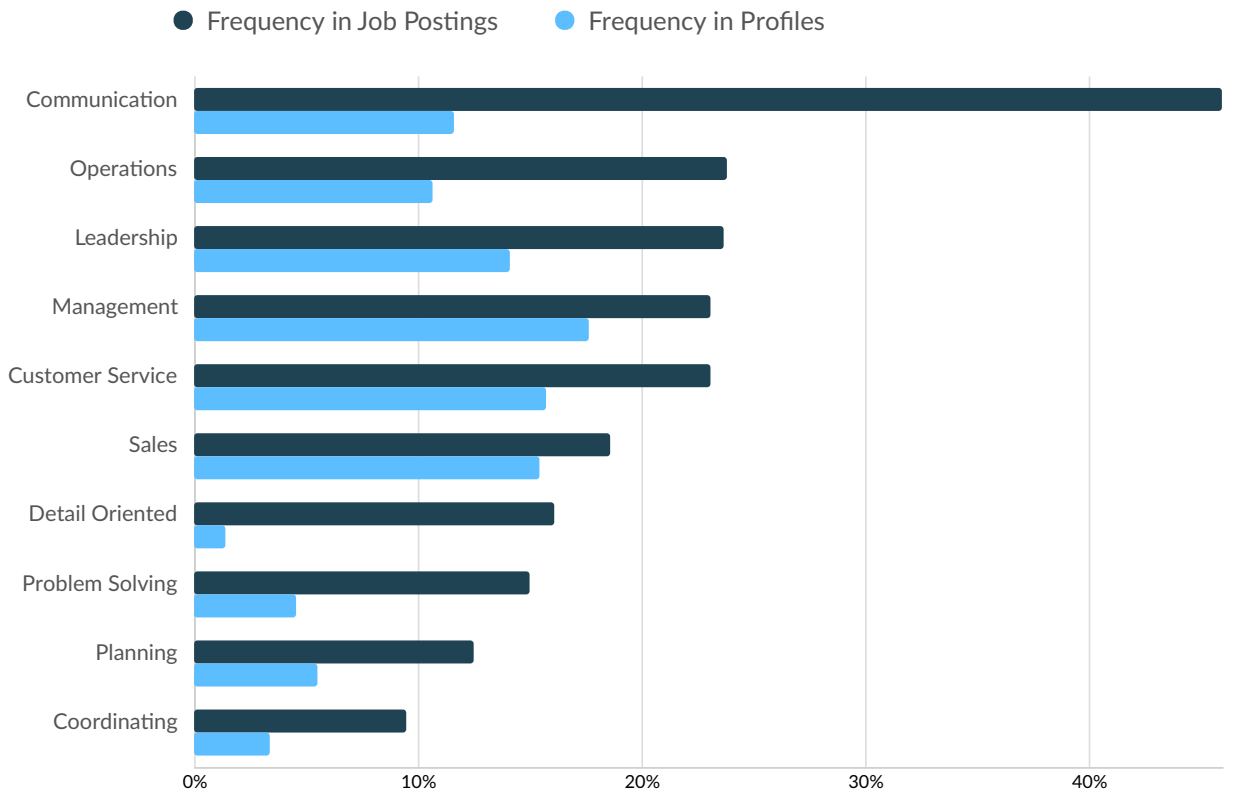
	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Pharmaceutical Preparation Manufacturing	1,386 / 472	3 : 1 	19 days
General Medical and Surgical Hospitals	994 / 350	3 : 1 	17 days
Research and Development in Nanotechnology	990 / 234	4 : 1 	22 days
Pharmacies and Drug Retailers	911 / 233	4 : 1 	20 days
Offices of Physicians (except Mental Health Specialists)	381 / 225	2 : 1 	19 days
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	802 / 224	4 : 1 	19 days
Supermarkets and Other Grocery (except Convenience) Stores	435 / 207	2 : 1 	36 days
Home Health Care Services	623 / 205	3 : 1 	18 days
Computer Systems Design Services	314 / 185	2 : 1 	17 days
Custom Computer Programming Services	312 / 163	2 : 1 	20 days

# Top Specialized Skills



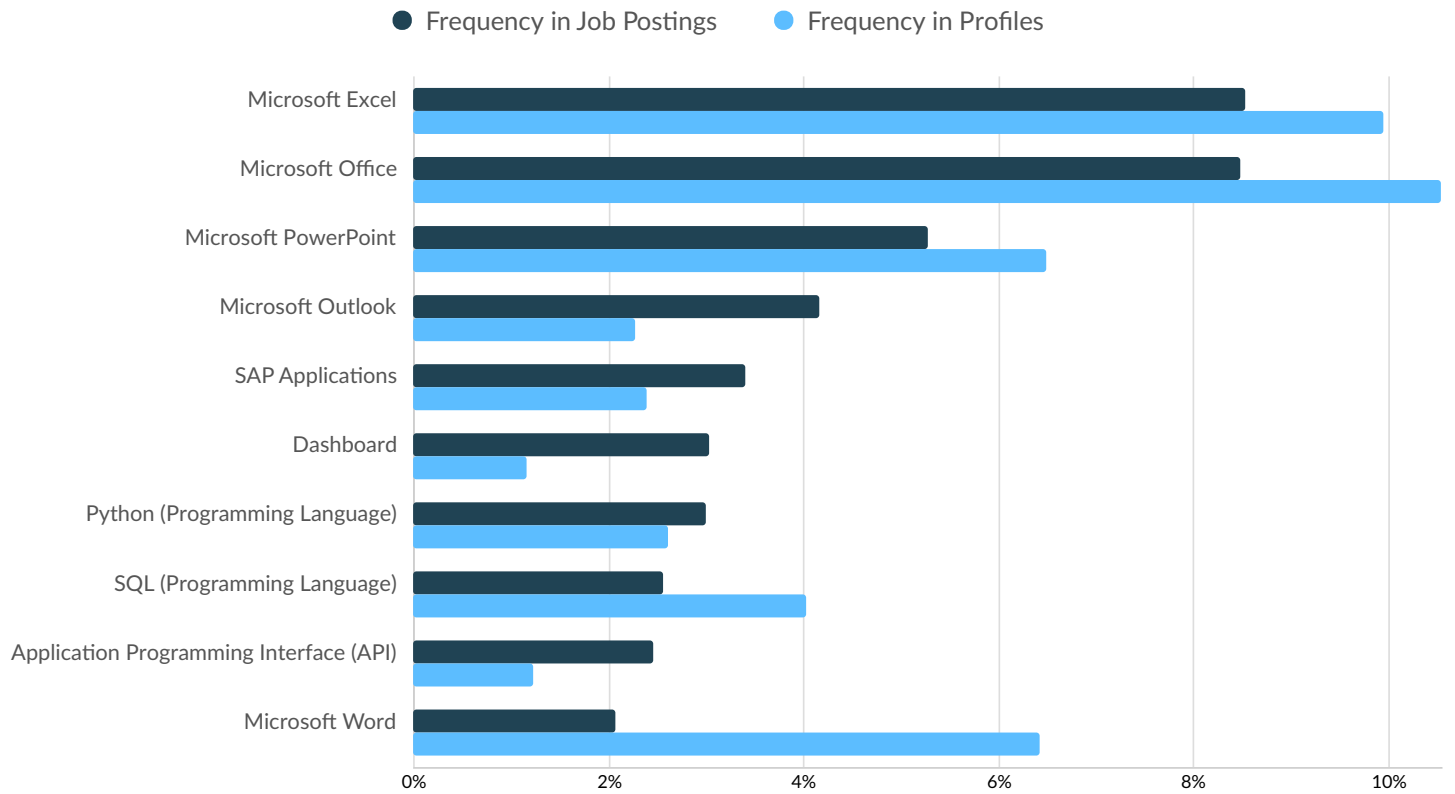
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Project Management	1,093	10%	17,477	12%	+19.8%	Rapidly Growing
Marketing	941	8%	13,578	10%	+23.0%	Rapidly Growing
Pharmaceuticals	941	8%	7,004	5%	+19.6%	Rapidly Growing
Workflow Management	798	7%	3,200	2%	+18.0%	Growing
Lifting Ability	797	7%	0	0%	+10.6%	Growing
Continuous Improvement Process	757	7%	2,442	2%	+23.4%	Rapidly Growing
Auditing	737	6%	6,003	4%	+21.8%	Rapidly Growing
Finance	698	6%	6,793	5%	+27.3%	Rapidly Growing
Merchandising	653	6%	2,420	2%	+15.0%	Growing
Process Improvement	595	5%	6,780	5%	+27.0%	Rapidly Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	5,288	46%	16,275	12%	+3.6%	Lagging
Operations	2,745	24%	15,007	11%	+8.1%	Stable
Leadership	2,721	24%	19,797	14%	+8.5%	Stable
Management	2,657	23%	24,760	18%	+5.3%	Stable
Customer Service	2,654	23%	22,115	16%	+5.2%	Stable
Sales	2,137	19%	21,673	15%	+7.8%	Stable
Detail Oriented	1,853	16%	1,951	1%	+7.1%	Stable
Problem Solving	1,729	15%	6,395	5%	+11.3%	Growing
Planning	1,438	13%	7,708	5%	+10.9%	Growing
Coordinating	1,094	10%	4,707	3%	+14.7%	Growing

# Top Software Skills











	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	981	9%	13,954	10%	+17.7%	Growing
Microsoft Office	975	8%	14,784	11%	+18.5%	Growing
Microsoft PowerPoint	608	5%	9,102	6%	+26.1%	Rapidly Growing
Microsoft Outlook	480	4%	3,203	2%	+25.0%	Rapidly Growing
SAP Applications	391	3%	3,360	2%	+21.6%	Rapidly Growing
Dashboard	349	3%	1,627	1%	+25.3%	Rapidly Growing
Python (Programming Language)	345	3%	3,657	3%	+24.5%	Rapidly Growing
SQL (Programming Language)	294	3%	5,657	4%	+6.4%	Stable
Application Programming Interface (API)	284	2%	1,716	1%	+9.5%	Growing
Microsoft Word	239	2%	9,024	6%	+7.2%	Stable

# Top Qualifications

	Postings with Qualification
Valid Driver's License	1,308
Registered Nurse (RN)	428
Cardiopulmonary Resuscitation (CPR) Certification	391
Basic Life Support (BLS) Certification	385
Master Of Business Administration (MBA)	273
First Aid Certification	208
Board Certified Behavior Analyst (BCBA)	169
Advanced Cardiovascular Life Support (ACLS) Certification	161
Certified Nursing Assistant (CNA)	130
Licensed Practical Nurse (LPN)	126

# Top Advertised Benefits

	Total/Unique (January 1, 2026 - March 31, 2026)	Posting Intensity	Median Posting Duration
Paid Leave	12,416 / 5,661	2 : 1 	20 days
Insurance	9,924 / 4,806	2 : 1 	20 days
Retirement and Savings	10,126 / 4,607	2 : 1 	20 days
Work-Life Balance	4,831 / 2,094	2 : 1 	20 days
Education and Career Development	4,275 / 2,066	2 : 1 	19 days
Health and Wellness Benefits	4,201 / 1,791	2 : 1 	20 days
Supplemental Pay	2,513 / 1,054	2 : 1 	20 days
Other Benefits	2,241 / 933	2 : 1 	21 days

# Appendix A

## Sample Postings

### ASD Teachers – West Bloomfield School District in Franklin Township, NJ (Mar 202...

<b>ASD Teacher-Elementary Level</b>	
Link to Live Job Posting: <a href="http://www.applitrack.com">www.applitrack.com</a>	
Location: Franklin Township, NJ	O*NET: 25-2056.00
Company: West Bloomfield School District	Job Title: ASD Teachers
Openings as of 3/30/2026 force display?	
True Openings as of 3/30/2026	
ASD Teacher-Elementary Level JobID:	
15773	
Position Type:	
Special Education/ Special Education Teacher Date Posted:	
3/30/2026	
Location:	
Board Of Education Building District:	
Royal Oak Schools Attachment(s): Spec Ed ASD Teacher Elementary Level 2026-27.pdf Email To A Friend Print Version Postings current as of 3/30/2026 10:42:30 PM CST. Powered by Aspex Solutions	
<ul style="list-style-type: none"><li>• AppliTrack, Applicant Tracking for Educators. Online Job Employment Applications, Web Based Employment Applications for School Districts and Educational Institutions</li><li>• <a href="http://www.aspexsolutions.com">www.aspexsolutions.com</a> You can also view Michigan teaching jobs at <a href="http://www.k12jobspot.com">www.k12jobspot.com</a>. K12JobSpot is a site that has thousands of teaching jobs</li><li>• all from AppliTrack school districts.</li></ul>	

<b>Country Club Bartender</b>	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: [Unknown City], NJ	O*NET: 35-3011.00
Company: Hamilton Farm Golf Club	Job Title: President's Club Bankers
<p>One of the premier golf clubs in the United States is now hiring experienced Bartenders. Hamilton Farm is a private club located in north central New Jersey. As a world-class, exclusive golf club, we offer our members and guests exceptional personal service, five-star amenities and gourmet cuisine. As a member of the staff, you will join a culture rooted in teamwork, support and professionalism. We each take great pride in working together to exceed the expectations of our members and guests. If you share this commitment to extraordinary service, we invite you to explore our employment opportunities. Minimum 2 years of bartending experience preferred - TIPS certification a plus We are looking for team players to provide exceptional Food &amp; Beverage service to our members and their guests. Training will be provided to maximize familiarity with our club procedures and standards. Must be available to work Tuesdays through Fridays. Day, Evenings or both. Rate of pay is based on experience</p> <p><b>Job Type:</b></p> <p>Part-time Pay:</p> <p>\$18.00 - \$22.00 per hour</p> <p><b>Benefits:</b></p> <p>Flexible schedule</p> <p><b>Shift:</b></p> <p>Day shift Evening shift</p> <p><b>Work Location:</b></p> <p>In person</p>	

## Environmental Due Diligence - Staff Engineer/Scientist II

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

Location: Franklin Township, NJ

O\*NET: 19-2041.00

Company: Roux Associates

Job Title: Environmental Engineers/Scientists

Job Title Environmental Due Diligence - Staff Engineer/Scientist II Job Type Regular Full Time Education Bachelor's Degree Category Scientific Job Description Position Overview Roux's Somerset, New Jersey office is seeking a candidate with a strong environmental due diligence skill base to join our environmental practice serving Fortune 500 industrial clients, real estate developers, attorneys, petrochemical, and manufacturing companies. The successful candidate will work with our team in completing due diligence/site assessment services, as well as assist within our compliance practice under senior leadership.

### Minimum Requirements:

BS in environmental, chemical, or civil engineering, environmental science, geology, or related field. 1 to 3 years professional experience in the areas noted below. Preparing ASTM-compliance Phase I Environmental Site Assessments (ESAs) including site inspection, data review and evaluation, and reporting / documentation. Preparing NJ Preliminary Assessments (Pas) in accordance with NJDEP requirements. Strong oral and written communication skills.

### Preferred Requirements:

Engineer in Training (EIT), Certified Hazardous Materials Manager (CHMM), or other professional certification or ability/desire to obtain. Experience or interest working with federal and state environmental regulations and best management practices pertaining to spill prevention and planning, air emissions and permitting, EPCRA, wastewater/stormwater management, hazardous waste management, and pollution prevention. Experience with electronic reporting systems like NJDEP's RADIUS and NJDEP Online, PADEP's GreenPort, and USEPA's TRI-MEweb. Experience with air sampling or monitoring. Experience focused in NJ and PA.

### Essential Duties:

Performance of Phase I ESAs in accordance with the ASTM standard, including onsite property inspection and interviews. Performance of NJ PAs. Assisting with evaluation of regulatory applicability and compliance in a variety of industrial and commercial settings. Completing specific work tasks that fall within your areas of expertise, under management direction and oversight. Assist senior staff with permitting, data evaluation, compliance assessments and audits. Assist with facility inspections for compliance purposes. Evaluating environmental test results/inspections and making recommendations as necessary for maintaining compliance with regulatory agency requirements/permits. Regular travel throughout New Jersey, New York, and Pennsylvania. Developing and maintaining productive relationships with colleagues and clients. Physical Demands/Work Environment Conditions This position requires work in the field (up to 50%) with the remainder of the time in the office. In the field, candidate will primarily be working independently to perform industrial hygiene sample collection, setting up and taking measurements from direct reading air monitoring equipment, perform the role of a health and safety inspector, assist clients with meeting compliance with various health & safety, and environmental requirements. These field activities require the ability to drive to different project sites and physically move around indoors and outdoors in various terrains, throughout all four seasons of the year. Office work is primarily stationary/sedentary using a computer and keyboard/mouse requiring repetitive hand movements.

### Base Salary Range:

\$70,000 - \$85,000. This salary range is based on what Roux in good faith believes it might pay at the time of posting for this position and for this geographic location. Actual compensation may vary based on job-related factors such as relevant work experience, market conditions,

education/training, certifications, skill sets, and internal equity. In addition, this position is eligible for performance bonuses based on individual job performance and the profitability of the firm. Roux offers a comprehensive benefits package for this position including: Medical, dental, and vision care coverage for employees and eligible dependents 401(k) profit sharing plan with employer match Flexible Spending Accounts Company paid life insurance and disability insurance Supplemental life, long-term care, accident, critical illness, and hospital indemnity insurance Employee Assistance Program Paid Time Off including holidays, vacation, and sick leave Paid Parental Leave Roux is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to age, race, color, creed, religion, national origin, ancestry, marital status, sex, affectional or sexual orientation, gender identity or expression, or protected veteran status; and will not be discriminated against on the basis of disability. Roux will take steps to assure that people with disabilities are provided reasonable accommodations. Accordingly, if reasonable accommodation is required to fully participate in the job application or interview process, or to perform the essential functions of the position, please contact [HR@rouxinc.com](mailto:HR@rouxinc.com) . #

## LI-HYBRID

Location Somerset, NJ - Somerset, NJ 08873 US (Primary)

# Industry Analysts – Capgemini in Bridgewater Township, NJ (Mar 2026 - Active)

## Business Analyst- Pharma Industry

Link to Live Job Posting: [careers.capgemini.com](https://careers.capgemini.com)

Location: Bridgewater Township, NJ

O\*NET: 13-1111.00

Company: Capgemini

Job Title: Industry Analysts

Choosing Capgemini means choosing a company where you will be empowered to shape your career in the way you'd like, where you'll be supported and inspired by a collaborative community of colleagues around the world, and where you'll be able to reimagine what's possible. Join us and help the world's leading organizations unlock the value of technology and build a more sustainable, more inclusive world.

About the Job You're Considering The Business Systems Analyst (BSA) serves as a lead conduit between clients' business stakeholders and Capgemini's solution teams, with a mandatory focus on Pharma / Life Sciences domains. The role is primarily responsible for eliciting, analyzing, documenting, and communicating business, system, and data requirements within specialty pharma and life sciences environments. This position requires the ability to identify and articulate complex pharmaceutical business rules and accurately map them to data specifications. The BSA operates independently with a high level of authority and judgment and provides subject matter expertise and leadership to teams responsible for developing technical solutions supporting regulated pharma operations.

### Your Role :

Elicit business, system, and data requirements from business users and subject matter experts within pharmaceutical and life sciences organizations  
Define, analyze, and prioritize requirements and interface agreements in regulated healthcare environments  
Write detailed functional and system specifications, business rules, and end-to-end business processes  
Lead the development of common standards and tools for documenting requirements, rules, and data specifications  
Perform gap analysis for current-state and future-state requirements, data models, and system interfaces  
Assist in operational rollout, user adoption, and post-implementation support  
Provide consulting services and manage client relationships for solution delivery and discovery engagements in the pharma/life sciences domain  
Map functional and business requirements to detailed data specifications  
Partner with QA teams to validate test cases, scenarios, and data accuracy throughout test cycles

### Required Skills :

Mandatory experience in Pharma / Life Sciences, including specialty pharma, healthcare data, or regulated environments  
Experience writing specifications related to data rules, data formats, and key performance indicators (KPIs)  
Experience working with multiple third-party vendors and defining interfaces for data exchange  
Proven expertise in mapping data requirements to business requirements and test cases  
5-7+ years of extensive experience in business analysis and systems analysis roles  
Strong understanding of compliance, validation, and documentation expectations in pharma organizations  
IIBA certification (CBAP, CCBA) or certification from other recognized professional institutions  
Proven track record of delivering measurable success to clients and solution teams through standard tools and best practices  
Platform / Technical Skills  
Experience with EDI fundamentals and file-based data exchange  
Hands-on experience with multiple file types, including XML, fixed-length positional formats, and CSV files  
Experience working with healthcare and pharmaceutical data standards and coding systems, including: ICD-10CPTRxNormHCPCS  
Six Sigma certification or demonstrated process improvement experience  
Certified Scrum Master (CSM) or Agile delivery experience  
The base compensation range for this role in the posted location is: \$65,000 to \$169,000. Capgemini provides compensation range information in accordance with applicable national, state, provincial, and local pay transparency laws. The base compensation range listed for this position reflects the minimum and maximum target compensation Capgemini, in good faith, believes it may pay for the role at the time of this posting. This range may be subject to change as permitted by law. The actual compensation offered to any candidate may fall outside of the posted range and will be determined based on multiple factors legally permitted in the applicable jurisdiction. These may include, but are not limited to: Geographic location, Education and qualifications, Certifications and licenses, Relevant experience and skills, Seniority and performance, Market and business consideration, Internal pay equity. It is not typical for candidates to be

hired at or near the top of the posted compensation range. In addition to base salary, this role may be eligible for additional compensation such as variable incentives, bonuses, or commissions, depending on the position and applicable laws. Capgemini offers a comprehensive, non-negotiable benefits package to all regular, full-time employees. In the U.S. and Canada, available benefits are determined by local policy and eligibility and may include: Paid time off based on employee grade (A-F), defined by policy:

#### Vacation:

12-25 days, depending on grade, Company paid holidays, Personal Days, Sick Leave Medical, dental, and vision coverage (or provincial healthcare coordination in Canada) Retirement savings plans (e.g., 401(k) in the

#### U.S., RRSP

in Canada) Life and disability insurance Employee assistance programs Other benefits as provided by local policy and eligibility

#### Important Notice:

Compensation (including bonuses, commissions, or other forms of incentive pay) is not considered earned, vested, or payable until it becomes due under the terms of applicable plans or agreements and is subject to Capgemini's discretion, consistent with applicable laws. The Company reserves the right to amend or withdraw compensation programs at any time, within the limits of applicable legislation. Disclaimers Capgemini is an Equal Opportunity Employer encouraging inclusion in the workplace. Capgemini also participates in the Partnership Accreditation in Indigenous Relations (PAIR) program which supports meaningful engagement with Indigenous communities across Canada by promoting fairness, accessibility, inclusion and respect. We value the rich cultural heritage and contributions of Indigenous Peoples and actively work to create a welcoming and respectful environment. All qualified applicants will receive consideration for employment without regard to race, national origin, gender identity/expression, age, religion, disability, sexual orientation, genetics, veteran status, marital status or any other characteristic protected by law. This is a general description of the Duties, Responsibilities and Qualifications required for this position. Physical, mental, sensory or environmental demands may be referenced in an attempt to communicate the manner in which this position traditionally is performed. Whenever necessary to provide individuals with disabilities an equal employment opportunity, Capgemini will consider reasonable accommodations that might involve varying job requirements and/or changing the way this job is performed, provided that such accommodation does not pose an undue hardship. Capgemini is committed to providing reasonable accommodation during our recruitment process. If you need assistance or accommodation, please reach out to your recruiting contact. Please be aware that Capgemini may capture your image (video or screenshot) during the interview process and that image may be used for verification, including during the hiring and onboarding process. Click the following link for more information on your rights as an Applicant in the United States.

#### http:

[//www.capgemini.com/resources/equal-employment-opportunity-is-the-law](http://www.capgemini.com/resources/equal-employment-opportunity-is-the-law) Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem.

# Seasonal Sales Associates — Leslie's Poolmart in Manville, NJ (Mar 2026 - Active)

## Sales Associate (Seasonal)

Link to Live Job Posting: [recruiting2.ultipro.com](https://recruiting2.ultipro.com)

Location: Manville, NJ

O\*NET: 41-2031.00

Company: Leslie's Poolmart

Job Title: Seasonal Sales Associates

### DIVE IN TO A NEW CAREER WITH LESLIE'S

Founded in 1963, Leslie's is the largest and most trusted direct-to-consumer brand in the U.S. pool and spa care industry. We serve the aftermarket needs of residential and professional consumers with an extensive and largely exclusive assortment of essential pool and spa care products. We operate an integrated ecosystem of 900+ retail locations, backyard service and repair, a robust digital platform, and manufacturing and distribution divisions across 35+ states—enabling consumers to engage with Leslie's whenever, wherever, and however they prefer to shop. With over 60 years of providing best-in-class products and solutions to our customers, there is nothing that we value more than the development and growth of our team. We strive to create a positive and fun atmosphere where our Team Members feel valued and are enthusiastic about the contributions they make to the success of Leslie's.

#### Overview:

The Sales Associate provides superior customer service while supporting the Store Manager in all aspects of retail operations to ensure the store performs at its best.

#### Pay:

\$15.92 - \$17.36 / Hourly Compensation within range to be determined by the applicant's education, experience, knowledge and skills, as well as internal equity and alignment with market data.

#### Responsibilities:

Greet and assist customers with their pool and spa care needs  
Accurately complete sales transactions using the POS system  
Maintain a welcoming, clean, and safe store environment  
Support merchandising and inventory control activities

#### Qualifications:

High School Diploma or equivalent, or currently enrolled in high school (work permit may be required based on state laws)  
Must be at least 16 years of age.  
Ability to complete required training.  
Provide exceptional customer service.  
Ability to lift 50 lbs.  
Leslie's recognizes a critical component to our continued success is our people . Leslie's is committed to developing and fostering a culture of diversity and inclusion within our company and the communities we serve. A key aspect of building a great team is valuing ideas from many viewpoints, which is why we place a priority on identifying and hiring talented individuals from all backgrounds and perspectives. #Seasonal

# Appendix B - 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.