

February 2026 Lightcast Report



Job Posting Analytics

Lightcast Q1 2026 Data Set

February 2026

Berrien, Branch, Calhoun, Cass, Kalamazoo, Van Buren, & St. Joseph Counties



Michigan

Parameters

Select Timeframe: Feb 2026 - Feb 2026

Occupations:

Results should include

Code	Description
29-1141	Registered Nurses
29-1171	Nurse Practitioners
29-1249	Surgeons, All Other
29-2034	Radiologic Technologists and Technicians
29-2099	Health Technologists and Technicians, All Other

Code	Description
31-1131	Nursing Assistants
31-9092	Medical Assistants
35-2014	Cooks, Restaurant
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
41-2011	Cashiers

Regions:

Code	Description
26021	Berrien County, MI
26023	Branch County, MI
26025	Calhoun County, MI
26027	Cass County, MI

Code	Description
26077	Kalamazoo County, MI
26149	St. Joseph County, MI
26159	Van Buren County, MI

Job Title:

Results should include

Description
Medical Assistants
Family Medicine Medical Assistants
Family Nurse Practitioners
Environmental Services Technicians
Registered Nurses

Description
Medical Surgical Registered Nurses
X-Ray Technologists
Cashiers
Requisition Sales Associates
Cooks

Company:

Results should include

Description
Pfizer
Fast Pace Health

Description
Walmart
Bronson Healthcare

Ascension

Meijer

Border Foods

Corewell Health

Stryker

Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

68

Unique Postings
223 Total Postings

4

Companies Posting
2,788 Total Companies

20 Days

Median Posting Duration
Regional Average: 20 Days

3 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

▼ 36.0% Sep 2025 - Feb 2026

\$18.75 Median



12 Job Postings



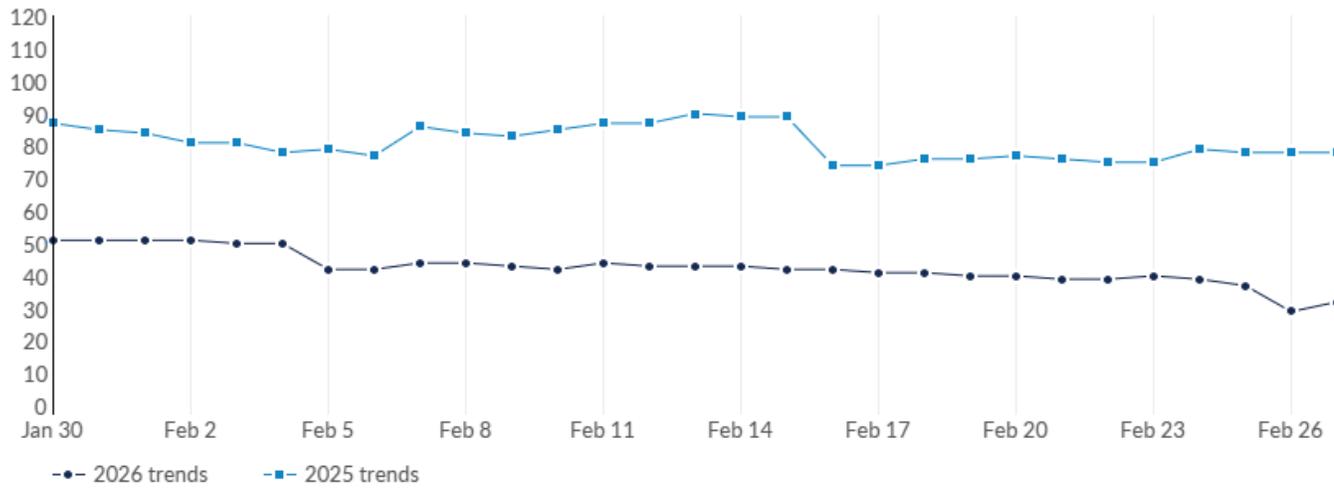
Job Postings Regional Breakdown



County	Unique Postings (Feb 2026)
Calhoun County, MI	49
Kalamazoo County, MI	11
Berrien County, MI	4
Van Buren County, MI	4

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
January 30, 2026	51	87	-41.4%
January 31, 2026	51	85	-40.0%
February 1, 2026	51	84	-39.3%
February 2, 2026	51	81	-37.0%
February 3, 2026	50	81	-38.3%
February 4, 2026	50	78	-35.9%
February 5, 2026	42	79	-46.8%
February 6, 2026	42	77	-45.5%
February 7, 2026	44	86	-48.8%
February 8, 2026	44	84	-47.6%
February 9, 2026	43	83	-48.2%
February 10, 2026	42	85	-50.6%
February 11, 2026	44	87	-49.4%
February 12, 2026	43	87	-50.6%
February 13, 2026	43	90	-52.2%
February 14, 2026	43	89	-51.7%
February 15, 2026	42	89	-52.8%
February 16, 2026	42	74	-43.2%

February 17, 2026	41	74	-44.6%
February 18, 2026	41	76	-46.1%
February 19, 2026	40	76	-47.4%
February 20, 2026	40	77	-48.1%
February 21, 2026	39	76	-48.7%
February 22, 2026	39	75	-48.0%
February 23, 2026	40	75	-46.7%
February 24, 2026	39	79	-50.6%
February 25, 2026	37	78	-52.6%
February 26, 2026	29	78	-62.8%
February 27, 2026	32	78	-59.0%
February 28, 2026	33	79	-58.2%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	20	29%
High school or GED	21	31%
Associate's degree	26	38%
Bachelor's degree	6	9%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	21	0	31%
Associate's degree	22	4	32%
Bachelor's degree	5	1	7%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	55	81%
0 - 1 Years	11	16%
2 - 3 Years	2	3%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	148 / 41	4 : 1 	43 days
Bronson Healthcare	27 / 19	1 : 1 	13 days
Meijer	31 / 5	6 : 1 	11 days
Corewell Health	17 / 3	6 : 1 	38 days

Top Cities Posting

City	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	130 / 34	4 : 1 	n/a
Battle Creek, MI	20 / 11	2 : 1 	20 days
Kalamazoo, MI	12 / 8	2 : 1 	13 days
Albion, MI	5 / 2	3 : 1 	43 days
Niles, MI	13 / 2	7 : 1 	38 days
Paw Paw, MI	2 / 2	1 : 1 	27 days
South Haven, MI	3 / 2	2 : 1 	5 days
Tekonsha, MI	6 / 2	3 : 1 	n/a
Benton Harbor, MI	3 / 1	3 : 1 	11 days
Portage, MI	2 / 1	2 : 1 	n/a

Top Posted Occupations

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Medical Assistants	81 / 26	3 : 1 	33 days
Registered Nurses	71 / 19	4 : 1 	38 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19 / 14	1 : 1 	13 days
Cashiers	31 / 5	6 : 1 	11 days
Nursing Assistants	13 / 3	4 : 1 	n/a
Cooks, Restaurant	8 / 1	8 : 1 	n/a

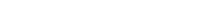
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Medical Assistants	81 / 26	3 : 1 	33 days
Registered Nurses	71 / 19	4 : 1 	38 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19 / 14	1 : 1 	13 days
Cashiers	31 / 5	6 : 1 	11 days
Nursing Assistants	13 / 3	4 : 1 	n/a
Cooks, Restaurant	8 / 1	8 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Medical Assistant	81 / 26	3 : 1 	33 days
Registered Nurse	71 / 19	4 : 1 	38 days
Janitor / Cleaner	19 / 14	1 : 1 	13 days
Cashier	31 / 5	6 : 1 	11 days
Nursing Assistant	13 / 3	4 : 1 	n/a
Cook	8 / 1	8 : 1 	n/a

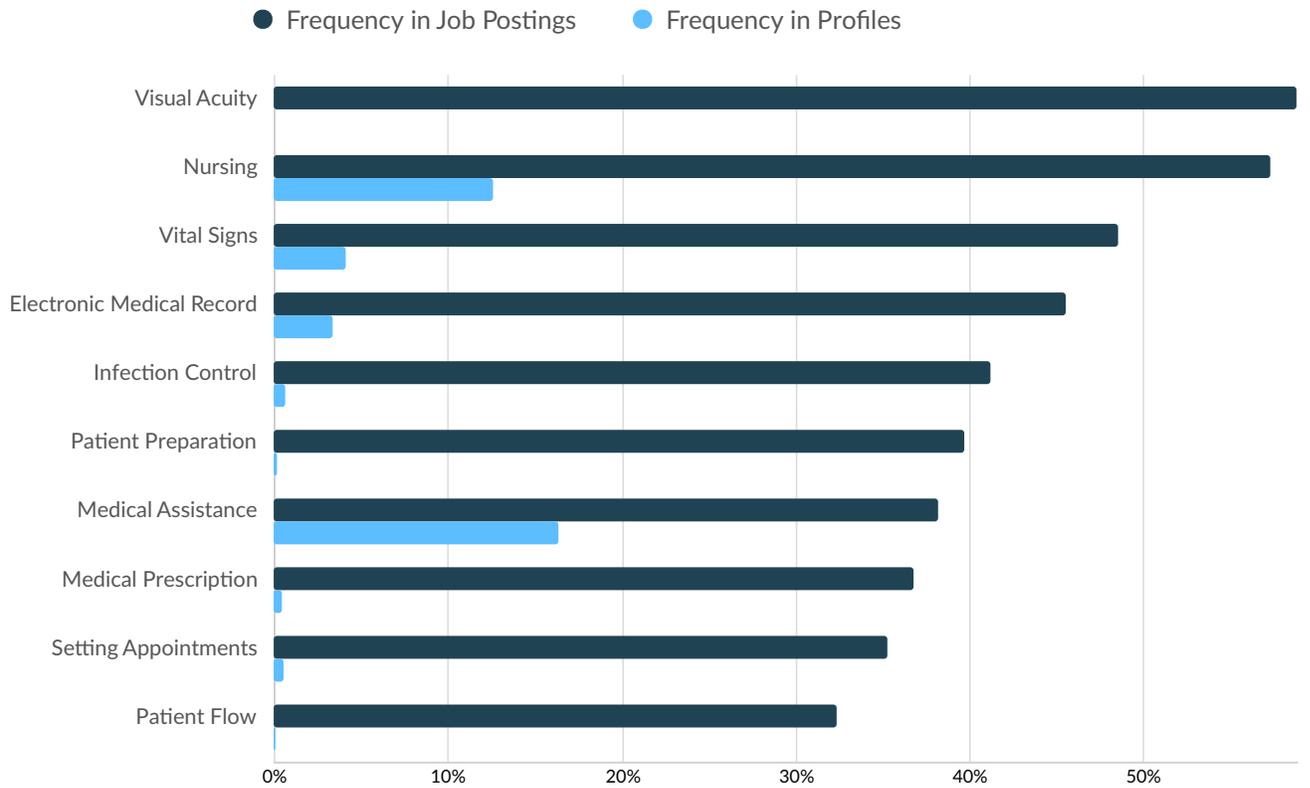
Top Posted Job Titles

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	75 / 21	4 : 1 	n/a
Registered Nurses	66 / 18	4 : 1 	n/a
Environmental Services Technicians	19 / 14	1 : 1 	13 days
Medical Assistants	17 / 7	2 : 1 	33 days
Cashiers	31 / 5	6 : 1 	11 days
Family Medicine Medical Assistants	2 / 1	2 : 1 	26 days
Medical Surgical Registered Nurses	5 / 1	5 : 1 	38 days
Cooks	8 / 1	8 : 1 	n/a

Top Industries

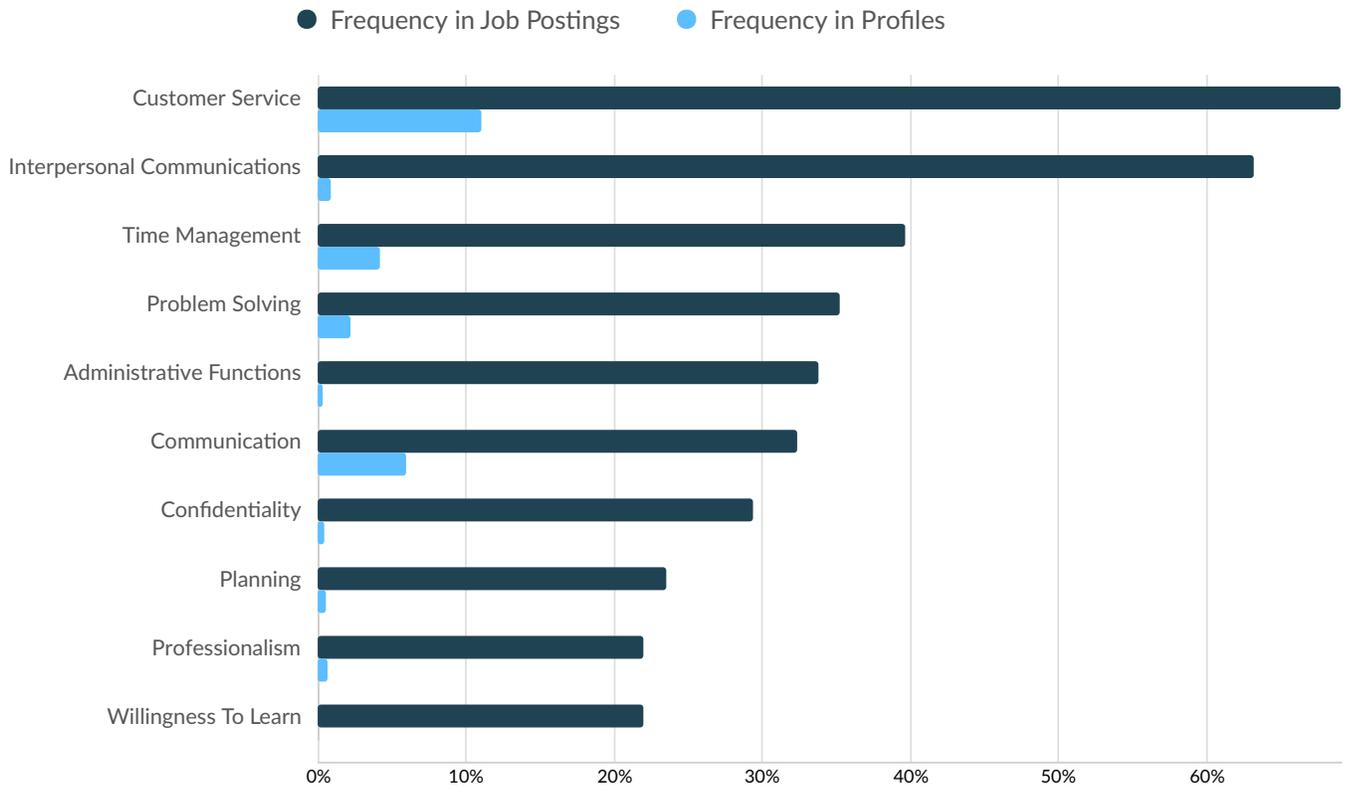
	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	192 / 63	3 : 1 	20 days
Department Stores	31 / 5	6 : 1 	11 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	40	59%	0	0%	+18.9%	Growing
Nursing	39	57%	113	13%	+20.1%	Rapidly Growing
Vital Signs	33	49%	37	4%	+17.2%	Growing
Electronic Medical Record	31	46%	30	3%	+12.1%	Growing
Infection Control	28	41%	6	1%	+17.1%	Growing
Patient Preparation	27	40%	2	0%	+15.8%	Growing
Medical Assistance	26	38%	146	16%	+11.9%	Growing
Medical Prescription	25	37%	4	0%	+8.5%	Growing
Setting Appointments	24	35%	5	1%	+10.9%	Growing
Patient Flow	22	32%	1	0%	+13.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	47	69%	99	11%	+5.2%	Stable
Interpersonal Communications	43	63%	8	1%	+12.5%	Growing
Time Management	27	40%	38	4%	+14.5%	Growing
Problem Solving	24	35%	20	2%	+11.3%	Growing
Administrative Functions	23	34%	3	0%	+13.6%	Growing
Communication	22	32%	53	6%	+3.6%	Lagging
Confidentiality	20	29%	4	0%	0.0%	
Planning	16	24%	5	1%	+10.9%	Growing
Professionalism	15	22%	6	1%	+15.1%	Growing
Willingness To Learn	15	22%	0	0%	+12.0%	Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	44
American Red Cross (ARC) Certification	41
Registered Nurse (RN)	30
Certified Medical Assistant (CMA)	25
Basic Cardiac Life Support	24
Licensed Practical Nurse (LPN)	21
Valid Driver's License	13
Advanced Cardiovascular Life Support (ACLS) Certification	7
Certified Clinical Medical Assistant (CCMA)	5
Registered Medical Assistant (RMA)	4

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2026)
peopleanswers.com	37
indeed.com	28
myworkdayjobs.com	8
mitalent.org	6
diversityjobs.com	5
simplyhired.com	1
tietalent.com	1

Appendix B

Sample Postings

EVS Technician- Battle Creek, Full time 1st shift 7a-3:30pm

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

EVS Technician- Battle Creek, Full time 1st shift 7a-3:30pm 3.6 3.6 out of 5 stars

CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title EVS Technician- Battle Creek, Full time 1st shift 7a-3:30pm Join Our Team at Bronson Battle Creek Hospital!

Position:

Environmental Service Technician Location:

Bronson Battle Creek Hospital Department:

Environmental Services Shift:

Full Time- 40 hr/wk 1st Shift Benefits Eligible Make a Difference in Patient Care! At Bronson Hospital, we are committed to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service technician to help maintain cleanliness and infection control across the hospital. You'll play an important role in making sure the hospital is a clean, safe place for everyone.

What You'll Do:

Clean and sanitize patient rooms (both occupied and unoccupied), public areas, surgical areas, and other spaces as assigned Stock supplies and keep equipment clean and in working order Follow safety and infection control guidelines to ensure the hospital is always clean and safe Provide excellent service to both hospital staff and patients Work closely with the Environmental Services Manager to make sure all tasks are completed to the highest standards Follow detailed instructions and regularly check your work to meet quality standards

What We're Looking For:

A positive attitude and a strong desire to help others Attention to detail and the ability to follow safety and cleanliness guidelines Ability to work well with a team and follow instructions from supervisors Good communication skills and a willingness to learn Ability to work in a fast-paced environment and stay focused on the task at hand Previous experience in cleaning or maintenance is a plus, but not required Why Work at Bronson? A 2025 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept

delegation and negotiate task priorities. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. (For

BBC & BLH ONLY

- may do laundry) Maintains knowledge of, and complies with, all relevant laws, regulations per CDC, OSHA, the EPA, Joint Commission and policies, procedures and standards necessary for role. Follows all isolation procedures in isolation and contact plus rooms Detail clean vents, fan fixtures, tops of windows, door frames, wall art, bumpers, furniture and other areas as necessary Cleans public areas; lobbies, waiting rooms, rest rooms, elevators, utility rooms, exam rooms, offices, stairwells, and other areas assigned Collects and replaces all sharps and black pharmacy box containers in patient care areas. Documents and maintains records of assigned cleaning tasks. Restocking of supplies in assigned areas as needed. Communicates information and requests as appropriate to the registered nurse and/or patient care assistant. Communicate and provide exceptional service to patients, staff, families and visitors. Maintains confidentiality of patient and unit data per HIPPA regulations. Removes trash and soiled linen from assigned areas and transports to disposal area. Keeps work areas neat and orderly, cleans equipment and assists with other duties as assigned. May operate mechanical floor equipment such as IMops, vacuums, sweepers and other related environmental equipment. Cleans equipment and stores in assigned locations. Direct visitors as necessary. May collect trays from patient rooms. Coordinates activities related to cleaning area with department coordinator as needed. Assumes responsibility for own growth and development; attends regular staff meetings. Actively participates and supports the Bronson Management System by attending huddles and adopting the problem solving methods. Operates ultraviolet (UV) disinfection equipment (Surfacide UV Robot). •BBC Only All other duties as assigned which may include the use of the trash compactor, and emptying trash and linen chutes. Shift First Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$750.00 Retention Bonus External Candidates Only, \$750.00 Scheduled Weekly Hours 40 Cost Center 1620 Environmental Services (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

EVS Associate- Battle Creek, Full Time, 3rd Shift

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

EVS Associate- Battle Creek, Full Time, 3rd Shift 3.6 3.6 out of 5 stars

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Position:

Environmental Service Technician Location:

Bronson Battle Creek Hospital Department:

Environmental Services Shift:

Full Time- 36 hr/wk 3rd Shift Benefits Eligible Make a Difference in Patient Care! At Bronson Hospital, we are committed to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service technician to help maintain cleanliness and infection control across the hospital. You'll play an important role in making sure the hospital is a clean, safe place for everyone.

What You'll Do:

Clean and sanitize patient rooms (both occupied and unoccupied), public areas, surgical areas, and other spaces as assigned Stock supplies and keep equipment clean and in working order Follow safety and infection control guidelines to ensure the hospital is always clean and safe Provide excellent service to both hospital staff and patients Work closely with the Environmental Services Manager to make sure all tasks are completed to the highest standards Follow detailed instructions and regularly check your work to meet quality standards

What We're Looking For:

A positive attitude and a strong desire to help others Attention to detail and the ability to follow safety and cleanliness guidelines Ability to work well with a team and follow instructions from supervisors Good communication skills and a willingness to learn Ability to work in a fast-paced environment and stay focused on the task at hand Previous experience in cleaning or maintenance is a plus, but not required Why Work at Bronson? A 2025 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept

delegation and negotiate task priorities. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. (For

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Cashiers — Meijer in Portage, MI (Feb 2026 - Active)

Cashier	
Link to Live Job Posting: diversityjobs.com	
Location: Portage, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.</p>	

Medical Assistants – Corewell Health in Saint Joseph, MI (Feb 2026 - Active)

Medical Assistant Urology

Link to Live Job Posting: www.indeed.com

Location: Saint Joseph, MI

O*NET: 31-9092.00

Company: Corewell Health

Job Title: Medical Assistants

Medical Assistant Urology 3.6 3.6 out of 5 stars Job Summary Under the direction of a licensed professional, the Medical Assistant performs and oversees functions within scope of practice related to the clinical activities, including but not limited to: maintaining patient flow by assisting and promoting the delivery of health care, performs technical procedures and clinically-oriented activities. The Medical Assistant will assist management in achieving office efficiencies in accordance with stated policies/procedures to ensure efficient operations with a focus on supporting physicians, clinic staff and management, which embodies the "Service First" philosophy to promote customer satisfaction. Essential Functions Facilitates efficient and effective patient flow including preparing the patient for the visit/admission and providing specific services and education as determined by the providers in accordance with scope of practice. Performs necessary administrative duties to ensure all information is current and updated. Includes maintenance and monitoring of electronic health record. Maintains and cleans environment, work area, equipment and communicates any equipment malfunctions to appropriate department/unit personnel. Greets and communicates with patients and families in a manner consistent with care and respect. Communicates, collaborates and anticipates the needs of the other members of the health care team in order to ensure continuity and quality of care and coordination of services. Collects, monitors and reports patient data/needs to licensed team members as directed. Follows documentation standards. Demonstrates high standard of moral and ethical behavior. Commits to continuous improvement of patient experience, which includes patient safety, quality of care and excellent service. Advocates for privacy, confidentiality and security of patient, staff and organizational data. Adheres to the organization's published values, standards and policies. Engages in continuous study of the entire professional field, including best practices, to maintain the professional competence, knowledge and skills necessary for the satisfactory performance of all assigned responsibilities. Completes required continuous training and education, including department specific requirements. Assists providers with examinations, procedures and/or treatments by preparing patient and ensuring appropriate supplies/equipment are readily available. Prepares, administers and documents medications that are within scope of practice and directed by the provider. Qualifications Required High School Diploma or equivalent Successful completion of a competency-based Medical Assistant training program CRT-Medical Assistant, Certified (CMA)

- AAMA American Association of Medical Assistants 120 Days Or CRT-Medical Assistant, Certified (CCMA)
- NHA National Healthcareer Association 120 Days Or CRT-Medical Assistant, Certified (NCMA)
- NCCT National Center for Competency Testing 120 Days Or CRT-Medical Assistant, Certified (NRCMA)
- NAHP National Association for Health Professionals 120 Days Or CRT-Medical Assistant, Registered (RMA)
- AMT American Medical Technologists 120 Days CRT-Basic Life Support (BLS)
- AHA American Heart Association 90 Days Or CRT-Basic Life Support (BLS)
- ARC American Red Cross 90 Days Preferred 1 year of relevant experience Working in a physician practice or healthcare setting How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals.

. On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, spas, and more! Optional identity theft protection, home and auto insurance, pet insurance Traditional and Roth retirement options with service contribution and match savings Eligibility for benefits is determined by employment type and status Primary Location SITE

- Lakeland Hospital St Joseph
- 1234 Napier Ave
- St Joseph Department Name Urology St Joseph
- Niles and St Joseph Prof Svcs Employment Type Full time Shift Day (United States of America) Weekly Scheduled Hours 36 Hours of Work 7:45 a.

m. to 5:00 p.m. and 8:00 a.m. to 12:00 p.m. Days Worked Monday to Friday Weekend Frequency

N/A CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through from your Workday team member account.

This career site is for Non-Corewell Health team members only. Corewell Health is committed to providing a safe environment for our team members, patients, visitors, and community. We require a drug-free workplace and require team members to comply with the MMR, Varicella, Tdap, and Influenza vaccine requirement if in an on-site or hybrid workplace category. We are committed to supporting prospective team members who require reasonable accommodations to participate in the job application process, to perform the essential functions of a job, or to enjoy equal benefits and privileges of employment due to a disability, pregnancy, or sincerely held religious belief. Corewell Health grants equal employment opportunity to all qualified persons without regard to race, color, national origin, sex, disability, age, religion, genetic information, marital status, height, weight, gender, pregnancy, sexual orientation, gender identity or expression, veteran status, or any other legally protected category. An interconnected, collaborative culture where all are encouraged to bring their whole selves to work, is vital to the health of our organization. As a health system, we advocate for equity as we care for our patients, our communities, and each other. From workshops that develop cultural intelligence, to our inclusion resource groups for people to find community and empowerment at work, we are dedicated to ongoing resources that advance our values of diversity, equity, and inclusion in all that we do. We invite those that share in our commitment to join our team. You may request assistance in completing the application process by calling 616.486.7447.

EVS Technician- South Haven, 16 hr/wk 1st Shift 7a-3:30p

Link to Live Job Posting: www.indeed.com

Location: South Haven, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

EVS Technician•South Haven, 16 hr/wk•1st Shift 7a-3:30p 3.6 3.6 out of 5 stars

CURRENT BRONSON EMPLOYEES

•Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BSH Bronson South Haven Title EVS Technician•South Haven, 16 hr/wk•1st Shift 7a-3:30p Join Our Team at Bronson South Haven!

Position:

Environmental Service Technician Location:

Bronson South Haven Hospital Department:

Environmental Services Shift:

Full Time•16 hr/wk 1st Shift Benefits Eligible Make a Difference in Patient Care! At Bronson Hospital, we are committed to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service technician to help maintain cleanliness and infection control across the hospital. You'll play an important role in making sure the hospital is a clean, safe place for everyone.

What You'll Do:

Clean and sanitize patient rooms (both occupied and unoccupied), public areas, surgical areas, and other spaces as assigned Stock supplies and keep equipment clean and in working order Follow safety and infection control guidelines to ensure the hospital is always clean and safe Provide excellent service to both hospital staff and patients Work closely with the Environmental Services Manager to make sure all tasks are completed to the highest standards Follow detailed instructions and regularly check your work to meet quality standards

What We're Looking For:

A positive attitude and a strong desire to help others Attention to detail and the ability to follow safety and cleanliness guidelines Ability to work well with a team and follow instructions from supervisors Good communication skills and a willingness to learn Ability to work in a fast-paced environment and stay focused on the task at hand Previous experience in cleaning or maintenance is a plus, but not required Why Work at Bronson? A 2025 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept delegation and negotiate task priorities. Work which produces levels of

mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. Maintains knowledge of, and complies with, all relevant laws, regulations per CDC, OSHA, the EPA, Joint Commission and policies, procedures and standards necessary for role. Follows all isolation procedures in isolation and contact plus rooms Detail clean vents, fan fixtures, tops of windows, door frames, wall art, bumpers, furniture and other areas as necessary Cleans public areas; lobbies, waiting rooms, rest rooms, elevators, utility rooms, exam rooms, offices, stairwells, and other areas assigned Collects and replaces all sharps and black pharmacy box containers in patient care areas. Documents and maintains records of assigned cleaning tasks. Restocking of supplies in assigned areas as needed. Communicates information and requests as appropriate to the registered nurse and/or patient care assistant. Communicate and provide exceptional service to patients, staff, families and visitors. Maintains confidentiality of patient and unit data per HIPPA regulations. Removes trash and soiled linen from assigned areas and transports to disposal area. Keeps work areas neat and orderly, cleans equipment and assists with other duties as assigned. May operate mechanical floor equipment such as IMops, vacuums, sweepers and other related environmental equipment. Cleans equipment and stores in assigned locations. Direct visitors as necessary. May collect trays from patient rooms. Coordinates activities related to cleaning area with department coordinator as needed. Assumes responsibility for own growth and development; attends regular staff meetings. Actively participates and supports the Bronson Management System by attending huddles and adopting the problem solving methods. Operates ultraviolet (UV) disinfection equipment (Surfacide UV Robot). •BBC Only All other duties as assigned which may include the use of the trash compactor, and emptying trash and linen chutes. Specific to

BMH Lab, BSH, BLH & BLIRC:

Collect, label and organize all Biomedical Waste for pick up by the waste hauler. Collect, transport and take all recycling to compactor or comingle dumpster. Transport waste to appropriate compactor or outside dumpster as needed. Change privacy curtains where needed. Round, inspect and maintain all assigned areas within scope of facility. Areas to include but not limited to: Lab work areas, offices, restrooms, waiting areas, patient procedure rooms, stairwells, receiving dock, ambulatory storage, EVS closets, BIO storage rooms, recycling areas inside and outside, elevator landing, elevator's inside and out, elevator tracks. Proper use of and maintenance of all assigned floor care machinery. Machinery to include but not limited to: auto scrubbers, corded and battery powered vacuums, iMop, burnishers and side by side scrubbers. Shift First Shift Time Type Part time

Sign-On Bonus External Candidates Only:

Up to \$375.00 Retention Bonus External Candidates Only, \$375.00 Scheduled Weekly Hours 16 Cost Center 1620 Environmental Services (BSH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

February 2026

Branch, Calhoun, Kalamazoo, & St. Joseph Counties



Michigan

Parameters

Select Timeframe: Feb 2026 - Feb 2026

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
11-9111	Medical and Health Services Managers
29-1141	Registered Nurses
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2099	Health Technologists and Technicians, All Other

Code	Description
31-1131	Nursing Assistants
31-9092	Medical Assistants
35-3023	Fast Food and Counter Workers
41-2011	Cashiers
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

Regions:

Code	Description
26023	Branch County, MI
26025	Calhoun County, MI

Code	Description
26077	Kalamazoo County, MI
26149	St. Joseph County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

234

Unique Postings
655 Total Postings

8

Companies Posting
2,166 Total Companies

17 Days

Median Posting Duration
Regional Average: 20 Days

3 : 1

Posting Intensity



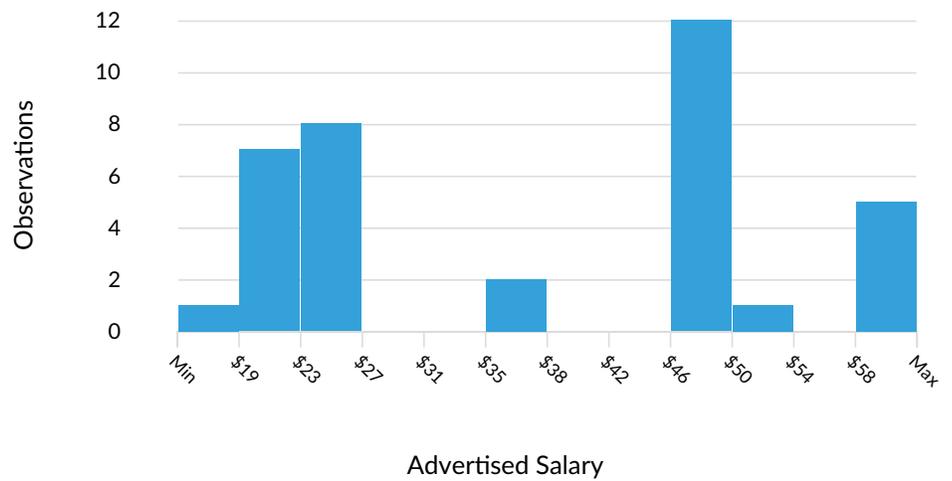
Regional Average: 2 : 1

Advertised Salary

There are 36 advertised salary observations (15% of the 234 matching postings).

\$37.54/hr

Median Advertised Salary



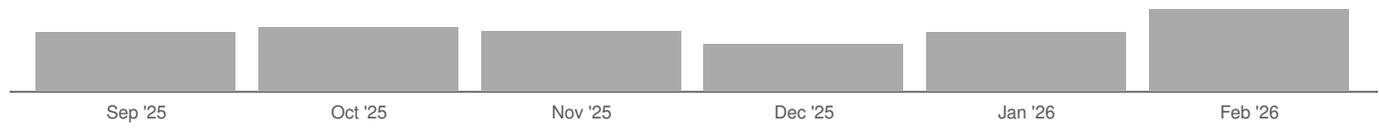
Advertised Salary Trend

▲ 83.7% Sep 2025 - Feb 2026

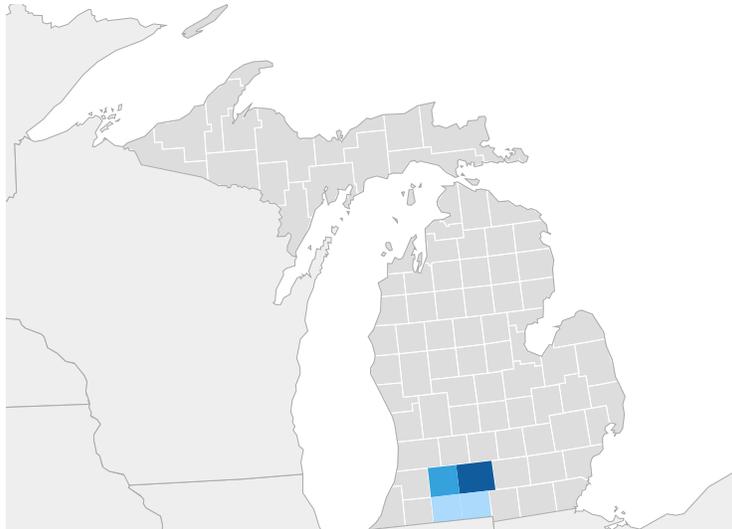
\$23.88 Median



88 Job Postings

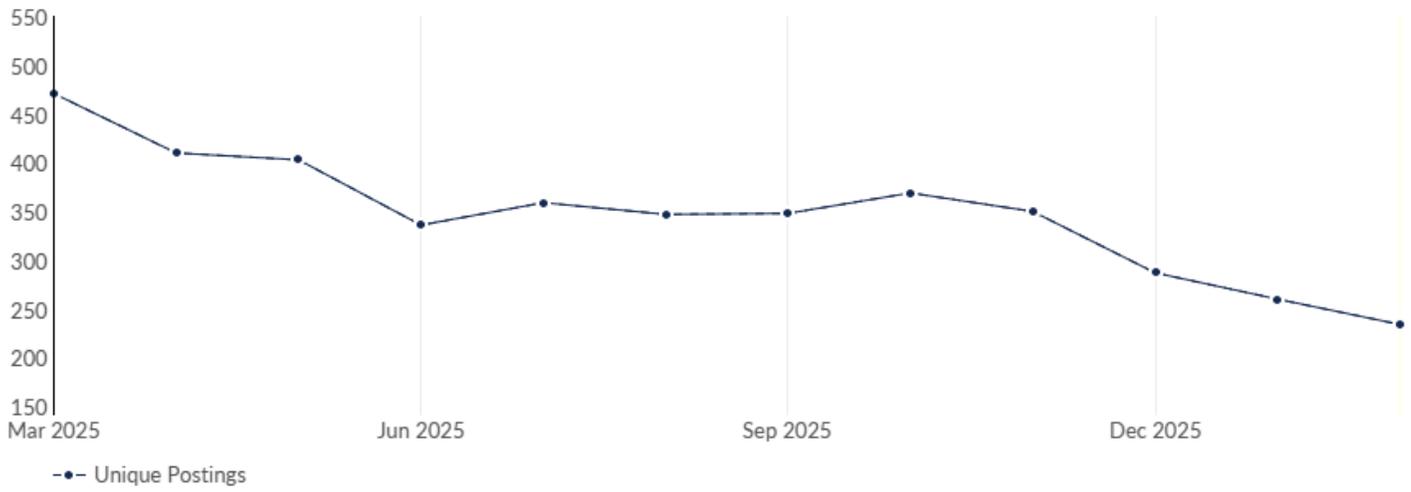


Job Postings Regional Breakdown



County	Unique Postings (Feb 2026)
Calhoun County, MI	176
Kalamazoo County, MI	53
St. Joseph County, MI	3
Branch County, MI	2

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Feb 2026	234	3 : 1
Jan 2026	260	3 : 1
Dec 2025	287	4 : 1
Nov 2025	350	3 : 1
Oct 2025	369	4 : 1
Sep 2025	348	4 : 1
Aug 2025	347	4 : 1
Jul 2025	359	4 : 1
Jun 2025	336	4 : 1
May 2025	403	4 : 1
Apr 2025	410	4 : 1
Mar 2025	471	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	93	40%
High school or GED	52	22%
Associate's degree	77	33%
Bachelor's degree	28	12%
Master's degree	8	3%
Ph.D. or professional degree	2	1%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	52	0	22%
Associate's degree	69	8	29%
Bachelor's degree	17	11	7%
Master's degree	3	4	1%
Ph.D. or professional degree	0	2	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	155	66%
0 - 1 Years	44	19%
2 - 3 Years	28	12%
4 - 6 Years	5	2%
7 - 9 Years	0	0%
10+ Years	2	1%

Top Companies Posting

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	483 / 156	3 : 1	19 days
Bronson Healthcare	45 / 26	2 : 1	33 days
Border Foods	30 / 22	1 : 1	15 days
Meijer	61 / 16	4 : 1	13 days
Walmart	18 / 6	3 : 1	n/a
Stryker	11 / 5	2 : 1	25 days
Zoetis	5 / 2	3 : 1	52 days
Corewell Health	2 / 1	2 : 1	n/a

Top Cities Posting

City	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	453 / 145	3 : 1	19 days
Kalamazoo, MI	50 / 26	2 : 1	28 days
Battle Creek, MI	41 / 18	2 : 1	37 days
Portage, MI	33 / 12	3 : 1	13 days
Albion, MI	7 / 4	2 : 1	43 days
Tekonsha, MI	11 / 4	3 : 1	n/a
Coldwater, MI	5 / 2	3 : 1	45 days
Vicksburg, MI	2 / 2	1 : 1	7 days
Athens, MI	1 / 1	1 : 1	9 days
Bedford Township, MI	1 / 1	1 : 1	15 days

Top Posted Occupations

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	214 / 69	3 : 1 	44 days
Medical Assistants	128 / 43	3 : 1 	33 days
Health Technologists and Technicians, All Other	104 / 42	2 : 1 	31 days
Food Service Managers	30 / 22	1 : 1 	15 days
Medical and Health Services Managers	36 / 17	2 : 1 	28 days
Cashiers	63 / 16	4 : 1 	n/a
Nursing Assistants	29 / 9	3 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	22 / 7	3 : 1 	25 days
Fast Food and Counter Workers	13 / 5	3 : 1 	13 days
Licensed Practical and Licensed Vocational Nurses	16 / 4	4 : 1 	n/a

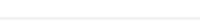
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	208 / 67	3 : 1 	44 days
Medical Assistants	128 / 43	3 : 1 	33 days
Patient Representatives	101 / 40	3 : 1 	31 days
Food Service Managers	30 / 22	1 : 1 	15 days
Medical and Health Services Managers	36 / 17	2 : 1 	28 days
Cashiers	63 / 16	4 : 1 	n/a
Nursing Assistants	29 / 9	3 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	22 / 7	3 : 1 	25 days
Fast Food and Counter Workers	13 / 5	3 : 1 	13 days
Licensed Practical and Licensed Vocational Nurses	16 / 4	4 : 1 	n/a
Critical Care Nurses	6 / 2	3 : 1 	n/a
Health Technologists and Technicians, All Other	3 / 2	2 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	213 / 68	3 : 1 	44 days
Medical Assistant	128 / 43	3 : 1 	33 days
Registrar / Patient Service Representative	98 / 38	3 : 1 	31 days
Restaurant / Food Service Manager	30 / 22	1 : 1 	15 days
Healthcare Administrator	24 / 12	2 : 1 	28 days
Cashier	52 / 12	4 : 1 	n/a
Nursing Assistant	29 / 9	3 : 1 	n/a
Office / Administrative Assistant	22 / 7	3 : 1 	25 days
Fast Food / Counter Worker	13 / 5	3 : 1 	13 days
Licensed Practical / Vocational Nurse	16 / 4	4 : 1 	n/a

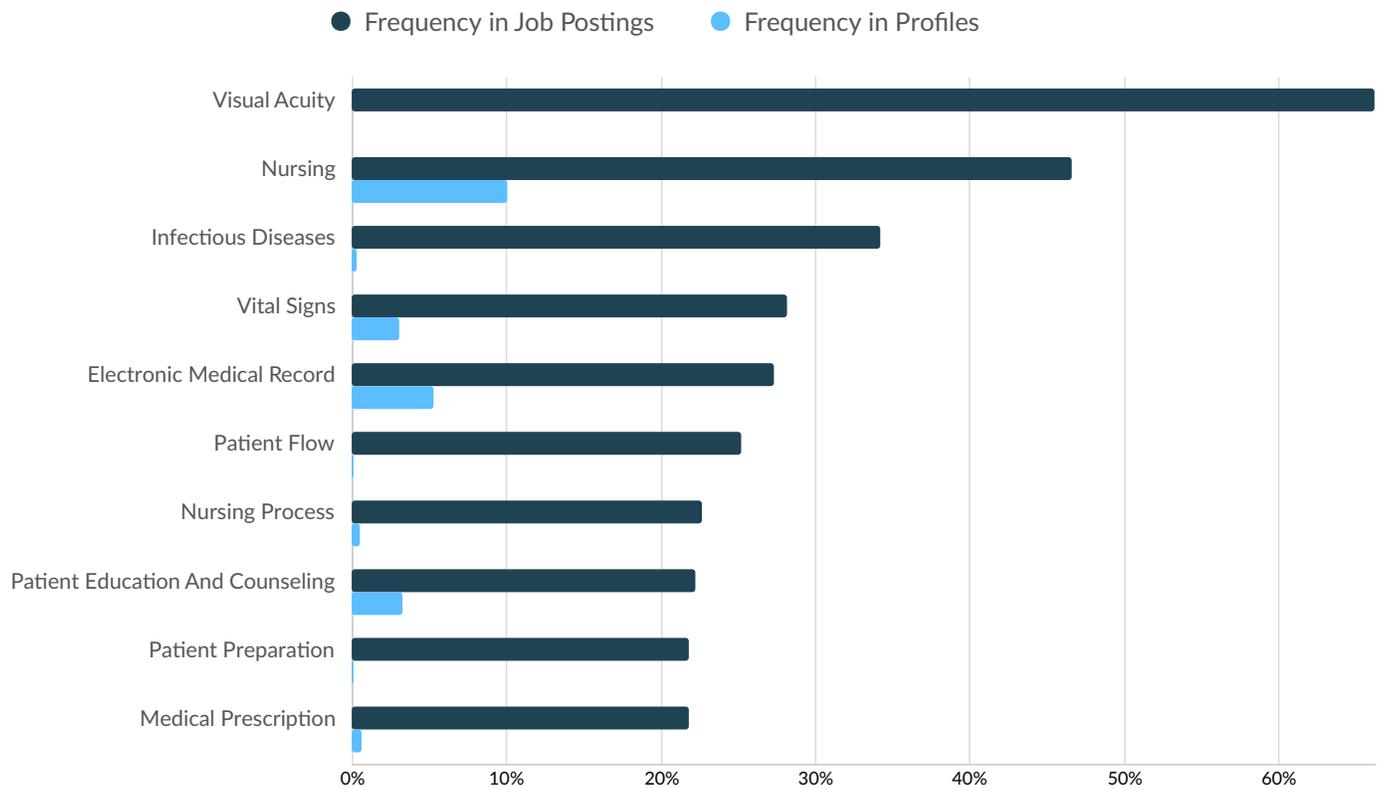
Top Posted Job Titles

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	75 / 21	4 : 1 	n/a
Registered Nurses	66 / 18	4 : 1 	n/a
Patient Account Representatives	35 / 13	3 : 1 	n/a
Restaurant General Managers	16 / 12	1 : 1 	15 days
Department Assistants	35 / 12	3 : 1 	31 days
Emergency Services Registered Nurses	36 / 12	3 : 1 	n/a
Assistant General Managers	14 / 10	1 : 1 	14 days
Pre-Registration Representatives	22 / 8	3 : 1 	n/a
Medical Assistants	13 / 6	2 : 1 	33 days
Primary Care Medical Assistants	15 / 6	3 : 1 	n/a

Top Industries

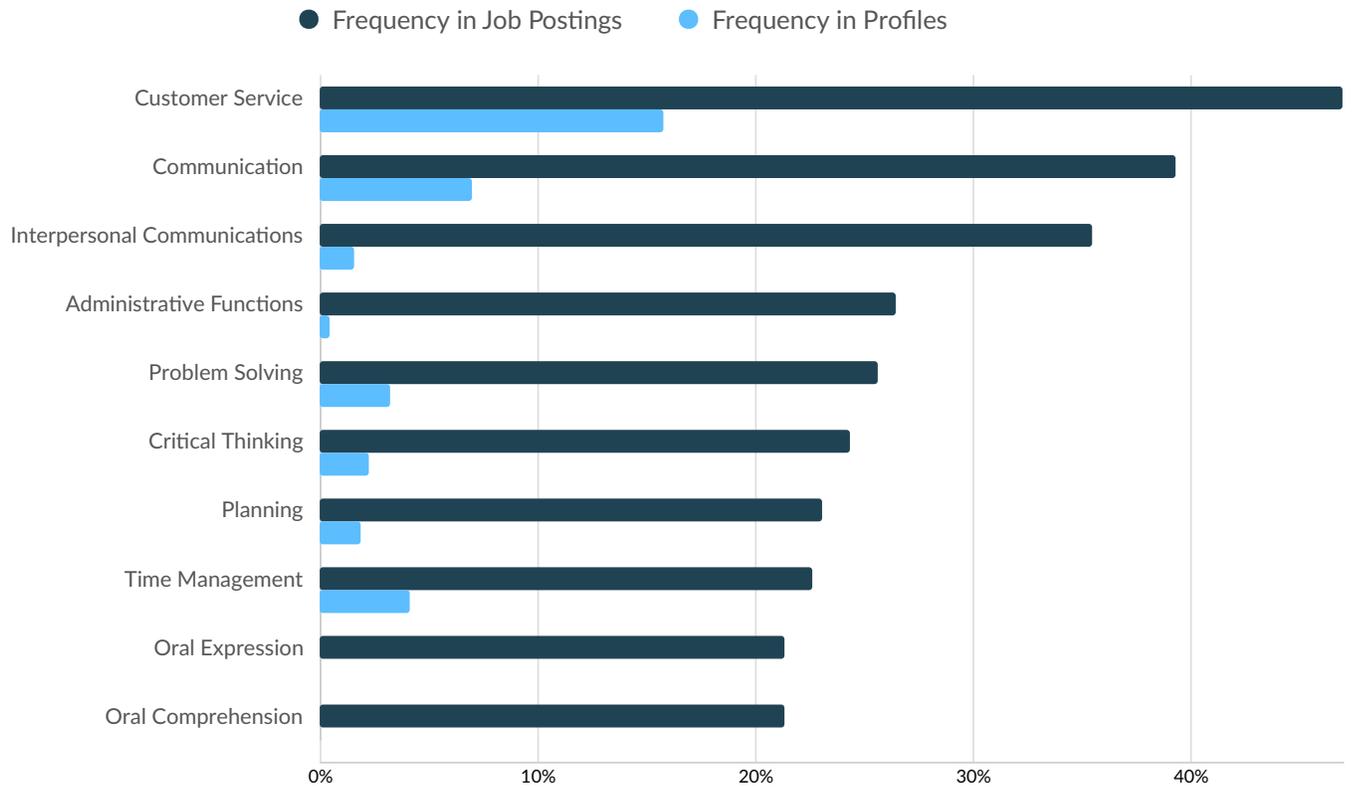
	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	530 / 183	3 : 1 	31 days
Limited-Service Restaurants	30 / 22	1 : 1 	15 days
Department Stores	61 / 16	4 : 1 	13 days
Warehouse Clubs and Supercenters	18 / 6	3 : 1 	n/a
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	11 / 5	2 : 1 	25 days
Pharmaceutical Preparation Manufacturing	5 / 2	3 : 1 	52 days

Top Specialized Skills



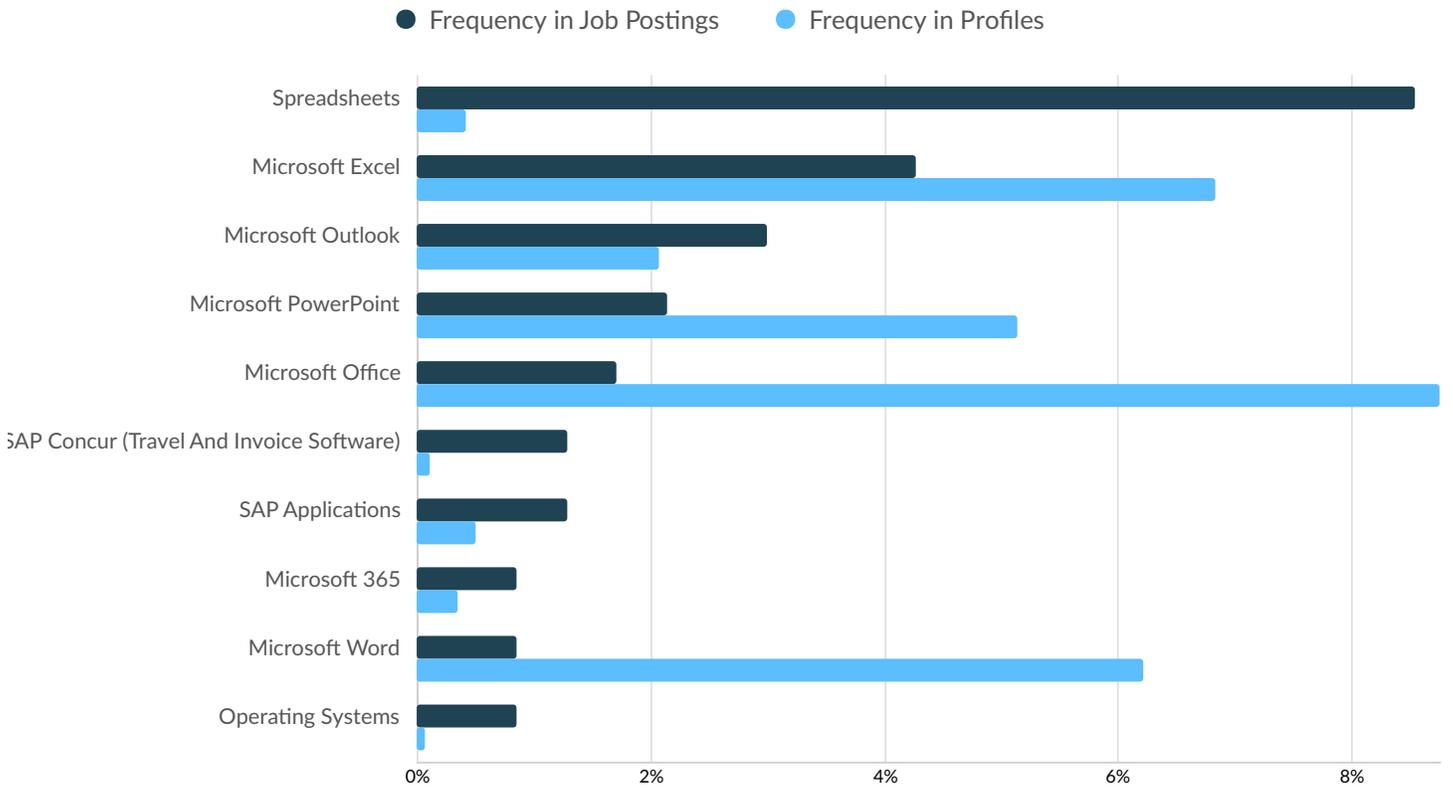
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	155	66%	0	0%	+18.9%	Growing
Nursing	109	47%	261	10%	+20.1%	Rapidly Growing
Infectious Diseases	80	34%	9	0%	+9.2%	Growing
Vital Signs	66	28%	80	3%	+17.2%	Growing
Electronic Medical Record	64	27%	138	5%	+12.1%	Growing
Patient Flow	59	25%	3	0%	+13.3%	Growing
Nursing Process	53	23%	14	1%	+24.2%	Rapidly Growing
Patient Education And Counseling	52	22%	86	3%	+11.6%	Growing
Patient Preparation	51	22%	4	0%	+15.8%	Growing
Medical Prescription	51	22%	16	1%	+8.5%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	110	47%	411	16%	+5.2%	Stable
Communication	92	39%	183	7%	+3.6%	Lagging
Interpersonal Communications	83	35%	41	2%	+12.5%	Growing
Administrative Functions	62	26%	11	0%	+13.6%	Growing
Problem Solving	60	26%	84	3%	+11.3%	Growing
Critical Thinking	57	24%	58	2%	+23.4%	Rapidly Growing
Planning	54	23%	49	2%	+10.9%	Growing
Time Management	53	23%	107	4%	+14.5%	Growing
Oral Expression	50	21%	0	0%	0.0%	
Oral Comprehension	50	21%	0	0%	0.0%	

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	20	9%	11	0%	+22.2%	Rapidly Growing
Microsoft Excel	10	4%	178	7%	+17.7%	Growing
Microsoft Outlook	7	3%	54	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	5	2%	134	5%	+26.1%	Rapidly Growing
Microsoft Office	4	2%	228	9%	+18.5%	Growing
SAP Concur (Travel And Invoice Software)	3	1%	3	0%	+10.3%	Growing
SAP Applications	3	1%	13	0%	+21.6%	Rapidly Growing
Microsoft 365	2	1%	9	0%	+18.9%	Growing
Microsoft Word	2	1%	162	6%	+7.2%	Stable
Operating Systems	2	1%	2	0%	+22.6%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	121
American Red Cross (ARC) Certification	105
Registered Nurse (RN)	80
Basic Cardiac Life Support	49
Licensed Practical Nurse (LPN)	46
Certified Medical Assistant (CMA)	43
Valid Driver's License	36
Advanced Cardiovascular Life Support (ACLS) Certification	31
Trauma Nurse Core Course (TNCC)	18
ServSafe Certification	18

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2026)
peopleanswers.com	129
indeed.com	65
myworkdayjobs.com	23
mitalent.org	22
gr8jobs.net	16
diversityjobs.com	9
dejobs.org	6
mishawakarecruiter.com	4
wyomingrecruiter.com	3
kentwoodrecruiter.com	2
powertofly.com	2
walmart.com	2
careercircle.com	1
grandrapidsrecruiter.com	1
portagerecruiter.com	1
stryker.com	1
tietalent.com	1
westbloomfieldrecruiter.com	1

Appendix B

Sample Postings

Cashiers — Meijer in Portage, MI (Feb 2026 - Active)

Cashier	
Link to Live Job Posting: diversityjobs.com	
Location: Portage, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.</p>	

Cashiers Team Member – Meijer in Coldwater, MI (Feb 2026 - Active)

2nd shift Service Team Members (Cashier)

Link to Live Job Posting: diversityjobs.com

Location: Coldwater, MI

O*NET: 41-2011.00

Company: Meijer

Job Title: Cashiers Team Member

As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be

Doing:

Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.

Restaurant General Manager

Link to Live Job Posting: www.westbloomfieldrecruiter.com

Location: Battle Creek, MI

O*NET: 11-9051.00

Company: Border Foods

Job Title: Restaurant General Managers

Job Description:

Job Description Job Description What began as an idea between two brothers to open a Mexican restaurant has since grown into one of the largest, privately held Taco Bell franchisees in America. At Border Foods, we work with a people-first mantra. From cooks to cashiers to restaurant managers and beyond, we work together to bring to life the Core Values of Border Foods. Welcome to our family where you will continue to learn, evolve, and shape what comes next on our mission of making lives better. As a General Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity, Family, Excellence, Teamwork, and Empowerment. At Border Foods, we will unlock the full potential of our employees and guest's restaurant experience by creating safe welcoming and supportive environments where everyone can thrive. The purpose of the General Manager is to make the lives of the employees and the guests better by creating opportunities to positively impact life experiences. You are responsible for the operation of the entire restaurant and building a strong team that consistently provides customers great food and a friendly experience. What's in it for you?

- Top pay in the industry: Make up to \$100,000 a year with base pay plus top-tier bonus potential.
- Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers!
- Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone.
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

General Manager Core Values:

Accountability & Integrity:

Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly Monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines. Family & Teamwork Creates unity in the team by building cross functional relationships Respond to Team Member questions and resolves employee issues in a timely manner. Provide a restaurant that is a safe place for team members to work and customers to visit Able to navigate challenging situations and provide appropriate guidance Motivates and supports the team through active listening and the ability to communicate to a wide variety of audiences Represents Border Foods in handling customer complaints and/or issues; demonstrating a sincere approach and desire to find an effective solution. Instills a recognition culture that creates a positive work environment

Excellence:

Strategic planner creates short term and long-term strategies for restaurant success Delivers profit by utilizing and interpreting the P&L in order to make the appropriate financial adjustments Sourcing, hiring, and developing excellent Team Members Conducting New Hire orientation and developing the training plan for each new hire Minimizes loss through strict observance of cash handling policies, proper training of Team Members, and complying with all accounting/banking requirements. Demonstrates efficient labor control, inventory control, and waste management.

Empowerment:

Builds the capabilities of their team while identifying teams' strengths and opportunities Provides learning and development opportunities for all Team Members. Offers guidance to Team Members regarding personal development opportunities and career path. Consistently demonstrates active and timely coaching capabilities. Seeks and shares ideas to help others succeed creating and leveraging tools, resources, and information that fosters personal and business growth. Bringing others along, operationally, through use of tools.

Required or Preferred Experience:

Minimum of three years restaurant or retail experience, or combined experience and education. Experience with sales building, P&L statements, recruiting, and training. Proven track record of successful hiring and retention. Required when needed, the ability to work early morning, evenings, late night, weekends, and some holidays. Schedule demands may change. ServeSafe Certified Must be at least 18 years of age. Valid Driver's license and vehicle insurance. High school diploma or equivalent. What's in it for you?

- Top pay in the industry
- Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers!
- Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone.
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation. The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive. Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation. "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer. Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." \$50000 per year

- \$100000 per year

Department Assistants – Oaklawn Hospital in Battle Creek, MI (Feb 2026 - Active)

Department Assistant - Beckley

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 29-2099.08

Company: Oaklawn Hospital

Job Title: Department Assistants

Department Assistant - Beckley 3.5 3.5 out of 5 stars 14250 Beadle Lake Rd Unit 160, Battle Creek, MI 49014

Job Summary:

Handles administrative duties within a medical office and performs clerical duties to maintain an organized healthcare office and allow medical staff to focus on patient care. He or she also maintains a line of communication between the patient and clinical staff.

Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Answers incoming calls and routes to proper destination, creates appointments, creates messages on patient's behalf. Greets and checks in patients and visitors; Assists patients with registration and scheduling. Processes incoming mail and faxes. Prepares Electronic Medical Record by scanning necessary documents. Inventories, orders, and maintains all office supplies. Assists patients to complete documents such as intake and insurance forms. Directs patients when necessary. Confirms current patient information, ensures that the proper physician is listed. Verifies insurance eligibility. Contacts patients prior to visit for confirmation of visit, co-insurance, and copay Collects copay and outstanding balances on patient accounts. Assists with quality assurance initiatives. Updates patient demographics including insurance information and scans insurance card into chart. Evaluates daily schedules to accommodate patient flow and minimize missed appointments. Coordinates scheduling of incoming referrals. Scheduling high tech imaging appointments. Communicates with the clinical staff to ensure all appropriate patient information is gathered.

Minimum Qualifications :

18 years of age.

Knowledge, Skills & Abilities:

Associate's degree or equivalent formal education is preferred; excellent telephone, written communication and interpersonal skills; ability to prioritize multiple tasks while maintaining focus and effectiveness, maintaining a high productivity level to maximize the productivity of the department leader and managers; excellent analytical and problem-solving skills; experience with data extraction from multiple information systems; proficiency in a variety of computer software programs and/or systems is required, experience using email, electronic calendar, word-processing, and spreadsheets; able to work independently.

Working Conditions:

Must work in a busy office and public environment while maintaining a friendly demeanor during all interactions with diverse populations of physicians, nurses, patient family members, etc. Potential exposure to blood/body fluids and contagious disease.

Physical Requirements:

Constantly sit, see/visual acuity, handle/grasp/feel, talk/hear, taste/smell. Frequently walk, bend/twist. Occasionally lift/carry 1 to 25 lbs.

Managers/Team Leaders – Walmart in Battle Creek, MI (Feb 2026 - Active)

Member Team Lead

Link to Live Job Posting: jobs.mitalent.org

Location: Battle Creek, MI

O*NET: 41-2011.00

Company: Walmart

Job Title: Managers/Team Leaders

Position Summary... What you'll do... Assists management with the supervision of associates in assigned area of responsibility by assigning duties to associates; communicating goals and feedback; training associates on processes and procedures; providing direction and guidance to associates on member service approaches and techniques to ensure member complaints and issues are resolved according to company guidelines; ensuring compliance with company policies and procedures; supporting the Open Door Policy; and participating in recruiting, hiring, scheduling, promoting, coaching, and evaluating associates. Communicates and supports membership by providing information on membership types, programs, and benefits to current and prospective members; processing memberships, upgrades, and credit accounts; encouraging membership renewals; participating in sales and marketing events; completing and maintaining marketing recaps and other required documentation; striving to meet membership goals; and promoting the value of Sam's Club products and services. Provides and ensures member service by acknowledging the member and identifying member needs; assisting members with purchasing decisions; locating merchandise; providing guidance and support to members regarding self-service technology; assisting members with transactions utilizing registers or self-checkout area; and ensuring club pick up orders are filled. Oversees assigned area of responsibility by handling claims and returns; zoning the area; arranging and organizing merchandise; identifying shrink and damages; organizing and maintaining availability of carts/flatbeds; assisting members with transporting items; utilizing cart retrieval equipment according to company policies and procedures; and maintaining parking lot cleanliness. Completes accounting records, files, transactions, and other required documentation by following accounting office procedures; providing funds for proper register operation; creating and interpreting financial analysis reports; assisting with accounting-related investigations; preparing daily deposits; preparing and overseeing Cash Fund Transfers; investigating overages and shortages in cash register drawers and accounting office; and maintaining confidentiality and accuracy of financial and personal information. Develops, communicates, and implements processes and practices to meet business needs by collaborating with managers, co-workers, customers, and other business partners; analyzing and applying information from multiple sources; monitoring progress and results; and identifying and addressing improvement opportunities. Demonstrates, promotes, and supports compliance with company policies, procedures, and standards of ethics and integrity by explaining, guiding, and demonstrating how to apply these in executing business processes and practices; implementing related action plans; using the Open Door Policy; and assisting management with correcting ethical and compliance issues and problems. Leads and participates in teams by using and sharing resources, information, and tools; determining customer needs and business priorities; coordinating and executing work assignments; providing advice, feedback, and support to ensure timelines and work quality are achieved; and modeling and helping others with how to adapt to change or new challenges. At Sam's Club, we offer competitive pay as well as performance-based bonus 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 PTO, parental leave, family care leave, bereavement, jury duty, and voting.

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 <https://one.walmart.com/notices>.

- Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more.

Live Better U is a company 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

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.

Walmart at <https://bit.ly/3iOOB1J> . The hourly wage range for this position is \$21.00 to \$29.00

- The actual hourly rate will equal or exceed the required minimum wage applicable to the job location.

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. Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. Minimum Qualifications 6 months retail experience including operating front-end equipment (for example, cash register) AND 6 months customer service experience Must be 18 years of age or older Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Leading a front-end team, Supervising experience to include hiring, evaluating, mentoring, developing, and managing the workload of others Primary Location... 12737 6 MILE

RD, BATTLE CREEK, MI

49014-8368, United States of America Walmart and its subsidiaries are 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. Walmart, Inc. is an Equal Opportunity Employer

- By Choice. We believe we are best equipped to help our associates, customers, and the communities we serve live better when we really know them. That means understanding, respecting, and valuing diversity
- unique styles, experiences, identities, abilities, ideas and opinions
- while being inclusive of all people.

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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

February 2026
Calhoun County



Michigan

Parameters

Select Timeframe: Feb 2026 - Feb 2026

Occupations:

Results should include

Code	Description
11-1021	General and Operations Managers
11-9051	Food Service Managers
13-1199	Business Operations Specialists, All Other
17-2081	Environmental Engineers
29-1141	Registered Nurses

Code	Description
29-2099	Health Technologists and Technicians, All Other
35-3023	Fast Food and Counter Workers
41-1011	First-Line Supervisors of Retail Sales Workers
41-2011	Cashiers
41-2031	Retail Salespersons

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description	Description
ProMedica	Bronson Healthcare
Border Foods	Bob Evans Restaurants
Walmart	Clemens Food Group
Dollar General	

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

31

Unique Postings
46 Total Postings

5

Companies Posting
244 Total Companies

37 Days

Median Posting Duration
Regional Average: 21 Days

1 : 1

Posting Intensity

Regional Average: 2 : 1

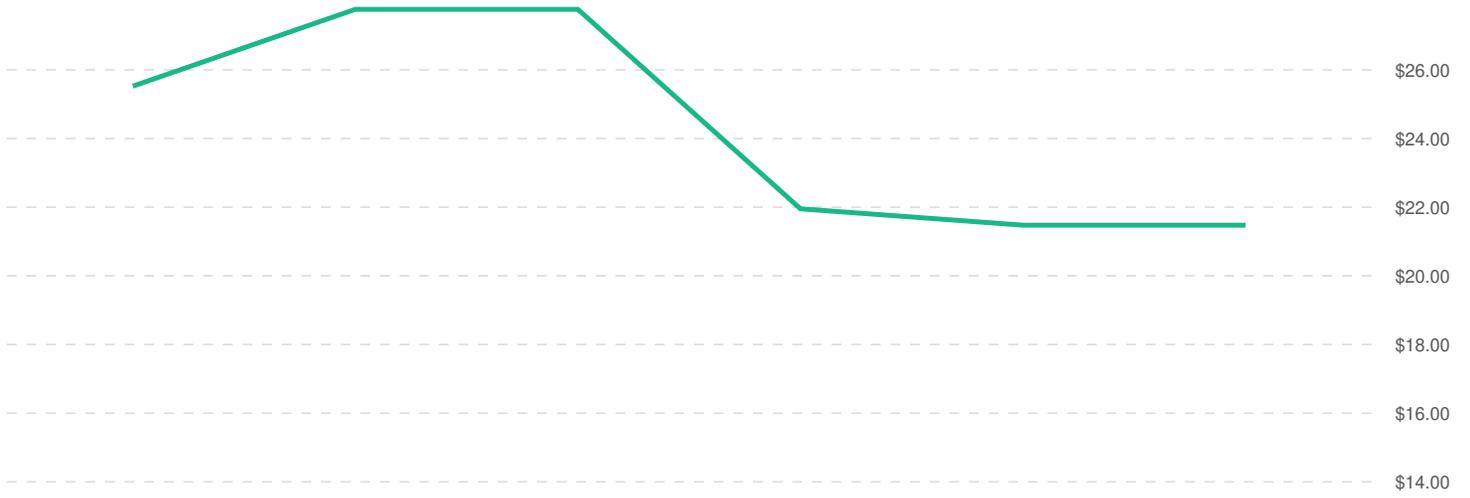
Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

▼ 15.9% Sep 2025 - Feb 2026

\$25.54 Median



19 Job Postings



Job Postings Regional Breakdown



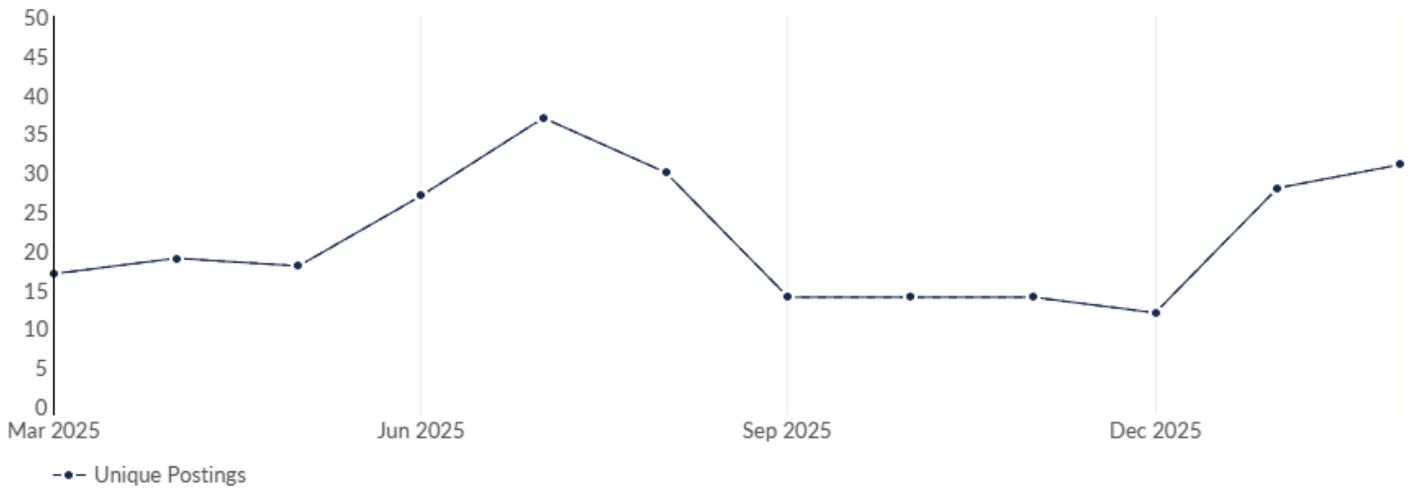
County

Unique Postings (Feb 2026)

Branch County, MI

31

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Feb 2026	31	1 : 1
Jan 2026	28	2 : 1
Dec 2025	12	3 : 1
Nov 2025	14	4 : 1
Oct 2025	14	4 : 1
Sep 2025	14	3 : 1
Aug 2025	30	2 : 1
Jul 2025	37	2 : 1
Jun 2025	27	2 : 1
May 2025	18	2 : 1
Apr 2025	19	2 : 1
Mar 2025	17	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	5	16%
High school or GED	25	81%
Associate's degree	0	0%
Bachelor's degree	1	3%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	25	0	81%
Associate's degree	0	0	0%
Bachelor's degree	1	0	3%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	12	39%
0 - 1 Years	17	55%
2 - 3 Years	1	3%
4 - 6 Years	1	3%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Dollar General	29 / 23	1 : 1	9 days
Walmart	5 / 3	2 : 1	37 days
Bob Evans Restaurants	9 / 3	3 : 1	n/a
ProMedica	1 / 1	1 : 1	6 days
Bronson Healthcare	2 / 1	2 : 1	45 days

Top Cities Posting

City	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Coldwater, MI	31 / 18	2 : 1	37 days
Bronson, MI	5 / 5	1 : 1	n/a
Montgomery, MI	6 / 4	2 : 1	n/a
Quincy, MI	2 / 2	1 : 1	n/a
Union City, MI	2 / 2	1 : 1	n/a

Top Posted Occupations

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	21 / 15	1 : 1	9 days
Retail Salespersons	13 / 11	1 : 1	37 days
Food Service Managers	6 / 2	3 : 1	n/a
Registered Nurses	3 / 2	2 : 1	6 days
Fast Food and Counter Workers	3 / 1	3 : 1	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	21 / 15	1 : 1 	9 days
Retail Salespersons	13 / 11	1 : 1 	37 days
Food Service Managers	6 / 2	3 : 1 	n/a
Registered Nurses	3 / 2	2 : 1 	6 days
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	21 / 15	1 : 1 	9 days
Retail Sales Associate	13 / 11	1 : 1 	37 days
Registered Nurse	3 / 2	2 : 1 	6 days
Restaurant / Food Service Manager	6 / 2	3 : 1 	n/a
Fast Food / Counter Worker	3 / 1	3 : 1 	n/a

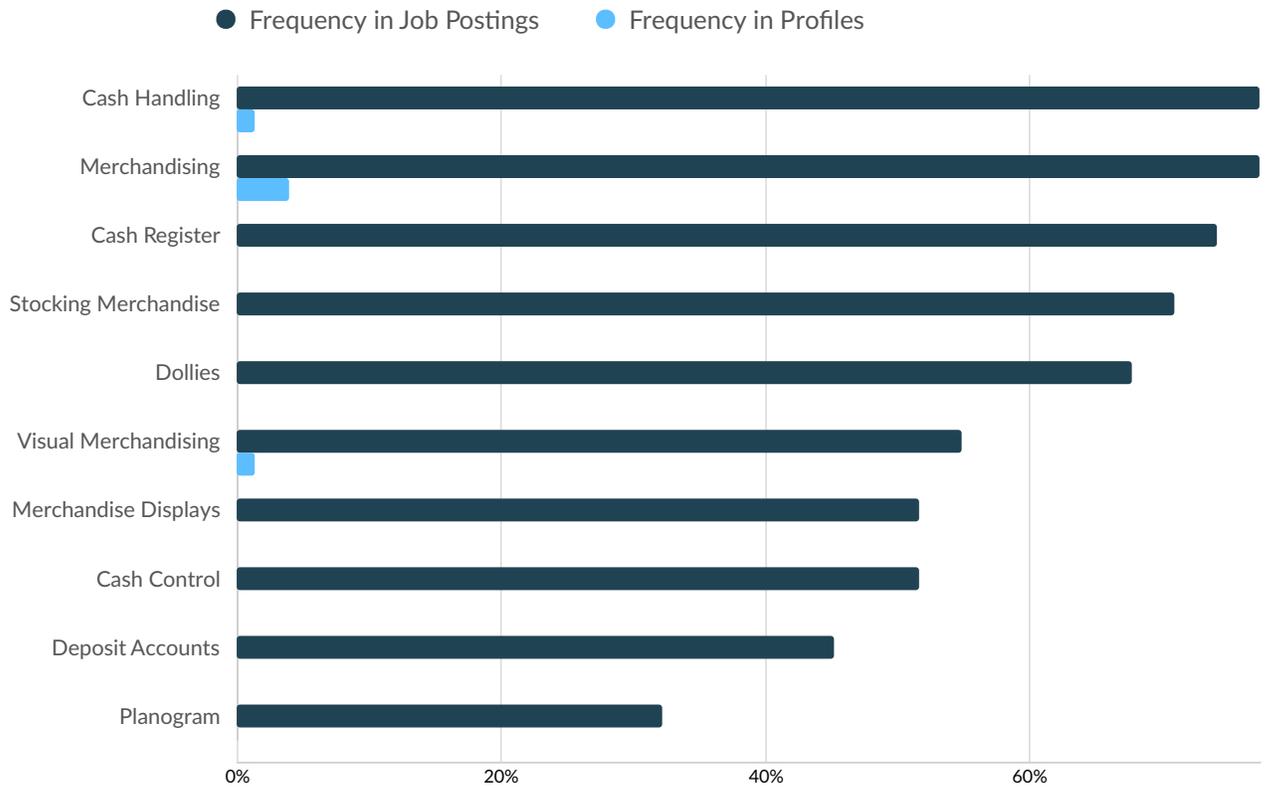
Top Posted Job Titles

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	8 / 8	1 : 1 	n/a
Sales Associates	4 / 4	1 : 1 	n/a
Associate Sales Managers	4 / 4	1 : 1 	n/a
MBA Candidates	8 / 4	2 : 1 	7 days
Admissions Registered Nurses	1 / 1	1 : 1 	6 days
Pharmacy Sales Associates	2 / 1	2 : 1 	n/a
Key Supervisors	3 / 1	3 : 1 	n/a
General Managers	3 / 1	3 : 1 	n/a
Store Managers In Training	2 / 1	2 : 1 	37 days
Hematology/Oncology Nurse Practitioners	2 / 1	2 : 1 	45 days

Top Industries

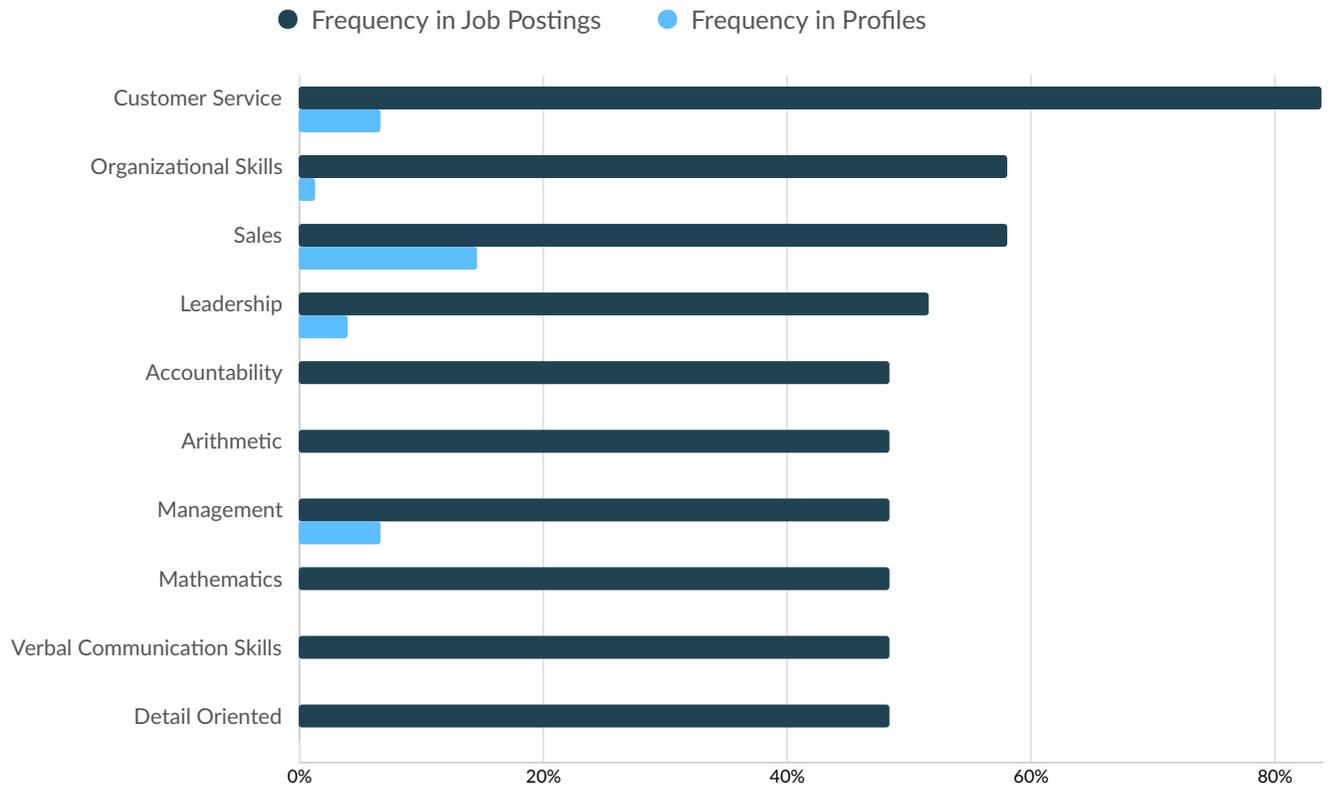
	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	29 / 23	1 : 1 	9 days
Warehouse Clubs and Supercenters	5 / 3	2 : 1 	37 days
Full-Service Restaurants	9 / 3	3 : 1 	n/a
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	1 / 1	1 : 1 	6 days
General Medical and Surgical Hospitals	2 / 1	2 : 1 	45 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	24	77%	1	1%	+8.9%	Growing
Merchandising	24	77%	3	4%	+15.0%	Growing
Cash Register	23	74%	0	0%	+21.4%	Rapidly Growing
Stocking Merchandise	22	71%	0	0%	+18.0%	Growing
Dollies	21	68%	0	0%	+16.7%	Growing
Visual Merchandising	17	55%	1	1%	+12.9%	Growing
Merchandise Displays	16	52%	0	0%	+22.0%	Rapidly Growing
Cash Control	16	52%	0	0%	+25.1%	Rapidly Growing
Deposit Accounts	14	45%	0	0%	+10.2%	Growing
Planogram	10	32%	0	0%	+19.5%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	26	84%	5	7%	+5.2%	Stable
Organizational Skills	18	58%	1	1%	+14.3%	Growing
Sales	18	58%	11	15%	+7.8%	Stable
Leadership	16	52%	3	4%	+8.5%	Stable
Accountability	15	48%	0	0%	+18.7%	Growing
Arithmetic	15	48%	0	0%	+17.0%	Growing
Management	15	48%	5	7%	+5.3%	Stable
Mathematics	15	48%	0	0%	+20.2%	Rapidly Growing
Verbal Communication Skills	15	48%	0	0%	+4.1%	Lagging
Detail Oriented	15	48%	0	0%	+7.1%	Stable

Top Software Skills

There is not enough data to display this section.

Top Qualifications

Postings with Qualification

Registered Nurse (RN)

1

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2026)
mitalent.org	20
indeed.com	9
careerarc.com	3
dollargeneral.com	3
gr8jobs.net	2
careercircle.com	1

Appendix B

Sample Postings

MBA Candidates – Dollar General in Montgomery, MI (Feb 2026 - Active)

STORE MANAGER CANDIDATE

Link to Live Job Posting: www.careerarc.com

Location: Montgomery, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: MBA Candidates

STORE MANAGER CANDIDATE 2.9 2.9

out of 5 stars

Work Where You Matter:

At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

Company Overview:

Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html.

Job Details:

GENERAL SUMMARY

The Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and

ESSENTIAL JOB FUNCTIONS

Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn),

expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications:

KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of experience in a retail environment preferred for external candidates

COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the Store Support Center and store employees. Fosters cooperation and collaboration. Interacts tactfully yet directly with employees and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures.

WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanners pricing guns, box cutters, merchandise containers and carts, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Occasional driving/providing own transportation to make bank deposits, attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions.

Note:

This position requires some travel with limited overnight stays Dollar General Corporation is an equal opportunity employer.

MBA Candidates – Dollar General in Montgomery, MI (Feb 2026 - Active)

STORE MANAGER CANDIDATE IN MONTGOMERY, MI

Link to Live Job Posting: jobs.mitalent.org

Location: Montgomery, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: MBA Candidates

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html . Job Details

GENERAL SUMMARY

The Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and

ESSENTIAL JOB FUNCTIONS

Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn), expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations

where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of experience in a retail environment preferred for external candidates

COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the Store Support Center and store employees. Fosters cooperation and collaboration. Interacts tactfully yet directly with employees and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures.

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Note:

This position requires some travel with limited overnight stays Dollar General Corporation is an equal opportunity employer.

Qualifications:

KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

EDUCATION

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Admissions Registered Nurses – ProMedica in Coldwater, MI (Feb 2026 - Feb 2026)

Registered Nurse - Admissions. Job in Coldwater Gr8Jobs

Link to Live Job Posting: Posting is no longer active

Location: Coldwater, MI

O*NET: 29-1141.00

Company: ProMedica

Job Title: Admissions Registered Nurses

Overview:

Open Doors to Care. Guide First Steps. Transform the Hospice Experience. Are you a compassionate, experienced RN who loves making personal connections and helping patients understand their options at a vulnerable time? As a Hospice Admissions Nurse, you'll be the face of our care-helping families say yes to compassionate end-of-life support when it matters most. What You'll Do as a

Hospice RN Admissions Nurse:

Report directly to the Admissions Manager and serve as a key ambassador for our hospice services Visit patients and families in their homes, hospitals, or facilities to assess eligibility for hospice care Explain hospice philosophy and services clearly, compassionately, and with clinical confidence Guide patients and their loved ones through the admissions process, ensuring a smooth and supportive start to care Collaborate with referring physicians, case managers, and hospital or facility staff to coordinate transitions of care Use the nursing process to assess patient needs, support care planning, and document clinical findings Build trust and provide emotional reassurance to patients and families as they make this important decision Accurately complete required documentation and ensure compliance with state and federal regulations Work closely with the clinical and interdisciplinary team to ensure timely admissions and quality care handoff

About You:

Qualifications -

What You'll Bring:

Active RN license in the state of employment (or eligible to obtain) 1+ year of general nursing experience A hospice heart: compassionate, empathetic, and deeply committed to patient-centered care Strong assessment, communication, and interpersonal skills Comfortable visiting patients in hospitals, skilled nursing facilities, or home settings Valid driver's license, auto insurance, and reliable transportation Current CPR certification Preferred Experience (Not Required): 2+ years of hospice, home health, healthcare admissions, or medical sales Bachelor's Degree and/or Certified Hospice and Palliative Nurse (CHPN) certification Background in case management, care coordination, or healthcare outreach Experience with electronic medical records and compliance documentation

We Offer:

Benefits for All Associates (Full-Time & Per Diem): Competitive Pay 401(k) with

Company Match Career Advancement Opportunities National & Local Recognition Programs Teammate Assistance Fund Additional Full-Time Benefits:

Medical, Dental, Vision Insurance Mileage Reimbursement or Fleet Vehicle Program Generous Paid Time Off + 7 Paid Holidays Wellness Programs (Telemedicine, Diabetes Management, Joint & Spine Concierge Care) Education Support & Tuition Assistance (ASN to

BSN, BSN

to MSN) Free Continuing Education Units (CEUs) Company-paid Life & Long-Term Disability Insurance Voluntary Benefits (Pet, Critical Illness, Accident, LTC) Ready to Join a Team That Cares? Apply now to become part of our Hospice Admissions Nursing team and help patients and families start their journey with compassionate support and clarity.

Legalese:

This is a safety-sensitive position Employee must meet minimum requirements to be eligible for benefits Where applicable, employee must meet state specific requirements We are proud to be an EEO employer We maintain a drug-free workplace

Location:

Heartland Hospice Our Company:

At Heartland Hospice, part of Gentiva, it is our privilege to offer compassionate care in the comfort of wherever our patients call home. We are a national leader in hospice care, palliative care, home health care, and advanced illness management, with nearly 600 locations and thousands of dedicated clinicians across 38 states. Our place is by the side of those who need us - from helping people recover from illness, injury, or surgery in the comfort of their homes to guiding patients and their families through the physical, emotional, and spiritual effects of a serious illness or terminal diagnosis. Our nationwide reach is powered by a family of trusted brands that include: Hospice care: Gentiva Hospice, Emerald Coast Hospice Care, Heartland Hospice, Hospice Plus, New Century Hospice, Regency SouthernCare, SouthernCare Hospice Services, SouthernCare New Beacon Palliative care: Empatia Palliative Care, Emerald Coast Palliative Care Home health care: Heartland Home Health Advanced illness management: Illumia Health With corporate headquarters in Atlanta, Georgia, and providers delivering care across the U.S., we are proud to offer rewarding careers in a collaborative environment where inspiring achievements are recognized - and kindness is celebrated.

MBA Candidates – Dollar General in Coldwater, MI (Feb 2026 - Feb 2026)

STORE MANAGER CANDIDATE

Link to Live Job Posting: Posting is no longer active

Location: Coldwater, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: MBA Candidates

Company:

Dollar General Location:

Coldwater, MI Career Level:

Mid-Senior Level Industries:

Retail, Wholesale, Apparel Description Work Where You Matter:

At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

Company Overview:

Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html.

Job Details:

GENERAL SUMMARY

The Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and

ESSENTIAL JOB FUNCTIONS

Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in

store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn), expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications:

KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

EDUCATION

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COMPETENCIES

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Note:

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MBA Candidates – Dollar General in Coldwater, MI (Feb 2026 - Feb 2026)

STORE MANAGER CANDIDATE in COLDWATER, MI

Link to Live Job Posting: Posting is no longer active

Location: Coldwater, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: MBA Candidates

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html . Job Details

GENERAL SUMMARY

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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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

February 2026
Calhoun County



Michigan

Parameters

Select Timeframe: Feb 2026 - Feb 2026

Occupations:

Results should include

Code	Description	Code	Description
11-9051	Food Service Managers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
29-1141	Registered Nurses	41-1011	First-Line Supervisors of Retail Sales Workers
31-1128	Home Health and Personal Care Aides	41-2031	Retail Salespersons
31-9092	Medical Assistants	49-9071	Maintenance and Repair Workers, General
35-3023	Fast Food and Counter Workers	53-3032	Heavy and Tractor-Trailer Truck Drivers

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description	Description
Clean Team	Taco Bell
Hogan	Oaklawn Hospital
Border Foods	Subway
Dollar General	Select Medical
Bronson Healthcare	Elara Caring

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

182

Unique Postings
455 Total Postings

10

Companies Posting
765 Total Companies

17 Days

Median Posting Duration
Regional Average: 20 Days

3 : 1

Posting Intensity



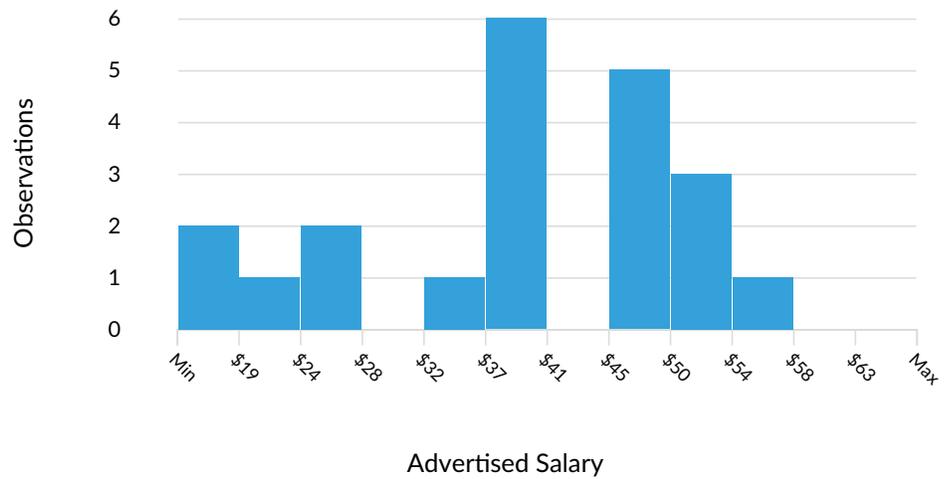
Regional Average: 2 : 1

Advertised Salary

There are 21 advertised salary observations (12% of the 182 matching postings).

\$40.00/hr

Median Advertised Salary



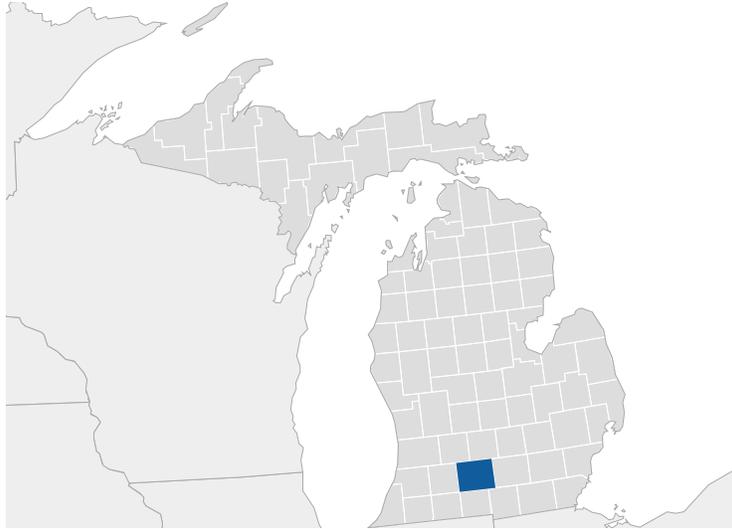
Advertised Salary Trend

▲ 0.5% Sep 2025 - Feb 2026

\$39.82 Median



Job Postings Regional Breakdown



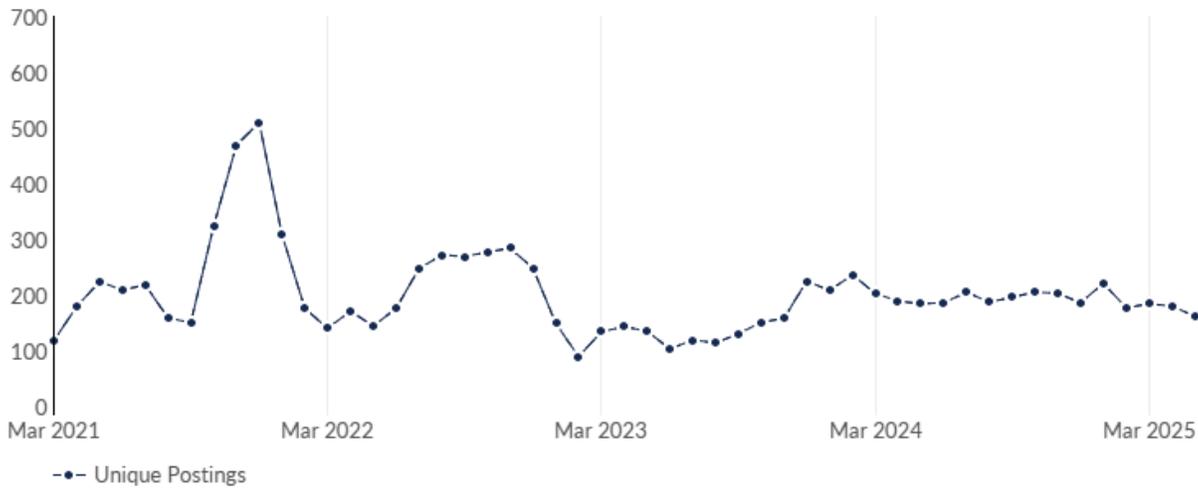
County

Unique Postings (Feb 2026)

Calhoun County, MI

182

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Feb 2026	182	3 : 1
Jan 2026	207	3 : 1
Dec 2025	194	4 : 1
Nov 2025	191	4 : 1
Oct 2025	203	5 : 1
Sep 2025	181	5 : 1
Aug 2025	221	4 : 1
Jul 2025	225	4 : 1
Jun 2025	188	4 : 1
May 2025	162	4 : 1
Apr 2025	180	4 : 1
Mar 2025	184	4 : 1
Feb 2025	177	4 : 1
Jan 2025	221	5 : 1
Dec 2024	186	5 : 1
Nov 2024	203	4 : 1
Oct 2024	205	4 : 1
Sep 2024	196	4 : 1
Aug 2024	187	3 : 1
Jul 2024	205	3 : 1

Jun 2024	186	3 : 1
May 2024	184	3 : 1
Apr 2024	189	3 : 1
Mar 2024	203	3 : 1
Feb 2024	236	3 : 1
Jan 2024	208	3 : 1
Dec 2023	225	3 : 1
Nov 2023	158	4 : 1
Oct 2023	151	4 : 1
Sep 2023	130	4 : 1
Aug 2023	114	3 : 1
Jul 2023	119	3 : 1
Jun 2023	103	3 : 1
May 2023	135	3 : 1
Apr 2023	143	3 : 1
Mar 2023	134	3 : 1
Feb 2023	89	4 : 1
Jan 2023	149	3 : 1
Dec 2022	248	2 : 1
Nov 2022	284	2 : 1
Oct 2022	277	2 : 1
Sep 2022	269	2 : 1
Aug 2022	272	2 : 1
Jul 2022	247	2 : 1
Jun 2022	176	2 : 1
May 2022	144	3 : 1
Apr 2022	171	3 : 1
Mar 2022	140	2 : 1
Feb 2022	176	2 : 1
Jan 2022	308	2 : 1
Dec 2021	510	2 : 1

Nov 2021	469	2 : 1
Oct 2021	323	2 : 1
Sep 2021	150	2 : 1
Aug 2021	159	2 : 1
Jul 2021	218	2 : 1
Jun 2021	209	2 : 1
May 2021	224	2 : 1
Apr 2021	179	2 : 1
Mar 2021	118	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	61	34%
High school or GED	68	37%
Associate's degree	43	24%
Bachelor's degree	18	10%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

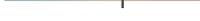
Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	68	0	37%
Associate's degree	42	1	23%
Bachelor's degree	11	7	6%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	120	66%
0 - 1 Years	46	25%
2 - 3 Years	16	9%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	314 / 97	3 : 1 	5 days
Dollar General	57 / 48	1 : 1 	34 days
Bronson Healthcare	21 / 12	2 : 1 	20 days
Border Foods	8 / 8	1 : 1 	9 days
Hogan	20 / 6	3 : 1 	18 days
Select Medical	24 / 5	5 : 1 	n/a
Subway	5 / 3	2 : 1 	n/a
Clean Team	3 / 1	3 : 1 	n/a
Taco Bell	1 / 1	1 : 1 	n/a
Elara Caring	2 / 1	2 : 1 	n/a

Top Cities Posting

City	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	303 / 96	3 : 1 	5 days
Battle Creek, MI	115 / 58	2 : 1 	34 days
Albion, MI	19 / 15	1 : 1 	43 days
Tekonsha, MI	10 / 5	2 : 1 	n/a
Athens, MI	3 / 3	1 : 1 	9 days
Bedford Township, MI	1 / 1	1 : 1 	15 days
Burlington, MI	1 / 1	1 : 1 	9 days
East Leroy, MI	1 / 1	1 : 1 	17 days
Homer, MI	1 / 1	1 : 1 	9 days
Springfield, MI	1 / 1	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	226 / 67	3 : 1 	5 days
Medical Assistants	120 / 38	3 : 1 	43 days
First-Line Supervisors of Retail Sales Workers	35 / 27	1 : 1 	34 days
Retail Salespersons	20 / 20	1 : 1 	n/a
Food Service Managers	14 / 12	1 : 1 	9 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14 / 8	2 : 1 	20 days
Heavy and Tractor-Trailer Truck Drivers	22 / 7	3 : 1 	18 days
Home Health and Personal Care Aides	3 / 2	2 : 1 	n/a
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	220 / 65	3 : 1 	5 days
Medical Assistants	120 / 38	3 : 1 	43 days
First-Line Supervisors of Retail Sales Workers	35 / 27	1 : 1 	34 days
Retail Salespersons	20 / 20	1 : 1 	n/a
Food Service Managers	14 / 12	1 : 1 	9 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14 / 8	2 : 1 	20 days
Heavy and Tractor-Trailer Truck Drivers	22 / 7	3 : 1 	18 days
Critical Care Nurses	6 / 2	3 : 1 	n/a
Home Health Aides	3 / 2	2 : 1 	n/a
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	225 / 66	3 : 1 	n/a
Medical Assistant	120 / 38	3 : 1 	43 days
Retail Store Manager / Supervisor	35 / 27	1 : 1 	34 days
Retail Sales Associate	20 / 20	1 : 1 	n/a
Restaurant / Food Service Manager	14 / 12	1 : 1 	9 days
Janitor / Cleaner	14 / 8	2 : 1 	20 days
Tractor-Trailer Truck Driver	22 / 7	3 : 1 	18 days
Home Health Aide	3 / 2	2 : 1 	n/a
Nursing Manager / Supervisor	1 / 1	1 : 1 	5 days
Building and General Maintenance Technician	1 / 1	1 : 1 	n/a

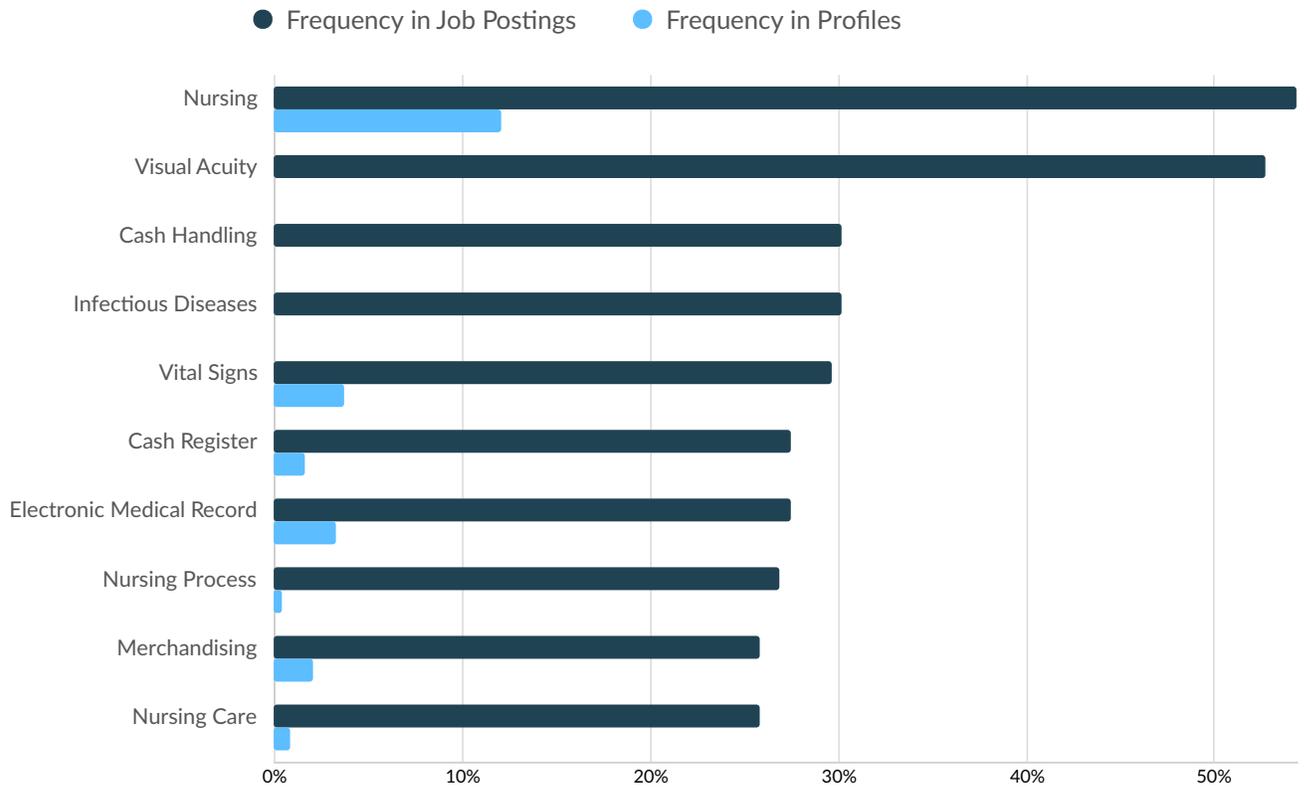
Top Posted Job Titles

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	80 / 20	4 : 1	n/a
Assistant Store Managers	20 / 20	1 : 1	n/a
Requisition Sales Associates	62 / 18	3 : 1	n/a
Sales Associates	13 / 13	1 : 1	n/a
Emergency Services Registered Nurses	36 / 12	3 : 1	n/a
Environmental Services Technicians	11 / 7	2 : 1	20 days
Primary Care Medical Assistants	15 / 6	3 : 1	n/a
Restaurant General Managers	6 / 6	1 : 1	9 days
Requirements Managers	14 / 6	2 : 1	n/a
CDL-A Truck Drivers	20 / 6	3 : 1	18 days

Top Industries

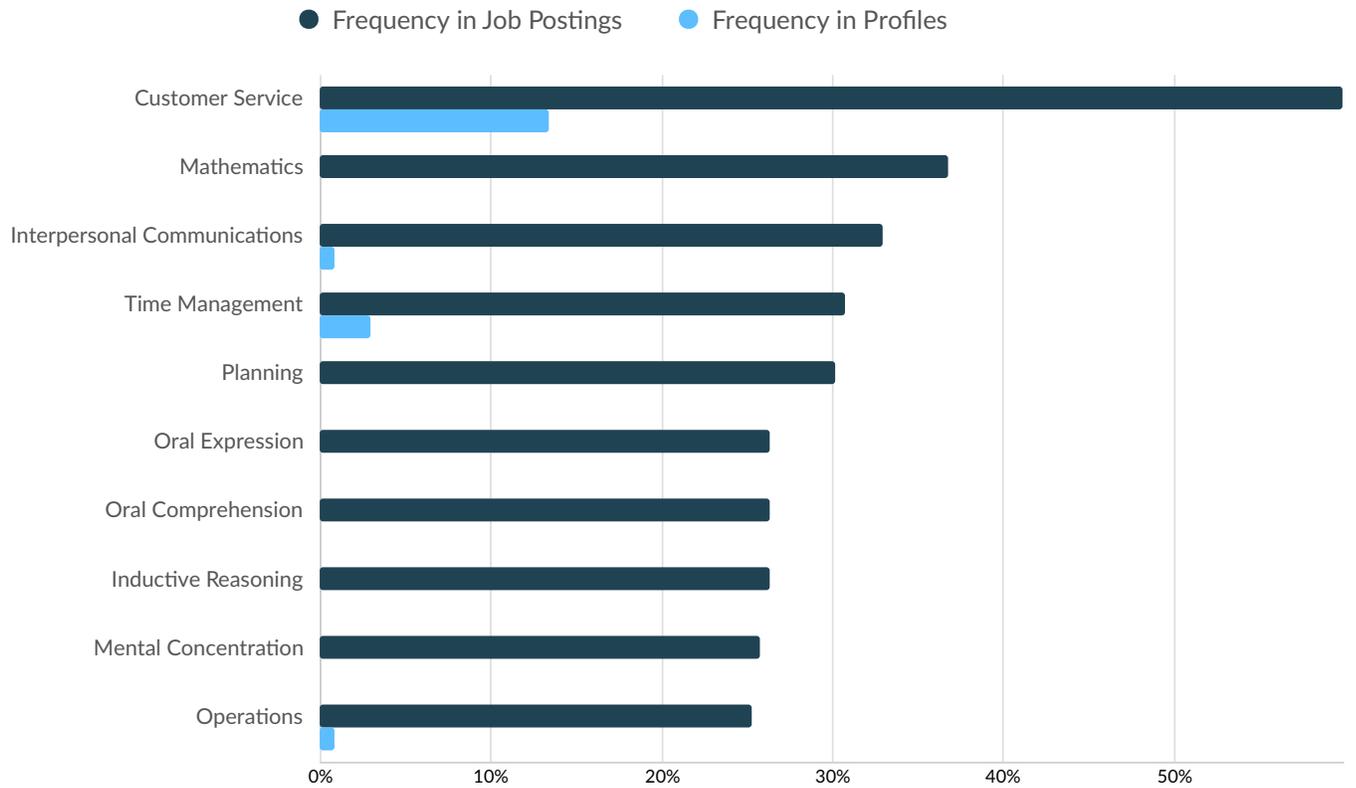
	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	335 / 109	3 : 1	20 days
All Other General Merchandise Retailers	57 / 48	1 : 1	34 days
Limited-Service Restaurants	14 / 12	1 : 1	9 days
Footwear Manufacturing	20 / 6	3 : 1	18 days
All Other Outpatient Care Centers	24 / 5	5 : 1	n/a
Janitorial Services	3 / 1	3 : 1	n/a
Home Health Care Services	2 / 1	2 : 1	n/a

Top Specialized Skills



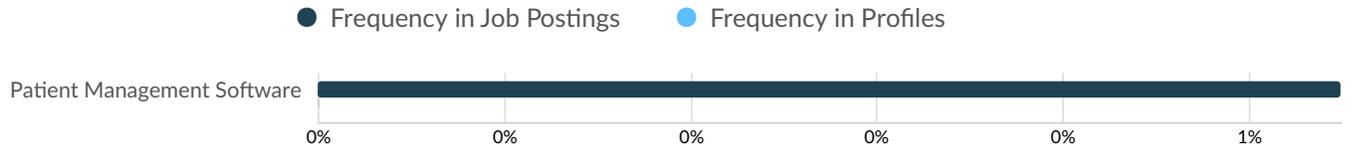
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	99	54%	29	12%	+20.1%	Rapidly Growing
Visual Acuity	96	53%	0	0%	+18.9%	Growing
Cash Handling	55	30%	0	0%	+8.9%	Growing
Infectious Diseases	55	30%	0	0%	+9.2%	Growing
Vital Signs	54	30%	9	4%	+17.2%	Growing
Cash Register	50	27%	4	2%	+21.4%	Rapidly Growing
Electronic Medical Record	50	27%	8	3%	+12.1%	Growing
Nursing Process	49	27%	1	0%	+24.2%	Rapidly Growing
Merchandising	47	26%	5	2%	+15.0%	Growing
Nursing Care	47	26%	2	1%	+19.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	109	60%	32	13%	+5.2%	Stable
Mathematics	67	37%	0	0%	+20.2%	Rapidly Growing
Interpersonal Communications	60	33%	2	1%	+12.5%	Growing
Time Management	56	31%	7	3%	+14.5%	Growing
Planning	55	30%	0	0%	+10.9%	Growing
Oral Expression	48	26%	0	0%	0.0%	
Oral Comprehension	48	26%	0	0%	0.0%	
Inductive Reasoning	48	26%	0	0%	+23.8%	Rapidly Growing
Mental Concentration	47	26%	0	0%	+12.7%	Growing
Operations	46	25%	2	1%	+8.1%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Patient Management Software	1	1%	0	0%	+18.5%	Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	101
American Red Cross (ARC) Certification	91
Registered Nurse (RN)	71
Basic Cardiac Life Support	41
Licensed Practical Nurse (LPN)	39
Certified Medical Assistant (CMA)	38
Advanced Cardiovascular Life Support (ACLS) Certification	32
Valid Driver's License	20
Trauma Nurse Core Course (TNCC)	17
Pediatric Advanced Life Support (PALS)	17

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2026)
peopleanswers.com	83
mitalent.org	51
indeed.com	37
gr8jobs.net	6
craigslist.org	5
dejobs.org	4
myworkdayjobs.com	4
careerarc.com	2
dollargeneral.com	2
applicantpro.com	1
cheektowagarecruiter.com	1
healthcareers.com	1
mishawakarecruiter.com	1
retirementjobs.com	1
westbloomfieldrecruiter.com	1
westsenecarecruiter.com	1

Appendix B

Sample Postings

EVS Technician- Battle Creek, Full time 1st shift 7a-3:30pm

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

EVS Technician- Battle Creek, Full time 1st shift 7a-3:30pm 3.6 3.6 out of 5 stars

CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title EVS Technician- Battle Creek, Full time 1st shift 7a-3:30pm Join Our Team at Bronson Battle Creek Hospital!

Position:

Environmental Service Technician Location:

Bronson Battle Creek Hospital Department:

Environmental Services Shift:

Full Time- 40 hr/wk 1st Shift Benefits Eligible Make a Difference in Patient Care! At Bronson Hospital, we are committed to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service technician to help maintain cleanliness and infection control across the hospital. You'll play an important role in making sure the hospital is a clean, safe place for everyone.

What You'll Do:

Clean and sanitize patient rooms (both occupied and unoccupied), public areas, surgical areas, and other spaces as assigned Stock supplies and keep equipment clean and in working order Follow safety and infection control guidelines to ensure the hospital is always clean and safe Provide excellent service to both hospital staff and patients Work closely with the Environmental Services Manager to make sure all tasks are completed to the highest standards Follow detailed instructions and regularly check your work to meet quality standards

What We're Looking For:

A positive attitude and a strong desire to help others Attention to detail and the ability to follow safety and cleanliness guidelines Ability to work well with a team and follow instructions from supervisors Good communication skills and a willingness to learn Ability to work in a fast-paced environment and stay focused on the task at hand Previous experience in cleaning or maintenance is a plus, but not required Why Work at Bronson? A 2025 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept

delegation and negotiate task priorities. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. (For

BBC & BLH ONLY

- may do laundry) Maintains knowledge of, and complies with, all relevant laws, regulations per CDC, OSHA, the EPA, Joint Commission and policies, procedures and standards necessary for role. Follows all isolation procedures in isolation and contact plus rooms Detail clean vents, fan fixtures, tops of windows, door frames, wall art, bumpers, furniture and other areas as necessary Cleans public areas; lobbies, waiting rooms, rest rooms, elevators, utility rooms, exam rooms, offices, stairwells, and other areas assigned Collects and replaces all sharps and black pharmacy box containers in patient care areas. Documents and maintains records of assigned cleaning tasks. Restocking of supplies in assigned areas as needed. Communicates information and requests as appropriate to the registered nurse and/or patient care assistant. Communicate and provide exceptional service to patients, staff, families and visitors. Maintains confidentiality of patient and unit data per HIPPA regulations. Removes trash and soiled linen from assigned areas and transports to disposal area. Keeps work areas neat and orderly, cleans equipment and assists with other duties as assigned. May operate mechanical floor equipment such as IMops, vacuums, sweepers and other related environmental equipment. Cleans equipment and stores in assigned locations. Direct visitors as necessary. May collect trays from patient rooms. Coordinates activities related to cleaning area with department coordinator as needed. Assumes responsibility for own growth and development; attends regular staff meetings. Actively participates and supports the Bronson Management System by attending huddles and adopting the problem solving methods. Operates ultraviolet (UV) disinfection equipment (Surfacide UV Robot). •BBC Only All other duties as assigned which may include the use of the trash compactor, and emptying trash and linen chutes. Shift First Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$750.00 Retention Bonus External Candidates Only, \$750.00 Scheduled Weekly Hours 40 Cost Center 1620 Environmental Services (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

EVS Associate- Battle Creek, Full Time, 3rd Shift

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

EVS Associate- Battle Creek, Full Time, 3rd Shift 3.6 3.6 out of 5 stars

CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title EVS Associate- Battle Creek, Full Time, 3rd Shift Join Our Team at Bronson Battle Creek Hospital!

Position:

Environmental Service Technician Location:

Bronson Battle Creek Hospital Department:

Environmental Services Shift:

Full Time- 36 hr/wk 3rd Shift Benefits Eligible Make a Difference in Patient Care! At Bronson Hospital, we are committed to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service technician to help maintain cleanliness and infection control across the hospital. You'll play an important role in making sure the hospital is a clean, safe place for everyone.

What You'll Do:

Clean and sanitize patient rooms (both occupied and unoccupied), public areas, surgical areas, and other spaces as assigned Stock supplies and keep equipment clean and in working order Follow safety and infection control guidelines to ensure the hospital is always clean and safe Provide excellent service to both hospital staff and patients Work closely with the Environmental Services Manager to make sure all tasks are completed to the highest standards Follow detailed instructions and regularly check your work to meet quality standards

What We're Looking For:

A positive attitude and a strong desire to help others Attention to detail and the ability to follow safety and cleanliness guidelines Ability to work well with a team and follow instructions from supervisors Good communication skills and a willingness to learn Ability to work in a fast-paced environment and stay focused on the task at hand Previous experience in cleaning or maintenance is a plus, but not required Why Work at Bronson? A 2025 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept

delegation and negotiate task priorities. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. (For

BBC & BLH ONLY

- may do laundry) Maintains knowledge of, and complies with, all relevant laws, regulations per CDC, OSHA, the EPA, Joint Commission and policies, procedures and standards necessary for role. Follows all isolation procedures in isolation and contact plus rooms Detail clean vents, fan fixtures, tops of windows, door frames, wall art, bumpers, furniture and other areas as necessary Cleans public areas; lobbies, waiting rooms, rest rooms, elevators, utility rooms, exam rooms, offices, stairwells, and other areas assigned Collects and replaces all sharps and black pharmacy box containers in patient care areas. Documents and maintains records of assigned cleaning tasks. Restocking of supplies in assigned areas as needed. Communicates information and requests as appropriate to the registered nurse and/or patient care assistant. Communicate and provide exceptional service to patients, staff, families and visitors. Maintains confidentiality of patient and unit data per HIPPA regulations. Removes trash and soiled linen from assigned areas and transports to disposal area. Keeps work areas neat and orderly, cleans equipment and assists with other duties as assigned. May operate mechanical floor equipment such as IMops, vacuums, sweepers and other related environmental equipment. Cleans equipment and stores in assigned locations. Direct visitors as necessary. May collect trays from patient rooms. Coordinates activities related to cleaning area with department coordinator as needed. Assumes responsibility for own growth and development; attends regular staff meetings. Actively participates and supports the Bronson Management System by attending huddles and adopting the problem solving methods. Operates ultraviolet (UV) disinfection equipment (Surfacide UV Robot). •BBC Only All other duties as assigned which may include the use of the trash compactor, and emptying trash and linen chutes. Shift Third Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$750.00 Retention Bonus External Candidates Only, \$750.00 Scheduled Weekly Hours 36 Cost Center 1620 Environmental Services (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

Registered Nurses — Select Medical in Battle Creek, MI (Feb 2026 - Active)

Registered Nurse (RN) - Per Diem Dayshift

Link to Live Job Posting: jobs.mitalent.org

Location: Battle Creek, MI

O*NET: 29-1141.00

Company: Select Medical

Job Title: Registered Nurses

Overview Critical Illness Recovery Hospital Location:

Battle Creek, Michigan (6th floor of Bronson Battle Creek Hospital) Registered Nurse (RN) -

PRN Dayshift Hours:

7:00 am - 7:30 pm \$5,000 Sign-on Bonus!

Pay:

\$52.00 per hour (\$3.00 shift differentials for nights and \$3.00 for weekends) Select Specialty Hospital Battle Creek is a critical illness recovery hospital committed to providing world-class inpatient post-ICU services to chronic, critically ill patients who require extended healing and recovery.

We help patients during some of the most vulnerable, painful moments of their lives - and Registered Nurses (RNs) play a central role in providing compassionate, excellent treatment every step of the way. At our company, we support your career growth and personal well-being.

Start Strong :

Extensive and thorough Registered Nurse (RN) orientation program to ensure a smooth transition into our setting.

Flexible Scheduling :

Minimum per diem requirement of 4 shifts in a 6-week period. Opportunity for

Advancement :

Demonstrate your skills and dedication which could lead to potential full-time opportunities.

Your Impact Matters:

Join a team of over 44,000 nationwide committed to providing exceptional care. Responsibilities Responsibilities Receive admissions and/or transfers to the unit Initial and ongoing systematic patient assessment Timely and accurate documentation using appropriate systems Interpret assessment/diagnostic data including labs and telemetry Ensure medical orders are transcribed and processed accurately Competence in Rapid Response and code events Instruct and counsel patients/families Performs other duties as assigned

Qualifications Minimum Qualifications:

Valid State RN License BLS is required at hire. ACLS is required at hire.

Preferred Qualifications:

Clinical experience Apply for this job (https://jobs-selectmedicalcorp.icims.com/jobs/359283/registered-nurse-%28rn%29---per-diem-dayshift/job?mode=apply=ply=yes&_iframe=1&hashed=1374627814) Share this job Job

ID 359283

Experience (Years) 2 Category Registered Nurse Street Address 300 North Avenue

Restaurant General Manager

Link to Live Job Posting: www.westbloomfieldrecruiter.com

Location: Battle Creek, MI

O*NET: 11-9051.00

Company: Border Foods

Job Title: Restaurant General Managers

Job Description:

Job Description Job Description What began as an idea between two brothers to open a Mexican restaurant has since grown into one of the largest, privately held Taco Bell franchisees in America. At Border Foods, we work with a people-first mantra. From cooks to cashiers to restaurant managers and beyond, we work together to bring to life the Core Values of Border Foods. Welcome to our family where you will continue to learn, evolve, and shape what comes next on our mission of making lives better. As a General Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity, Family, Excellence, Teamwork, and Empowerment. At Border Foods, we will unlock the full potential of our employees and guest's restaurant experience by creating safe welcoming and supportive environments where everyone can thrive. The purpose of the General Manager is to make the lives of the employees and the guests better by creating opportunities to positively impact life experiences. You are responsible for the operation of the entire restaurant and building a strong team that consistently provides customers great food and a friendly experience. What's in it for you?

- Top pay in the industry: Make up to \$100,000 a year with base pay plus top-tier bonus potential.
- Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers!
- Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone.
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

General Manager Core Values:

Accountability & Integrity:

Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly Monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines. Family & Teamwork Creates unity in the team by building cross functional relationships Respond to Team Member questions and resolves employee issues in a timely manner. Provide a restaurant that is a safe place for team members to work and customers to visit Able to navigate challenging situations and provide appropriate guidance Motivates and supports the team through active listening and the ability to communicate to a wide variety of audiences Represents Border Foods in handling customer complaints and/or issues; demonstrating a sincere approach and desire to find an effective solution. Instills a recognition culture that creates a positive work environment

Excellence:

Strategic planner creates short term and long-term strategies for restaurant success Delivers profit by utilizing and interpreting the P&L in order to make the appropriate financial adjustments Sourcing, hiring, and developing excellent Team Members Conducting New Hire orientation and developing the training plan for each new hire Minimizes loss through strict observance of cash handling policies, proper training of Team Members, and complying with all accounting/banking requirements. Demonstrates efficient labor control, inventory control, and waste management.

Empowerment:

Builds the capabilities of their team while identifying teams' strengths and opportunities Provides learning and development opportunities for all Team Members. Offers guidance to Team Members regarding personal development opportunities and career path. Consistently demonstrates active and timely coaching capabilities. Seeks and shares ideas to help others succeed creating and leveraging tools, resources, and information that fosters personal and business growth. Bringing others along, operationally, through use of tools.

Required or Preferred Experience:

Minimum of three years restaurant or retail experience, or combined experience and education. Experience with sales building, P&L statements, recruiting, and training. Proven track record of successful hiring and retention. Required when needed, the ability to work early morning, evenings, late night, weekends, and some holidays. Schedule demands may change. ServeSafe Certified Must be at least 18 years of age. Valid Driver's license and vehicle insurance. High school diploma or equivalent. What's in it for you?

- Top pay in the industry
- Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers!
- Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone.
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation. The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive. Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation. "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer. Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." \$50000 per year

- \$100000 per year

Maintenance Technicians – Oaklawn Hospital in Marshall, MI (Feb 2026 - Active)

Maintenance Technician II - Plants Operations

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 49-9071.00

Company: Oaklawn Hospital

Job Title: Maintenance Technicians

Job Summary:

Carries out maintenance work for healthcare properties in order to provide a well maintained, clean, physically safe, accessible and welcoming environment for patients, staff and visitors.

Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Directs, controls and plans maintenance projects. Assists in carrying out maintenance routines both general and planned Acts as a liaison between staff and the Maintenance department Meets with contractors to disseminate site-specific knowledge. Monitors contractors working in the vicinity. Performs specialized/general maintenance and repairs throughout the facilities and grounds. Performs inspections of buildings and equipment. Services air handling equipment including incoming, circulating and exhaust systems Installs various types of equipment throughout the facility Installs telephone and data wiring in cooperation with the Information Services Department. Maintains a safe environment for patients, employees and the general public Operates, maintains, troubleshoots and repair boilers according to state law. Teaches other staff about new equipment and procedures. Assemble, construct and install a multitude of types of wood composition cabinets, shelves, desks, counter tops, bulletin boards, back boards, pictures, etc. Maintains the exterior of the building and the grounds. Designs and constructs various items which may involve welding and sheet metal work Is responsible for policy/service development Directs and teaches lower skilled grades on new work and repairs. Maintains workshops and other engineering spaces in a clean and tidy condition. Completes log sheets, report sheets and test certificates.

Minimum Qualifications:

18 years of age and two (2) years of related experience or a commensurate combination of education and experience. Advanced level training and/or certification at the Tradesman level.

Preferred Qualifications:

Certification at the Tradesman Level.

Knowledge, Skills & Ability:

Must have effective interpersonal skills in all areas of communication with strong oral communication skills. Must be able to work independently and be capable of solving problems using good judgment and work in a self-directed and collaborative environment. Must have the ability to operate a personnel computer and possess basic math skills. Ability to work in confined space, and heights.

Working Conditions:

May occasionally be exposed to infectious diseases and hazardous materials and various degrees of weather.

Physical Requirements:

Constantly stand, walk, reach, see/visual acuity, handle/grasp/feel, talk/hear, taste/smell. Frequently push/pull, bend/twist, stoop/kneel/crouch , lift/carry 1 to 25 lbs. Occasionally lift/carry 25 to 50+ lbs.

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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

February 2026
Kalamazoo County



Michigan

Parameters

Select Timeframe: Feb 2026 - Feb 2026

Occupations:

Results should include

Code	Description
11-9199	Managers, All Other
15-1252	Software Developers
15-1299	Computer Occupations, All Other
17-3026	Industrial Engineering Technologists and Technicians
29-1141	Registered Nurses

Code	Description
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2099	Health Technologists and Technicians, All Other
31-1131	Nursing Assistants
31-9092	Medical Assistants
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description	Description
Pfizer	Capital One
Ascension	Western Michigan University
Meijer	Zoetis
Bronson Healthcare	Stryker
Corewell Health	Kalamazoo County Government

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

40

Unique Postings
208 Total Postings

5

Companies Posting
1,432 Total Companies

25 Days

Median Posting Duration
Regional Average: 20 Days

5 : 1

Posting Intensity



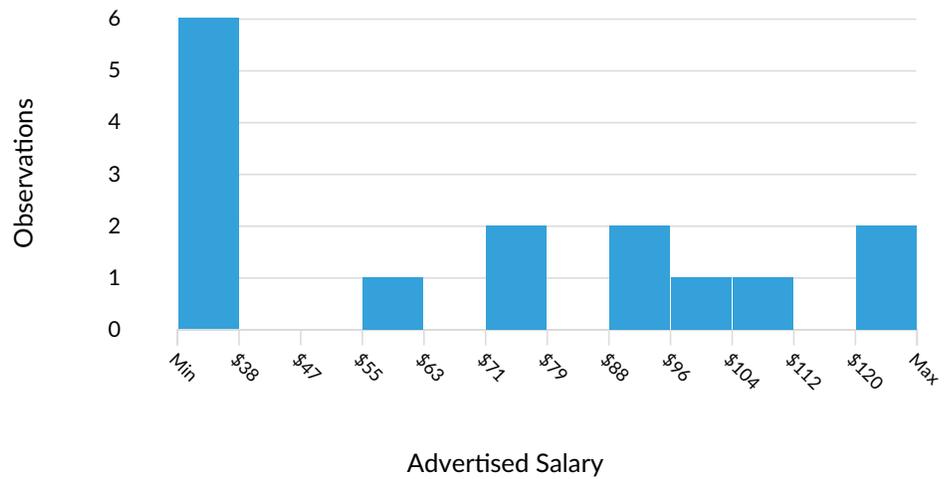
Regional Average: 2 : 1

Advertised Salary

There are 15 advertised salary observations (38% of the 40 matching postings).

\$78.15/hr

Median Advertised Salary



Advertised Salary Trend

▲ 53.0% Sep 2025 - Feb 2026

\$56.00 Median



39 Job Postings



Job Postings Regional Breakdown



County

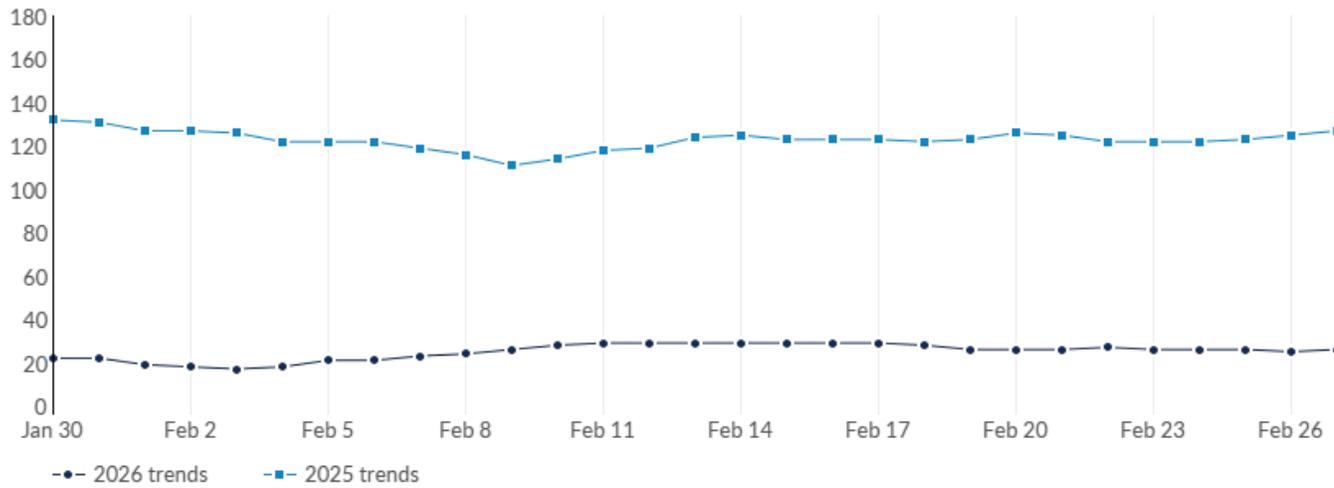
Unique Postings (Feb 2026)

Kalamazoo County, MI

40

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
January 30, 2026	22	132	-83.3%
January 31, 2026	22	131	-83.2%
February 1, 2026	19	127	-85.0%
February 2, 2026	18	127	-85.8%
February 3, 2026	17	126	-86.5%
February 4, 2026	18	122	-85.2%
February 5, 2026	21	122	-82.8%
February 6, 2026	21	122	-82.8%
February 7, 2026	23	119	-80.7%
February 8, 2026	24	116	-79.3%
February 9, 2026	26	111	-76.6%
February 10, 2026	28	114	-75.4%
February 11, 2026	29	118	-75.4%
February 12, 2026	29	119	-75.6%
February 13, 2026	29	124	-76.6%
February 14, 2026	29	125	-76.8%
February 15, 2026	29	123	-76.4%
February 16, 2026	29	123	-76.4%

February 17, 2026	29	123	-76.4%
February 18, 2026	28	122	-77.0%
February 19, 2026	26	123	-78.9%
February 20, 2026	26	126	-79.4%
February 21, 2026	26	125	-79.2%
February 22, 2026	27	122	-77.9%
February 23, 2026	26	122	-78.7%
February 24, 2026	26	122	-78.7%
February 25, 2026	26	123	-78.9%
February 26, 2026	25	125	-80.0%
February 27, 2026	26	127	-79.5%
February 28, 2026	26	130	-80.0%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	5	13%
High school or GED	15	38%
Associate's degree	14	35%
Bachelor's degree	18	45%
Master's degree	7	18%
Ph.D. or professional degree	1	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	15	0	38%
Associate's degree	6	8	15%
Bachelor's degree	12	6	30%
Master's degree	2	5	5%
Ph.D. or professional degree	0	1	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	12	30%
0 - 1 Years	7	18%
2 - 3 Years	4	10%
4 - 6 Years	12	30%
7 - 9 Years	3	8%
10+ Years	2	5%

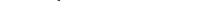
Top Companies Posting

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Stryker	134 / 14	10 : 1 	25 days
Bronson Healthcare	22 / 13	2 : 1 	26 days
Western Michigan University	41 / 6	7 : 1 	18 days
Kalamazoo County Government	7 / 6	1 : 1 	n/a
Zoetis	4 / 1	4 : 1 	n/a

Top Cities Posting

City	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	79 / 28	3 : 1 	26 days
Portage, MI	129 / 12	11 : 1 	17 days

Top Posted Occupations

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50 / 10	5 : 1 	25 days
Registered Nurses	13 / 8	2 : 1 	44 days
Software Developers	18 / 7	3 : 1 	n/a
Medical Assistants	9 / 6	2 : 1 	26 days
Computer Occupations, All Other	109 / 4	27 : 1 	17 days
Licensed Practical and Licensed Vocational Nurses	2 / 2	1 : 1 	n/a
Health Technologists and Technicians, All Other	3 / 2	2 : 1 	n/a
Managers, All Other	4 / 1	4 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50 / 10	5 : 1 	25 days
Registered Nurses	13 / 8	2 : 1 	44 days
Software Developers	18 / 7	3 : 1 	n/a
Medical Assistants	9 / 6	2 : 1 	26 days
Information Technology Project Managers	8 / 3	3 : 1 	17 days
Licensed Practical and Licensed Vocational Nurses	2 / 2	1 : 1 	n/a
Regulatory Affairs Managers	4 / 1	4 : 1 	n/a
Computer Occupations, All Other	101 / 1	101 : 1 	n/a
Health Technologists and Technicians, All Other	2 / 1	2 : 1 	n/a
Patient Representatives	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Office / Administrative Assistant	50 / 10	5 : 1 	25 days
Registered Nurse	13 / 8	2 : 1 	44 days
Software Developer / Engineer	18 / 7	3 : 1 	n/a
Medical Assistant	9 / 6	2 : 1 	26 days
Licensed Practical / Vocational Nurse	2 / 2	1 : 1 	n/a
IT Manager / Director	7 / 2	4 : 1 	17 days
Registrar / Patient Service Representative	1 / 1	1 : 1 	n/a
Emergency Room / Department Technician	2 / 1	2 : 1 	n/a
IT Project / Program Manager	1 / 1	1 : 1 	n/a
Technology Consultant	101 / 1	101 : 1 	n/a

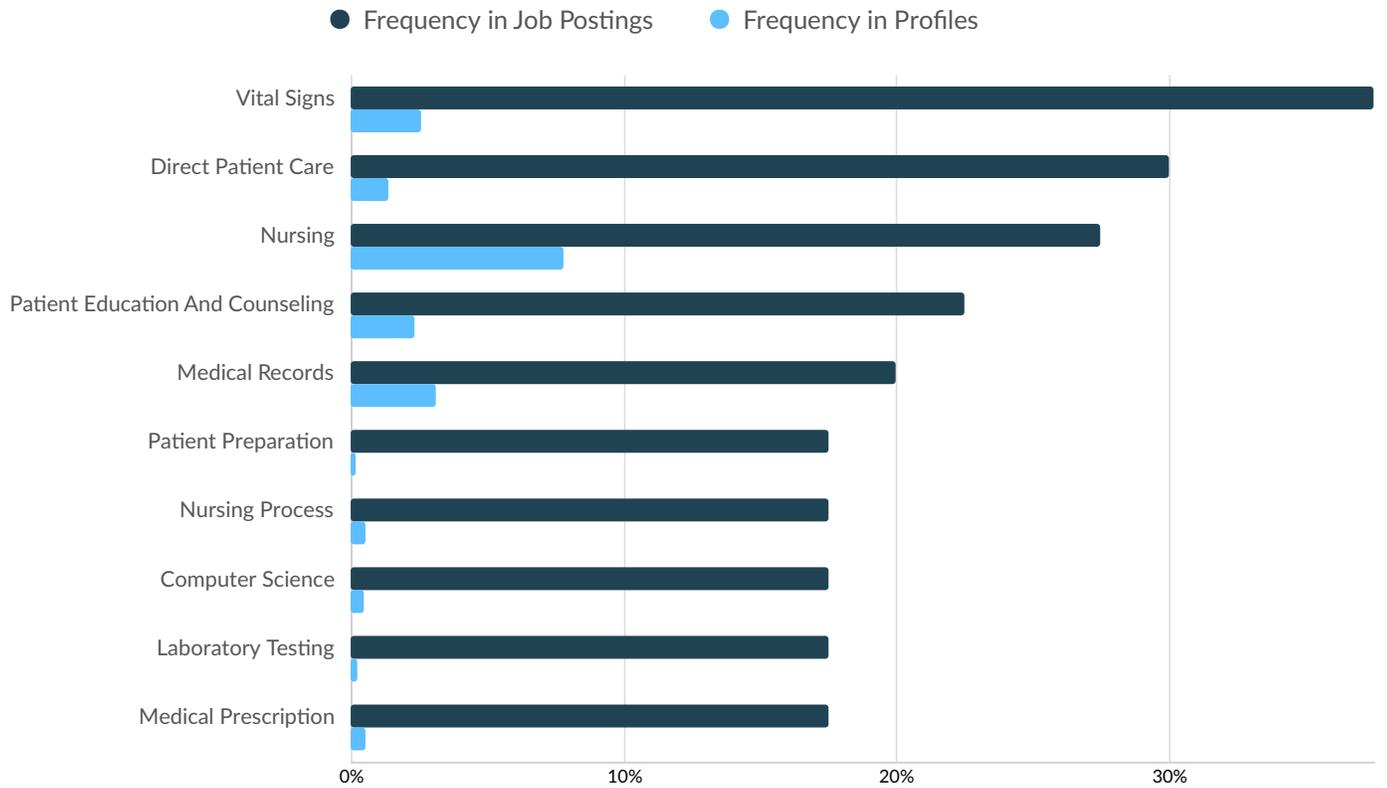
Top Posted Job Titles

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Administrative Assistants	49 / 9	5 : 1 	25 days
Medical Assistants	3 / 3	1 : 1 	33 days
Licensed Practical Nurses	2 / 2	1 : 1 	n/a
Staff Software Engineers	7 / 2	4 : 1 	n/a
Principal Software Engineers	4 / 2	2 : 1 	n/a
Digital Transformation Managers	1 / 1	1 : 1 	n/a
Nurses	1 / 1	1 : 1 	n/a
Workday Integration Consultants	101 / 1	101 : 1 	n/a
Mother-Baby Registered Nurses	2 / 1	2 : 1 	n/a
Pediatric Medical Assistants	2 / 1	2 : 1 	n/a

Top Industries

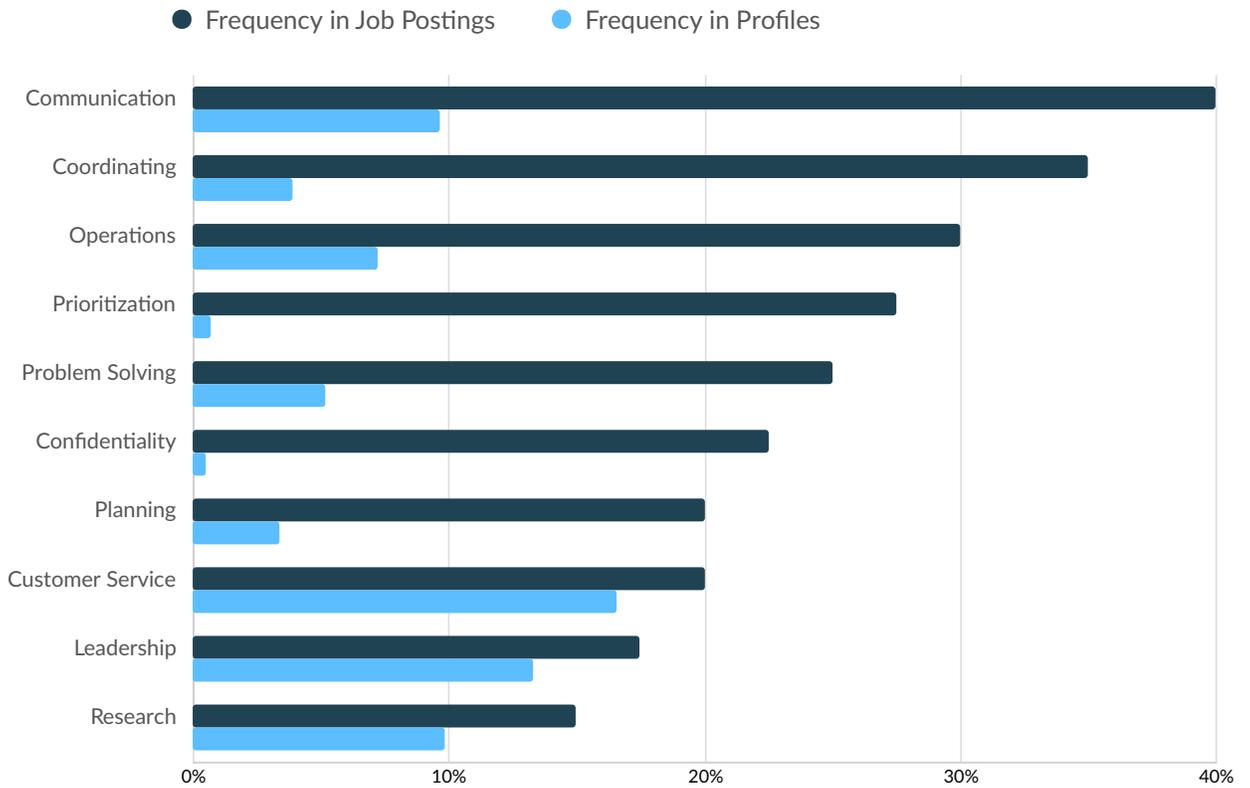
	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	134 / 14	10 : 1 	25 days
General Medical and Surgical Hospitals	22 / 13	2 : 1 	26 days
Colleges, Universities, and Professional Schools	41 / 6	7 : 1 	18 days
Other General Government Support	7 / 6	1 : 1 	n/a
Pharmaceutical Preparation Manufacturing	4 / 1	4 : 1 	n/a

Top Specialized Skills



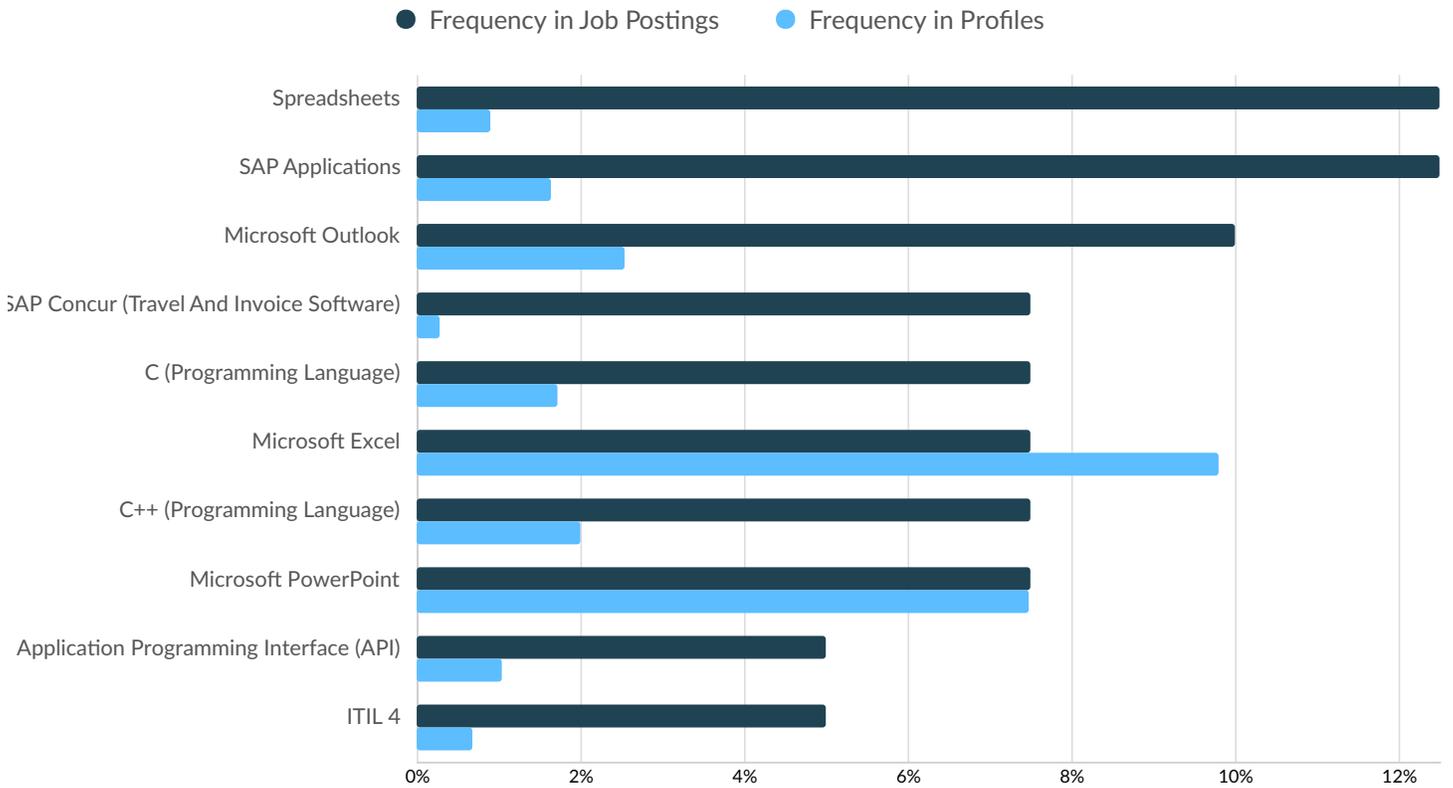
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Vital Signs	15	38%	57	3%	+17.2%	Growing
Direct Patient Care	12	30%	31	1%	+16.6%	Growing
Nursing	11	28%	172	8%	+20.1%	Rapidly Growing
Patient Education And Counseling	9	23%	51	2%	+11.6%	Growing
Medical Records	8	20%	69	3%	+12.5%	Growing
Patient Preparation	7	18%	4	0%	+15.8%	Growing
Nursing Process	7	18%	12	1%	+24.2%	Rapidly Growing
Computer Science	7	18%	11	0%	+26.8%	Rapidly Growing
Laboratory Testing	7	18%	5	0%	+14.4%	Growing
Medical Prescription	7	18%	12	1%	+8.5%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	16	40%	213	10%	+3.6%	Lagging
Coordinating	14	35%	86	4%	+14.7%	Growing
Operations	12	30%	160	7%	+8.1%	Stable
Prioritization	11	28%	16	1%	+20.5%	Rapidly Growing
Problem Solving	10	25%	114	5%	+11.3%	Growing
Confidentiality	9	23%	11	0%	0.0%	
Planning	8	20%	75	3%	+10.9%	Growing
Customer Service	8	20%	365	17%	+5.2%	Stable
Leadership	7	18%	293	13%	+8.5%	Stable
Research	6	15%	218	10%	+17.2%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	5	13%	20	1%	+22.2%	Rapidly Growing
SAP Applications	5	13%	36	2%	+21.6%	Rapidly Growing
Microsoft Outlook	4	10%	56	3%	+25.0%	Rapidly Growing
SAP Concur (Travel And Invoice Software)	3	8%	6	0%	+10.3%	Growing
C (Programming Language)	3	8%	38	2%	+10.1%	Growing
Microsoft Excel	3	8%	216	10%	+17.7%	Growing
C++ (Programming Language)	3	8%	44	2%	+10.0%	Growing
Microsoft PowerPoint	3	8%	165	7%	+26.1%	Rapidly Growing
Application Programming Interface (API)	2	5%	23	1%	+9.5%	Growing
ITIL 4	2	5%	15	1%	+19.5%	Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	9
Basic Life Support (BLS) Certification	7
Registered Medical Assistant (RMA)	5
Certified Clinical Medical Assistant (CCMA)	5
Certified Medical Assistant (CMA)	5
Valid Driver's License	3
Advanced Life Support	3
Licensed Practical Nurse (LPN)	3
Certification In Electronic Fetal Monitoring (C-EFM)	2
Trauma Nurse Core Course (TNCC)	1

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2026)
indeed.com	20
mitalent.org	15
myworkdayjobs.com	9
dejobs.org	8
hercjobs.org	6
powertofly.com	6
stryker.com	6
wmujobs.org	4
dice.com	3
scholarshipdb.net	2
diversityjobs.com	1
tietalent.com	1

Appendix B

Sample Postings

Administrative Assistants – Western Michigan University in Kalamazoo, MI (Feb 20...

Administrative Assistant Senior	
Link to Live Job Posting: main.hercjobs.org	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Western Michigan University	Job Title: Administrative Assistants
<p>Job Description:</p> <p>Oversees day-to-day operations and implements strategic plans for the department in coordination with the supervisor. Directs and administers programs, projects, and processes. Provides lead budgetary support for the department. Prepares and analyzes budget reports, monitors, tracks, reconciles, forecasts, and recommends budget allocations. Performs executive administrative tasks for the department including legal agreements, service contracts, and billing. Serves as liaison within and outside of the University regarding operations, facilities, personnel, purchasing, etc. Initiates correspondence and coordinates events for the department. Develops departmental policies and procedures. Interprets policies and procedures for various customers and responds independently to inquiries. Conducts analyses. Coordinates the collection and preparation of various reports and records. Maintains the content of the department's website. May supervise staff and student employees and provide guidance and direction if needed.</p>	
<p>Short Job Description:</p> <p>Post high school training or education. Five years' relevant experience. Advanced office software skills, including word processing and spreadsheets. Proficiency with using and querying databases. Experience monitoring and reconciling budgets. Experience providing guidance to students or other employees.</p>	
<p>Job Ref:</p> <p>S1503</p>	
<p>P Job Reply URL:</p> <p>5055</p>	

Administrative Assistant II	
Link to Live Job Posting: scholarshipdb.net	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Western Michigan University	Job Title: Administrative Assistants
<p>Job Description:</p> <p>Uses word-processing and spreadsheet software to produce and edit complex letters, memos, reports, statistical tables and other documents. Completes assignments that are broad in nature. Responds independently to complex questions regarding the department. Develops and explains departmental policies and procedures. Provides lead budgetary support, including monitoring, tracking, reconciliation, forecasting and recommending budget allocations. Prepares and analyzes budget reports. Has responsibility for office management. Coordinates office functions and oversees supplies. Develops and oversees a department process or program in coordination with the supervisor. Schedules appointments and coordinates meetings; makes travel arrangements. May supervise student employees. May update the content of the department's website.</p> <p>Short Job Description:</p> <p>Post high school training or education. Three years' relevant experience. Proficiency with word-processing and spreadsheet software. Experience with using and querying databases and entering and tracking budget data.</p> <p>Job Ref:</p> <p>S1504</p> <p>P Job Reply URL:</p> <p>5056</p>	

Digital Transformation Managers – Stryker in Portage, MI (Feb 2026 - Active)

Senior Lead, IT Transformation

Link to Live Job Posting: jobs.mitalent.org

Location: Portage, MI

O*NET: 15-1252.00

Company: Stryker

Job Title: Digital Transformation Managers

Employer:

Stryker Corporation Job Title:

Senior Lead, IT Transformation Job Requisition:

1006.272.3

Job Location:

100% telecommute - can work anywhere in the U.S.

Job Type:

Full Time Rate of Pay:

\$160,000.00 to \$205,200.00 per

Year Duties:

Lead the development and implementation of new systems and enhancements, contributing to the definition of technical standards in the Revenue Management Model N solution. Design, build, test, deploy, and provide hyper-care support for implementing Revenue Management Model N solutions and their integration with SAP S/4 and related applications, including the overall architecture within a complex, multi-system environment. Lead technical design, prototyping, development, testing, and solution delivery for release cycles and new projects within the Commercial Landscape and application stack. Conduct reviews for architecture, performance, and code quality, ensuring compliance with configuration and coding standards on the platform. Review and govern business process documentation, application specifications, technical specifications, test plans, and go-live cutover plans. Collaborate with Global ERP Program teams, IT Business Partners, Build and Run teams, IT Vendors, Infrastructure teams, and Business Deployment teams to ensure alignment and integration. Build SQL queries based on gaps identified during conversion error handling process. Identify and pursue opportunities to enhance process flow, system performance, and technical efficiencies, recommending solutions that harmonize technical standards with business needs. Position requires 40% domestic travel.

Requirements:

Must have a Bachelor's degree in Computer Science, Engineering, Information Systems, Information Technology, Business or related field and six (6) years of information technology experience. Alternatively, employer will accept a Master's degree in Computer Science, Engineering, Information Systems, Information Technology, Business or related field and four (4) years of information technology experience.

Position also requires:

experience designing, implementing and delivering solutions for revenue management processes, including chargebacks, rebates, and pricing contracts; experience developing and converting legacy ERP systems into third-party revenue management platforms, such as Model N, Revitas or SFDC/CPQ, including leading their architecture and integration into SAP systems; experience developing solutions using Oracle SQL Developer, Postman, FileZilla, and SAP S/4 applications; experience process mapping and documenting complex processes for chargebacks, pricing, contracts, and rebate management processes; experience applying IT methodologies including ITIL, Software Development Lifecycle (SDLC), and/or Agile Development; and, experience collaborating cross-functionally with business and IT teams to support end-to-end revenue management operations.

Contact:

hrpractices@stryker.com. Must reference job 1006.272.3.

Directors of IT PMO – Stryker in Portage, MI (Feb 2026 - Active)

Program Manager, IT PMO

Link to Live Job Posting: jobs.mitalent.org

Location: Portage, MI

O*NET: 15-1299.09

Company: Stryker

Job Title: Directors of IT PMO

Employer:

Stryker Corporation Job Title:

Program Manager, IT PMO Job Requisition:

1006.406.2

Job Location:

100% telecommute - can work anywhere in the U.S.

Job Type:

Full Time Rate of Pay:

\$157,560.00 to \$206,500.00 per

Year Duties:

Provide enterprise-level project management support during ERP implementation activities for all Business Data Migration activities across all relevant phases of deployment (early engagement through Hypercare). Facilitate the coordination and reports of Business Data Migration activities. Engage with business deployment group teams. Drive plan, execution, and track all Business Data Migration deliverables and ensure alignment with ERP implementation activities includes requirements gather, scope confirmation, design lock, solution build, test completion, train delivery, technical release, deployment and hypercare. Work with PMO and Cutover Teams to maintain and communicate alignment of plans and schedules, (L1, L2, L3 and Cutover). Ensure close and continuous alignment of Data Services project plans with the ERP deployment schedule; escalating risks and resolutions where necessary. Hold Data Services to build leads and related resources accountable for delivery of their respective tasks and activities. Partner with the release team, IT governance and Program PMO to ensure compliance with regulations, policies, standards, procedures, and associated documentation including but not limited to computer systems validation, SOX and PM standards. Partner with Data Services to monitor defect and RAID creation, maintenance, documentation, and reporting. Proactively identify, actively manage and track/status all risks and issues for Business Data Migration related to ERP implementation. Provide detailed status of current state of various work packages for the entire suite of global applications and highlight key areas of concern to the Business Data Migration Lead. Provide periodic updates to stakeholders at various levels. Generate weekly program status reports. Support the management of access requests (HP ALM, ADO, Data Load SAP access, and legacy IT platforms required for conversion activities). Provide support to the Deployment Group Data Lead to identify and align Deployment Group resources to the data load schedule and activities. Coordinate with Workstream PM to identify and align Business Process Owners to the data load schedules and activities. Support the Coordination and management of the collection of validation artifacts, verify completeness, and report data load validation metrics. Maintain an awareness of the broader Stryker applications' data needs and assist in coordination where practical, including master data distribution during mock data load and production data load cycles. Create and maintain comprehensive project documentation per the Accelerate playbook and current

global IT Software Development Lifecycle (SDLC) methodology. Act as liaison between IT PMO and Accelerate program to map deliverables and activities. Continuously evaluate and drive measurable improvements to processes, platforms, tools, and related technologies; provide necessary trainings to communicate changes and measure outcomes. Position requires 15% domestic travel in the U.S.

Requirements:

Must have a Bachelor's degree in any field (will accept foreign education equivalent) and eight (8) years of experience working in enterprise program management, leading large scale data migrations within IT or Operations. Alternatively, Master's degree in any field and six (6) years of experience working in enterprise program management, leading large scale data migrations within IT or Operations. Alternatively, no degree and ten (10) years of experience working in enterprise program management, leading large scale data migrations within IT or Operations. Position requires experience performing ERP cutover or ERP data migration project management; experience using data migration terminology and toolsets; experience leading projects using Lean, ITIL, PPM, and/or PMO, standards and processes; and experience leveraging DevOps for cutover.

Contact:

To apply contact hrpractices@stryker.com. Must reference job 1006.406.2.

Workday Integration Consultants – Stryker in Portage, MI (Feb 2026 - Active)

Workday Integrations Senior Lead Analyst (REMOTE)

Link to Live Job Posting: [powertofly.com](https://www.powertofly.com)

Location: Portage, MI

O*NET: 15-1299.00

Company: Stryker

Job Title: Workday Integration Consultants

What you will do: As our Senior Lead Analyst, Workday Integrations, you will work to understand business needs, including the processes for end-to-end business solutions for HR functions, with a heavy focus on the Workday Integration Cloud Platform. You will provide advanced technical leadership and guidance for Workday integrations, influencing integration design decisions and advising on complex, cross-domain solutions. You will be responsible for building strong collaborative relationships across the organization in areas that include HR COEs, business-facing HR, Finance, Compliance, Audit, and internal/external Communications with a specific focus on the Workday integration functionality, capabilities, and tools . Additionally, you will design, build, deploy, and consult on integration activities for HR projects, priorities, and enhancements, while providing architectural guidance, risk assessment, and strategic input when solutioning requirements.

Integration Design & Development:

Design, build, and maintain Workday-native integrations, including: Third-Party Payroll Integrations Enterprise Interface Builder (EIB) Workday Connectors and Document Transformations Workday Orchestrate Workday Studio Workday APIs & Web Services Reports-as-a-Service (RaaS) Translate functional and business requirements into technical integration design and recommend optimal integration approaches aligned with Workday best practices and enterprise architecture standards. Evaluate integration options, constraints, and tradeoffs, presenting design recommendations to business and technical stakeholders. Understand and anticipate downstream impacts, dependencies, and risk across integrated systems. Delivery & Performance Own and manage integration implementation and release activities; configure, test, deploy, and document integrations across tenant environments (Implementation, Preview, Sandbox, Production). Lead cutover activities, data validation, and post-production stabilization, serving as an escalation point for complex or high-impact issues. Monitor integration performance, proactively identify optimization opportunities, troubleshoot failures, and resolve incidents. Collaboration & Governance Build and maintain strong relationships with business users, business-facing HR, and HR COE teams; serve as subject matter expert on current and upcoming Workday capabilities. Partner with HR Product Owners, Business Analysis Managers (BAMs), and Architects to align integrations with HR roadmaps and future-state architecture. Coordinate and align with IT, Security, and vendors on connectivity, certificates, data exchanges, and technical standards.

What you need:

Required:

Bachelor's degree required or in lieu of a degree, an additional 6 years of professional work experience will be considered. 6+ years of professional work experience is needed for a successful candidate. 5+ years supporting HR or Workday native integrations. 3+ years of hands-on Workday integration experience, to include design, build, and deployment. 3+ years of experience supporting system implementations, enhancements, or post-production optimization initiatives. 3+ years of experience working in an enterprise HRIS ecosystem, including integrations with platforms such as ServiceNow, Active Directory, SSO, payroll providers, and other downstream systems.

Preferred:

Experience with third-party payroll, benefits, or WFM integrations (e.g., ADP, UKG, Alight) strongly preferred. Workday Pro certification(s) related to Integrations. Advanced understanding of cloud-based integration technologies, object-oriented data models, and API-based architectures. Strong knowledge of HR data privacy, security, and regulatory requirements (e.g., PII, GDPR, Works Council considerations). Experience supporting global, multi-country production environments. Strong understanding of HR data models and downstream system impacts. Familiarity with agile delivery models (Kanban, Scrum) and change management practices. Experience working within an HR-owned systems or product organization. Demonstrated ability to analyze complex requirements, assess risk and tradeoffs, and design scalable integration solutions with a high degree of accuracy and attention to detail. \$102,600 - \$222,300 salary plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors.

Posted Date:

02/18/2026 This role will be posted for a minimum of 3 days.

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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

February 2026
St. Joseph County



Michigan

Parameters

Select Timeframe: Feb 2026 - Feb 2026

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
29-1141	Registered Nurses
31-1128	Home Health and Personal Care Aides
35-3023	Fast Food and Counter Workers
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners

Code	Description
41-1011	First-Line Supervisors of Retail Sales Workers
41-2011	Cashiers
41-2031	Retail Salespersons
49-9071	Maintenance and Repair Workers, General
51-9199	Production Workers, All Other

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description	Description
Enviro-Clean Services	Dollar General
Birch Meadows Senior Care	Arby's
Meijer	Taco Bell
ADMIRAL	State of Michigan
Border Foods	Compass Group

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

43

Unique Postings
63 Total Postings

6

Companies Posting
258 Total Companies

17 Days

Median Posting Duration
Regional Average: 20 Days

1 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

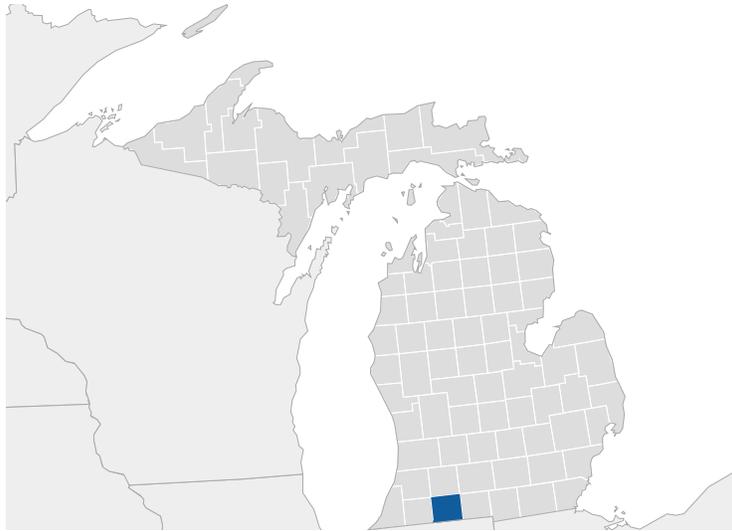
Advertised Salary Trend

▲ 12.0% Sep 2025 - Feb 2026

\$21.23 Median



Job Postings Regional Breakdown



County

Unique Postings (Feb 2026)

St. Joseph County, MI

43

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Feb 2026	43	1 : 1
Jan 2026	47	2 : 1
Dec 2025	31	2 : 1
Nov 2025	31	2 : 1
Oct 2025	26	3 : 1
Sep 2025	29	3 : 1
Aug 2025	55	2 : 1
Jul 2025	48	2 : 1
Jun 2025	31	2 : 1
May 2025	25	3 : 1
Apr 2025	57	3 : 1
Mar 2025	52	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	8	19%
High school or GED	34	79%
Associate's degree	0	0%
Bachelor's degree	1	2%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	34	0	79%
Associate's degree	0	0	0%
Bachelor's degree	1	0	2%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	22	51%
0 - 1 Years	20	47%
2 - 3 Years	1	2%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Dollar General	41 / 33	1 : 1 	18 days
Birch Meadows Senior Care	3 / 3	1 : 1 	13 days
Arby's	7 / 3	2 : 1 	n/a
Meijer	10 / 2	5 : 1 	n/a
Border Foods	1 / 1	1 : 1 	6 days
State of Michigan	1 / 1	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Three Rivers, MI	22 / 14	2 : 1 	13 days
Sturgis, MI	16 / 9	2 : 1 	17 days
Centreville, MI	11 / 6	2 : 1 	18 days
White Pigeon, MI	4 / 4	1 : 1 	n/a
Constantine, MI	3 / 3	1 : 1 	n/a
Mendon, MI	3 / 3	1 : 1 	6 days
Burr Oak, MI	2 / 2	1 : 1 	n/a
Colon, MI	2 / 2	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	28 / 20	1 : 1 	18 days
Retail Salespersons	13 / 13	1 : 1 	n/a
Food Service Managers	8 / 4	2 : 1 	6 days
Home Health and Personal Care Aides	3 / 3	1 : 1 	13 days
Fast Food and Counter Workers	5 / 1	5 : 1 	n/a
Cashiers	5 / 1	5 : 1 	n/a
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	28 / 20	1 : 1 	18 days
Retail Salespersons	13 / 13	1 : 1 	n/a
Food Service Managers	8 / 4	2 : 1 	6 days
Personal Care Aides	3 / 3	1 : 1 	13 days
Fast Food and Counter Workers	5 / 1	5 : 1 	n/a
Cashiers	5 / 1	5 : 1 	n/a
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	28 / 20	1 : 1 	18 days
Retail Sales Associate	13 / 13	1 : 1 	n/a
Restaurant / Food Service Manager	8 / 4	2 : 1 	6 days
Caregiver / Personal Care Aide	3 / 3	1 : 1 	13 days
Fast Food / Counter Worker	5 / 1	5 : 1 	n/a
Field Service Technician	1 / 1	1 : 1 	n/a
Cashier	5 / 1	5 : 1 	n/a

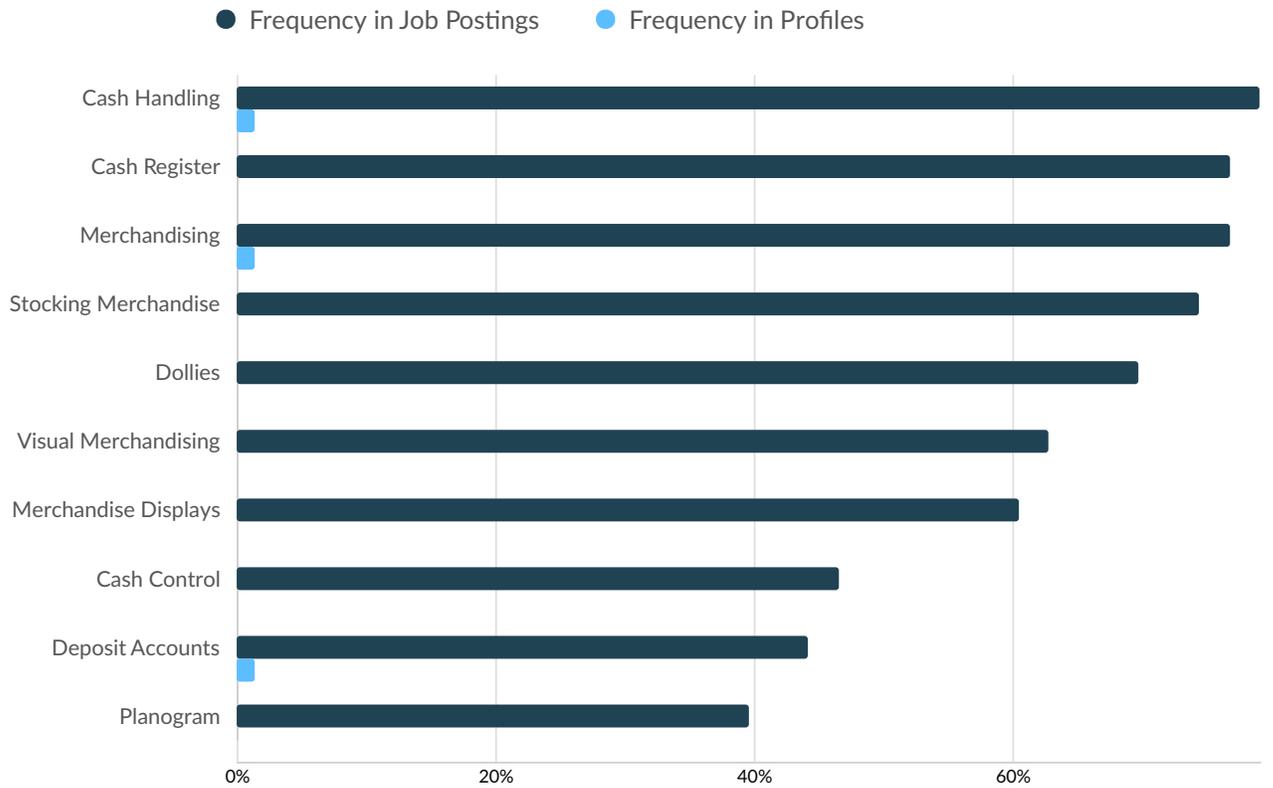
Top Posted Job Titles

	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	13 / 13	1 : 1 	n/a
Associate Sales Managers	8 / 8	1 : 1 	n/a
Sales Associates	4 / 4	1 : 1 	n/a
Caregivers	3 / 3	1 : 1 	13 days
Assistant Managers	6 / 2	3 : 1 	n/a
Store Managers In Training	5 / 2	3 : 1 	18 days
Store Managers	4 / 2	2 : 1 	17 days
MBA Candidates	5 / 2	3 : 1 	45 days
Assistant General Managers	1 / 1	1 : 1 	6 days
Farm Workers	1 / 1	1 : 1 	n/a

Top Industries

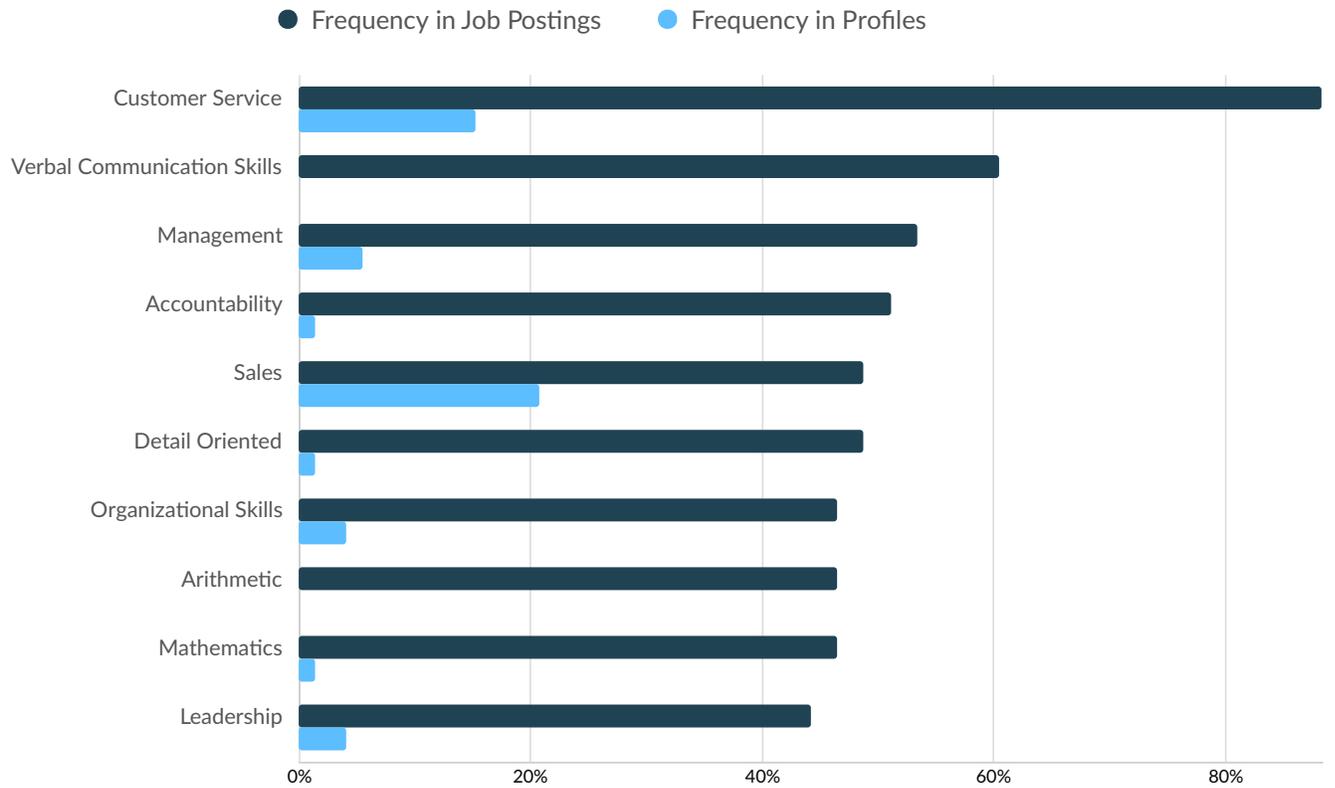
	Total/Unique (Feb 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	41 / 33	1 : 1 	18 days
Limited-Service Restaurants	8 / 4	2 : 1 	6 days
Department Stores	10 / 2	5 : 1 	n/a
Police Protection	1 / 1	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	34	79%	1	1%	+8.9%	Growing
Cash Register	33	77%	0	0%	+21.4%	Rapidly Growing
Merchandising	33	77%	1	1%	+15.0%	Growing
Stocking Merchandise	32	74%	0	0%	+18.0%	Growing
Dollies	30	70%	0	0%	+16.7%	Growing
Visual Merchandising	27	63%	0	0%	+12.9%	Growing
Merchandise Displays	26	60%	0	0%	+22.0%	Rapidly Growing
Cash Control	20	47%	0	0%	+25.1%	Rapidly Growing
Deposit Accounts	19	44%	1	1%	+10.2%	Growing
Planogram	17	40%	0	0%	+19.5%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	38	88%	11	15%	+5.2%	Stable
Verbal Communication Skills	26	60%	0	0%	+4.1%	Lagging
Management	23	53%	4	6%	+5.3%	Stable
Accountability	22	51%	1	1%	+18.7%	Growing
Sales	21	49%	15	21%	+7.8%	Stable
Detail Oriented	21	49%	1	1%	+7.1%	Stable
Organizational Skills	20	47%	3	4%	+14.3%	Growing
Arithmetic	20	47%	0	0%	+17.0%	Growing
Mathematics	20	47%	1	1%	+20.2%	Rapidly Growing
Leadership	19	44%	3	4%	+8.5%	Stable

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
ServSafe Certification	4
Valid Driver's License	4

Appendix A

Top Posting Sources

Website	Postings on Website (Feb 2026)
mitalent.org	33
indeed.com	10
arbys.com	3
careerarc.com	3
dollargeneral.com	3
diversityjobs.com	2
myworkdayjobs.com	2
gr8jobs.net	1

Appendix B

Sample Postings

Caregivers – Birch Meadows Senior Care in Three Rivers, MI (Feb 2026 - Active)

Caregiver - 3rd Shift - Full-Time at Birch Meadows AFC	
Link to Live Job Posting: www.indeed.com	
Location: Three Rivers, MI	O*NET: 31-1122.00
Company: Birch Meadows Senior Care	Job Title: Caregivers
<p>Caregiver - 3rd Shift - Full-Time at Birch Meadows AFC Birch Meadows Senior Care Birch Meadows is a new Senior Care facility in Three Rivers, Michigan. We consider it an honor to serve our residents and we never take that privilege lightly. Our family has been in the senior care business since 1960 and we recognize the challenges families face when needing additional care for loved ones. We strive to provide an environment of dignity and comfort. Our dedicated team and low resident to staff ratio ensure the highest quality care for every individual entrusted to us. Birch Meadows is looking for competent Caregivers to care for our senior residents in a professional and compassionate manner. It's a very satisfying and rewarding job, since our elderly residents and their families are thankful for the high quality assistance and care they receive. The ideal candidate will be patient and compassionate with excellent communication skills and reliable attendance. You should be able to follow instructions and perform a variety of tasks to help residents. Responsibilities include, but are not limited to: Assist residents with daily living activities such as getting in and out of bed, bathing, dressing, eating, using the toilet, standing, walking, and exercising Maintain a safe and healthy living environment by assisting with housekeeping, laundry, and kitchen duties Help residents maintain good personal hygiene Promote residents' mental alertness through involvement in activities of interest Carryout routine individualized healthcare needs, including administering medication depending on state regulations Record vital signs such as temperature, blood pressure, pulse, or respiration rate Monitor or report observations and changes in health status to management Keep records of resident care, condition, progress, or problems Promote residents' independence Responsibilities vary based on shift worked, but employees will be trained for all shift duties.</p> <p>Qualifications:</p> <p>Compassion and respect for the elderly Prior caregiving experience preferred, but not required Physical endurance and strength Interpersonal skills, including exceptional patience and listening skills Ability to work in partnership with other employees to maintain excellent employee relations, high employee morale, and world class senior care Commitment to working a full shift, arriving on time, and working overtime as needed Willingness to work weekends on a regular rotation</p> <p>To Apply:</p> <p>Application for Employment can be found at birchmeadows.org. An applicant will only be considered once a completed application is received at Birch Meadows. By applying to this job, you agree to receive periodic text messages from this employer and Homebase about your pending job application. Opt out anytime. Msg & data rates may apply. Powered by Homebase. Free employee scheduling, time clock and hiring tools.</p>	

Unclassified – Meijer in Sturgis, MI (Feb 2026 - Active)

Service Area - Nights and Weekends Required

Link to Live Job Posting: www.indeed.com

Location: Sturgis, MI

O*NET: 41-2011.00

Company: Meijer

Job Title: Unclassified

As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be

Doing:

Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.

Farm Workers – State of Michigan in Three Rivers, MI (Feb 2026 - Active)

Farmworker/ Trabajador de Campo

Link to Live Job Posting: jobs.mitalent.org

Location: Three Rivers, MI

O*NET: 49-9071.00

Company: State of Michigan

Job Title: Farm Workers

1 Farmworkers needed to plant, cultivate and harvest corn and soy beancrops. Workers will also complete tasks associated with general farm work, including but not limited to transplanting, applying fertilizer, weeding, pruning, hoeing, and installing and maintaining irrigation systems. Work will occur in St. Joseph County. Se necesitan 1 trabajadores de campo para plantar, cultivar y cosechar cultivos de maiz y soja. Trabajadores también harán deberes asociados con el trabajo agrícola general, incluso pero no se limita a transplatar plantas, aplicar fertilizantes, quitar la maleza, podar, usar la azada e instalar y mantener sistemas de irrigación. Trabajo ocurrirá en el condado de St. Joseph. Period of employment/ periodo de empleo: 04/14/2026- 12/15/2026. Work schedule is generally 40 hours per week, Monday through Saturday. Additional hours may be offered but not required. El horario laboral es generalmente 40 horas por semana, Lunes hasta sabado. Horas adicionales pueden estar ofrecidas, pero no serían obligatorias. Workers will be paid a minimum of \$13.78 per hour, with the opportunity to earn more through piece rate work. Wage offer for H-2A workers only is \$13.73 per hour. Los trabajadores ganarán un mínimo de \$13.78 por hora, con la oportunidad de ganar más por el pago por contrato. La oferta salarial para trabajadores H-2A solamente es de \$13.73 por hora. Must be able to lift up to 100 pounds. Es necesario poder levantar hasta 100 libras. Requires 2 months of verifiable experience. Se requiere 2 meses verificables de experiencia. Employer provides housing at no cost to workers who are not reasonably able to return same day to their residence. Separate sleeping rooms and bathroom facilities are designated for male and female workers. Family housing is not provided. El empleador provee vivienda sin cobrar a los trabajadores que no puedan razonablemente regresar en el mismo día a sus residencias. Se designan dormitorios e instalaciones de baño separados para trabajadores masculinos y femeninos. No se provee vivienda para los familiares de trabajadores. Workers hired from beyond normal commuting distance will be reimbursed for inbound transportation costs. Upon completion of the work contract, these workers will also be provided with outbound transportation costs. Los trabajadores que están contratados fuera de la distancia normal para viajar al trabajo estarán reembolsados para el transporte de llegada. Para los que terminan el contrato completo, el empleador proveerá o pagará por el transporte de ida. Employer offers transportation between daily work site and employer-provided housing at no cost to worker entitled to housing benefit. El empleador ofrece transportación desde el sitio del trabajo y la vivienda proveída por el empleador cada día sin costo al trabajador con derecho al beneficio de la vivienda. Available to applicants throughout Michigan/Disponibile para solicitantes en el estado de Michigan

Assistant General Managers – Border Foods in Mendon, MI (Feb 2026 - Feb 2026)

Assistant General Manager. Job in Mendon Gr8Jobs

Link to Live Job Posting: Posting is no longer active

Location: Mendon, MI

O*NET: 11-9051.00

Company: Border Foods

Job Title: Assistant General Managers

What began as an idea between two brothers to open a Mexican restaurant has since grown into one of the largest, privately held Taco Bell franchisees in America. At Border Foods, we work with a people-first mantra. From cooks to cashiers to restaurant managers and beyond, we work together to bring to life the Core Values of Border Foods. Welcome to our family where you will continue to learn, evolve, and shape what comes next on our mission of making lives better. As an Assistant Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity, Family, Excellence, Teamwork, and Empowerment. At Border Foods, we will unlock the full potential of our employees and guest's restaurant experience by creating safe welcoming and supportive environments where everyone can thrive. The purpose of the Assistant Manager is to make the lives of the employees and the guests better by creating opportunities to positively impact life experiences. You are responsible for the operation of the entire restaurant and building a strong team that consistently provides customers with great food and a friendly experience. What's in it for you?

- Flexible scheduling
- Top pay in the industry
- Bonus program! Assistant General Managers have the potential to make up to an extra \$20,000 annually in bonus alone!
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

Assistant Manager Core Values:

Accountability & Integrity:

Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines.

Family & Teamwork:

Creates unity in the team by building cross functional relationships Respond to Team Member questions and resolves employee issues in a timely manner. Provide a restaurant that is a safe place for team members to work and customers to visit Able to navigate challenging situations and provide appropriate guidance Motivates and supports the team through active listening and the ability to communicate to a wide variety of audiences Represents Border Foods in handling customer complaints and/or issues; demonstrating a sincere approach and desire to find an effective solution. Instills a recognition culture that creates a positive work environment

Excellence:

Strategic planner creates short term and long-term strategies for restaurant success Delivers profit by utilizing and interpreting the P&L in order to make the appropriate financial adjustments Sourcing, hiring, and developing excellent Team Members Conducting New Hire orientation and developing the training plan for each new hire Minimizes loss through strict observance of cash handling policies, proper training of Team Members, and complying with all accounting/banking requirements. Demonstrates efficient labor control, inventory control, and waste management.

Empowerment:

Builds the capabilities of their team Provides learning and development opportunities for all Team Members. Offers guidance to Team Members Consistently demonstrates active and timely coaching capabilities. Bringing others along, operationally, through use of tools.

Required or Preferred Experience:

Minimum of one years restaurant or retail experience, or combined experience and education. Experience with sales building, P&L statements, recruiting, and training. Proven track record of successful hiring and retention. Required when needed, the ability to work early morning, evenings, late night, weekends, and some holidays. Schedule demands may change. ServeSafe Certified Must be at least 18 years of age. Valid Driver's license and vehicle insurance. High school diploma or equivalent.

Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation. The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive. Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation. "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer. Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." \$14 per hour

- \$35 per hour PandoLogic.

Category:

Executive,

Store Managers – Dollar General in Centreville, MI (Feb 2026 - Feb 2026)

STORE MANAGER

Link to Live Job Posting: Posting is no longer active

Location: Centreville, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers

STORE MANAGER 2.9 2.9

out of 5 stars

Work Where You Matter:

At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

Company Overview:

Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html.

Job Details:

GENERAL SUMMARY

Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and

ESSENTIAL JOB FUNCTIONS

Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cash accountability, loss control, and adherence to stated company security practices and cash control

integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications:

KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals
Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the corporate office and store employees. Fosters cooperation and collaboration. Interacts with staff tactfully yet directly and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures. WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Regularly driving/providing own transportation to make bank deposits and occasionally to attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. Dollar General Corporation is an equal opportunity employer.

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.