

March 2026 Lightcast Report



Job Posting Analytics

Lightcast Q1 2026 Data Set

March 2026

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



Michigan

Parameters

Select Timeframe: Mar 2026 - Mar 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

63

Unique Postings
242 Total Postings

4

Companies Posting
2,803 Total Companies

30 Days

Median Posting Duration
Regional Average: 23 Days

4 : 1

Posting Intensity



Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

▼ 50.0% Oct 2025 - Mar 2026

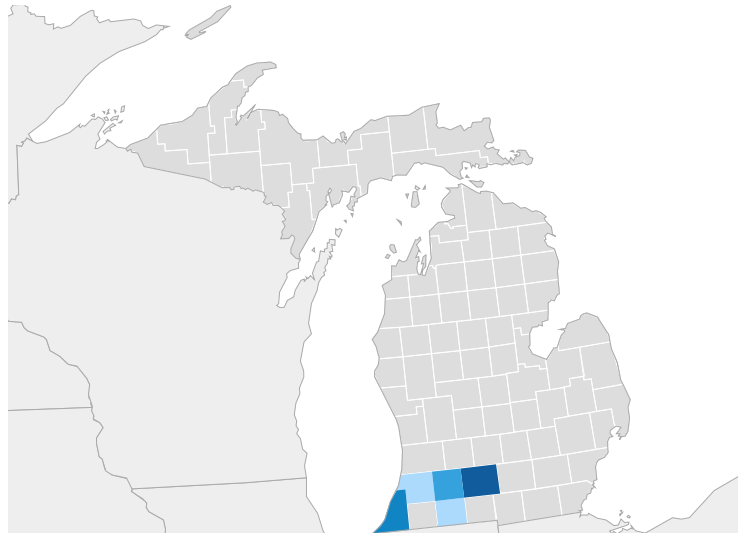
\$18.75 Median



9 Job Postings



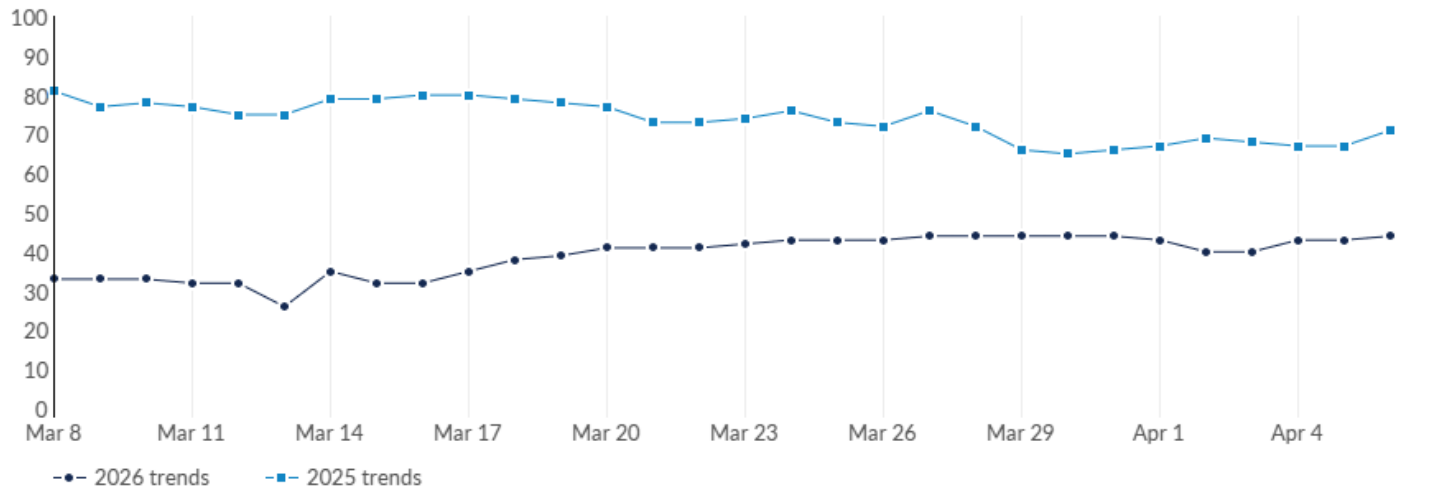
Job Postings Regional Breakdown



County	Unique Postings (Mar 2026)
Calhoun County, MI	38
Berrien County, MI	12
Kalamazoo County, MI	10
Van Buren County, MI	2
St. Joseph County, MI	1

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
March 8, 2026	33	81	-59.3%
March 9, 2026	33	77	-57.1%
March 10, 2026	33	78	-57.7%
March 11, 2026	32	77	-58.4%
March 12, 2026	32	75	-57.3%
March 13, 2026	26	75	-65.3%
March 14, 2026	35	79	-55.7%
March 15, 2026	32	79	-59.5%
March 16, 2026	32	80	-60.0%
March 17, 2026	35	80	-56.3%
March 18, 2026	38	79	-51.9%
March 19, 2026	39	78	-50.0%
March 20, 2026	41	77	-46.8%
March 21, 2026	41	73	-43.8%
March 22, 2026	41	73	-43.8%
March 23, 2026	42	74	-43.2%
March 24, 2026	43	76	-43.4%
March 25, 2026	43	73	-41.1%

March 26, 2026	43	72	-40.3%
March 27, 2026	44	76	-42.1%
March 28, 2026	44	72	-38.9%
March 29, 2026	44	66	-33.3%
March 30, 2026	44	65	-32.3%
March 31, 2026	44	66	-33.3%
April 1, 2026	43	67	-35.8%
April 2, 2026	40	69	-42.0%
April 3, 2026	40	68	-41.2%
April 4, 2026	43	67	-35.8%
April 5, 2026	43	67	-35.8%
April 6, 2026	44	71	-38.0%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	26	41%
High school or GED	14	22%
Associate's degree	18	29%
Bachelor's degree	9	14%
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	14	0	22%
Associate's degree	17	1	27%
Bachelor's degree	6	3	10%
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	43	68%
0 - 1 Years	16	25%
2 - 3 Years	4	6%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	114 / 33	3 : 1 	n/a
Meijer	67 / 11	6 : 1 	37 days
Corewell Health	51 / 10	5 : 1 	53 days
Bronson Healthcare	10 / 9	1 : 1 	11 days







Top Cities Posting

City	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	96 / 27	4 : 1 	n/a
Battle Creek, MI	14 / 6	2 : 1 	11 days
Kalamazoo, MI	11 / 6	2 : 1 	36 days
Niles, MI	25 / 5	5 : 1 	53 days
Stevensville, MI	11 / 3	4 : 1 	n/a
Tekonsha, MI	9 / 3	3 : 1 	n/a
Albion, MI	4 / 2	2 : 1 	n/a
Saint Joseph, MI	14 / 2	7 : 1 	n/a
South Haven, MI	2 / 2	1 : 1 	n/a
Benton Harbor, MI	7 / 1	7 : 1 	59 days







Top Posted Occupations

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	83 / 23	4 : 1 	11 days
Medical Assistants	59 / 17	3 : 1 	36 days
Cashiers	67 / 11	6 : 1 	37 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10 / 7	1 : 1 	21 days
Nursing Assistants	11 / 3	4 : 1 	n/a
Cooks, Restaurant	12 / 2	6 : 1 	53 days








Top Posted Occupations

Occupation (O*NET)	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	83 / 23	4 : 1 	11 days
Medical Assistants	59 / 17	3 : 1 	36 days
Cashiers	67 / 11	6 : 1 	37 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10 / 7	1 : 1 	21 days
Nursing Assistants	11 / 3	4 : 1 	n/a
Cooks, Restaurant	12 / 2	6 : 1 	53 days



Top Posted Occupations

Occupation	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	83 / 23	4 : 1 	11 days
Medical Assistant	59 / 17	3 : 1 	36 days
Cashier	67 / 11	6 : 1 	37 days
Janitor / Cleaner	10 / 7	1 : 1 	21 days
Nursing Assistant	11 / 3	4 : 1 	n/a
Cook	12 / 2	6 : 1 	53 days

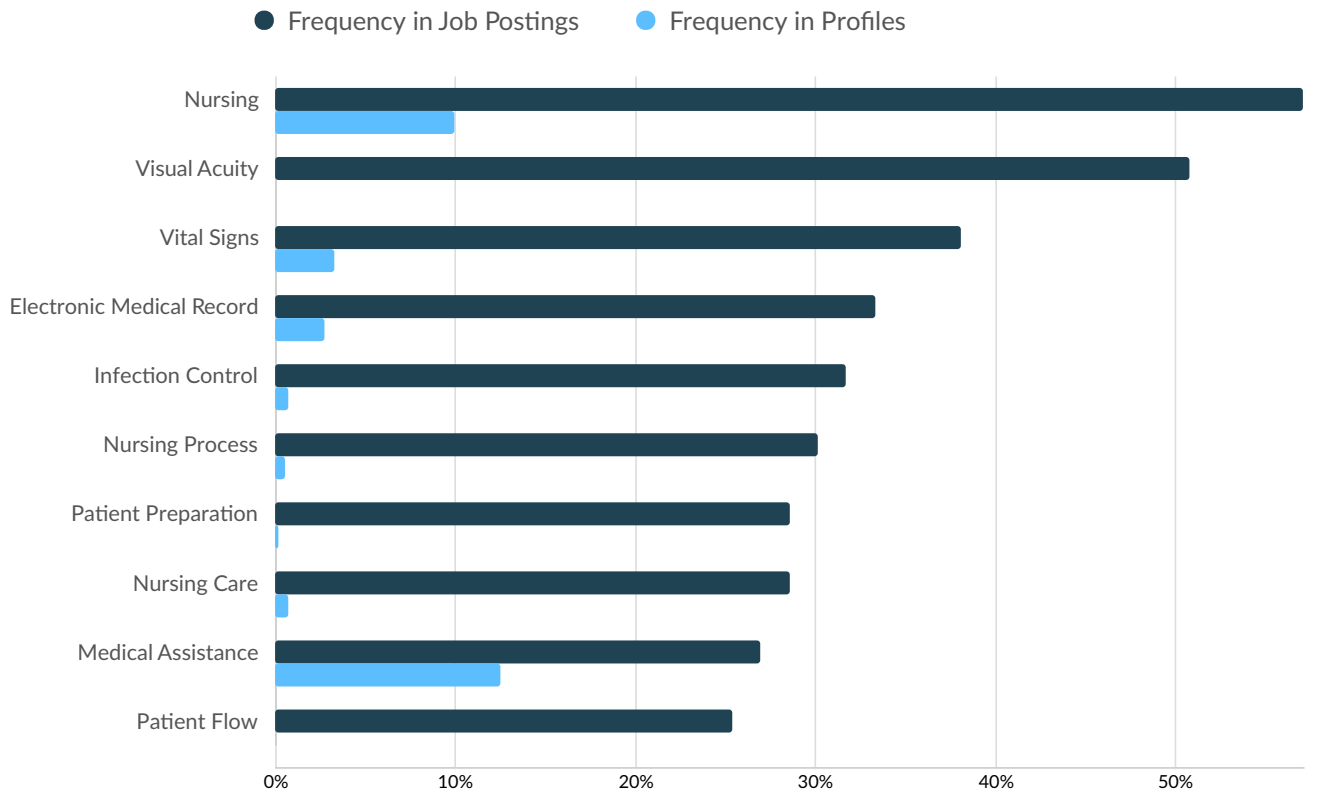
Top Posted Job Titles

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	70 / 21	3 : 1 	11 days
Requisition Sales Associates	52 / 15	3 : 1 	n/a
Cashiers	67 / 11	6 : 1 	37 days
Environmental Services Technicians	10 / 7	1 : 1 	21 days
Medical Assistants	18 / 5	4 : 1 	36 days
Medical Surgical Registered Nurses	13 / 2	7 : 1 	n/a
Cooks	12 / 2	6 : 1 	53 days

Top Industries

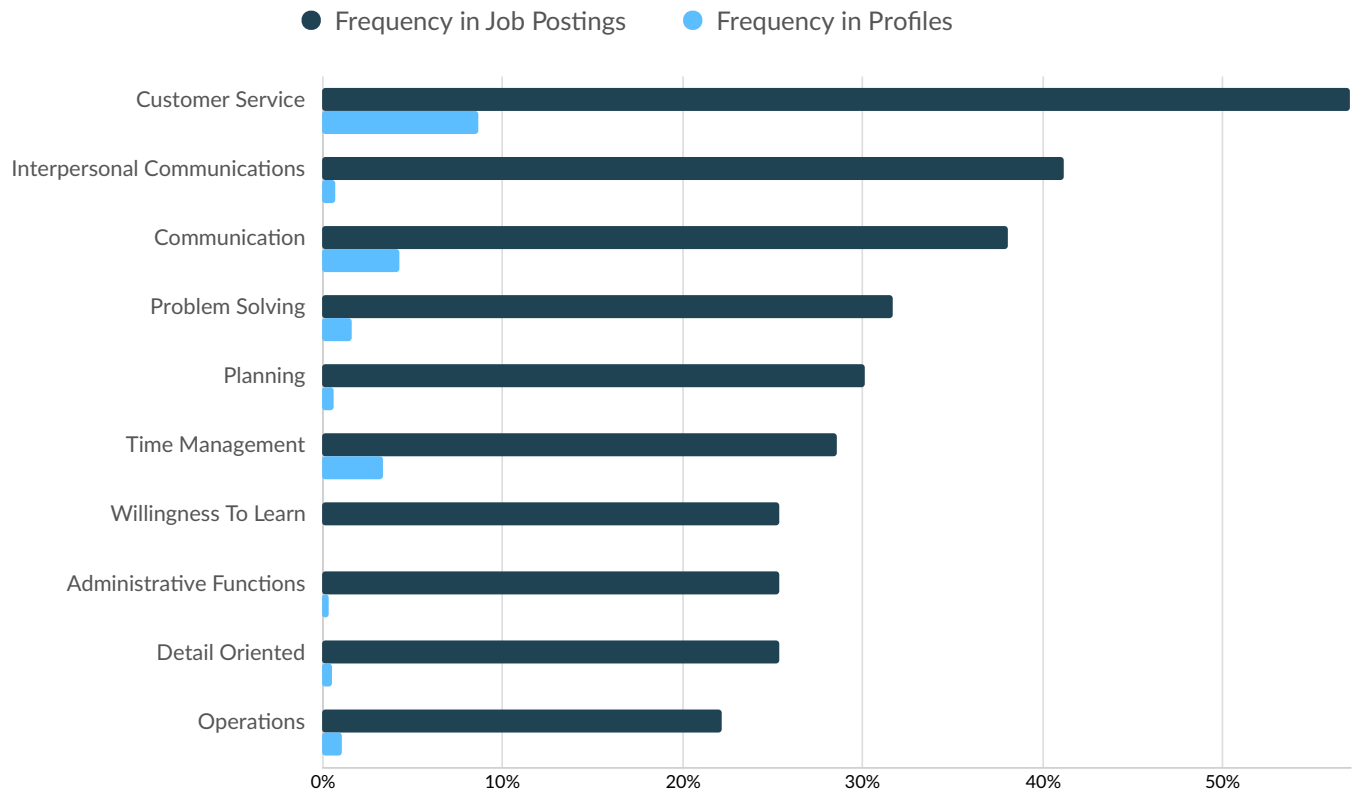
	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	175 / 52	3 : 1 	21 days
Department Stores	67 / 11	6 : 1 	37 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	36	57%	116	10%	+20.1%	Rapidly Growing
Visual Acuity	32	51%	0	0%	+18.9%	Growing
Vital Signs	24	38%	38	3%	+17.2%	Growing
Electronic Medical Record	21	33%	32	3%	+12.1%	Growing
Infection Control	20	32%	8	1%	+17.1%	Growing
Nursing Process	19	30%	6	1%	+24.2%	Rapidly Growing
Patient Preparation	18	29%	2	0%	+15.8%	Growing
Nursing Care	18	29%	8	1%	+19.1%	Growing
Medical Assistance	17	27%	145	13%	+11.9%	Growing
Patient Flow	16	25%	0	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	36	57%	101	9%	+5.2%	Stable
Interpersonal Communications	26	41%	9	1%	+12.5%	Growing
Communication	24	38%	50	4%	+3.6%	Lagging
Problem Solving	20	32%	19	2%	+11.3%	Growing
Planning	19	30%	7	1%	+10.9%	Growing
Time Management	18	29%	39	3%	+14.5%	Growing
Willingness To Learn	16	25%	0	0%	+12.0%	Growing
Administrative Functions	16	25%	4	0%	+13.6%	Growing
Detail Oriented	16	25%	6	1%	+7.1%	Stable
Operations	14	22%	13	1%	+8.1%	Stable






Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	40
American Red Cross (ARC) Certification	35
Registered Nurse (RN)	27
Basic Cardiac Life Support	17
Certified Medical Assistant (CMA)	15
Licensed Practical Nurse (LPN)	15
Advanced Cardiovascular Life Support (ACLS) Certification	8
Valid Driver's License	6
Certified Nursing Assistant (CNA)	4
Certified Clinical Medical Assistant (CCMA)	3

Top Advertised Benefits

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	67 / 11	6 : 1 	37 days
Paid Leave	67 / 11	6 : 1 	37 days
Health and Wellness Benefits	6 / 5	1 : 1 	21 days
Supplemental Pay	4 / 2	2 : 1 	n/a
Insurance	8 / 1	8 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Mar 2026)
peopleanswers.com	29
indeed.com	26
diversityjobs.com	17
mitalent.org	17
myworkdayjobs.com	17
simplyhired.com	2

Appendix B

Sample Postings

EVS Associate -Kalamazoo, 1st shift - PRN

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

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 BMH Bronson Methodist Hospital Title EVS Associate -Kalamazoo, 1st shift - PRN Join Our Team at Bronson Hospital in Kalamazoo!

Position:

Environmental Service Technician Location:

Bronson Hospital Kalamazoo Department:

Environmental Services Shift:

PRN 1st Shift 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 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. (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. 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 Scheduled Weekly Hours 10 Cost Center 1620 Environmental Services (BMH) 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.

Nurse Tech Med Surg Niles

Link to Live Job Posting: www.indeed.com

Location: Niles, MI

O*NET: 29-1141.00

Company: Corewell Health

Job Title: Medical Surgical Registered Nurses

Nurse Tech Med Surg Niles Niles, MI Job Details Full-time 1 hour ago Benefits Pet insurance Qualifications Direct patient care Patient safety High school diploma or GED Medical-surgical Basic life support Care plan development Medical equipment cleaning Patient interaction Clean workspace maintenance Healthcare data collection Entry level Patient observation Full Job Description Job Summary Acts as a team member in the delivery of quality patient care under the supervision of a Registered Nurse (RN) or Provider. Performs basic skills per department guidelines and communicates observations to members of the health care team Essential Functions Collects and reports physiological, psychological, sociocultural and spiritual needs of patients and families in coordination with and as delineated by the RN or Provider. Ensures that required documentation is performed in an accurate and timely manner. Provides direct patient care under the direction of the RN or Provider, consistent with clinical policies and procedures, and department standard work. Provides input in the development of an individualized plan of care. Ensures that required documentation is performed in an accurate and timely manner. Articulates the nursing technician role to the patient, family and health team members. Provides support to facilitate safe, quality patient care in a cost-effective manner. Cleans patient's environment / work area / equipment and communicates any equipment malfunctions to appropriate department / unit personnel. Demonstrates a high standard of moral and ethical behavior. Advocates for privacy, confidentiality and security of patient, staff and organization data. Qualifications Required High School Diploma or equivalent required ARC or AHA Basic Life Support (BLS) certification required within 90 days of hire About Corewell Health As a team member at Corewell Health, you will play an essential role in delivering personalized health care to our patients, members and our communities. We are committed to cultivating and investing in YOU. Our top-notch teams are comprised of collaborators, leaders and innovators that continue to build on one shared mission statement

- to improve health, instill humanity and inspire hope.

Join a nationally recognized health system with an ambitious vision of continued advancement and excellence. 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 Niles
- 31 N St Joseph Ave
- Niles Department Name Med Surg Care Unit A 3 Niles
- Niles and St Joseph Hosp Employment Type Full time Shift Night (United States of America) Weekly Scheduled Hours 36 Hours of Work 7:00 p.

m. to 7:00 a.m. Days Worked Variable Weekend Frequency Every other weekend

CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through Find Jobs 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.

Medical Assistants – Corewell Health in Stevensville, MI (Mar 2026 - Active)

Medical Assistant

Link to Live Job Posting: diversityjobs.com

Location: Stevensville, MI

O*NET: 31-9092.00

Company: Corewell Health

Job Title: Medical Assistants

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.

Learn more here. 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

- Southwestern Medical Clinic
- 5515 Cleveland Ave
- Stevensville Department Name Primary Care Stevensville
- Medical Group South Employment Type Full time Shift Day (United States of America) Weekly Scheduled Hours 36 Hours of Work 8:00 a. m. to 5:00 p.m. Days Worked Monday to Friday Weekend Frequency

N/A CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through Find Jobs 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. People are at the heart of everything we do, and the inspiration for our legacy of outstanding outcomes, innovation, strong community partnerships, philanthropy and transparency. Corewell Health is a not-for-profit health system that provides health care and coverage with an exceptional team of 60,000+ dedicated people—including more than 11,500 physicians and advanced practice providers and more than 15,000 nurses providing care and services in 22 hospitals, 300+ outpatient locations and several post-acute facilities—and Priority Health, a provider-sponsored health plan serving more than 1.2 million members. Through experience and collaboration, we are reimagining a better, more equitable model of health and wellness.

Registered Nurses – Oaklawn Hospital in Marshall, MI (Mar 2026 - Active)

Registered Nurse-7p-0730 - Requisition #249772

Link to Live Job Posting: mint.peopleanswers.com

Location: Marshall, MI

O*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

REGISTERED NURSE-7P-0730

Job Summary:

Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team typically made up of Certified Nursing Assistants, Licensed Practical Nurses, and other technicians. Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. May communicate with external agencies to ensure proper placement to identify medical and psychiatric needs and provide phone triage.

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. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Assists in collecting vital signs, reviewing lab results, and providing other physical assessments as requested by the psychiatrist for patient care. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change. Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire.

Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; information ordering skills
- patterns of numbers, pictures, words and mathematical operations including medication calculation.

Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

Physical Requirements:

Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

Cooks — Corewell Health in Stevensville, MI (Mar 2026 - Active)

Cook	
Link to Live Job Posting: diversityjobs.com	
Location: Stevensville, MI	O*NET: 35-2014.00
Company: Corewell Health	Job Title: Cooks

Job Summary Join our team at Corewell Health and make a difference in the lives of our patients, guests, and team members through your passion for creating delicious and nutritious food options. As a Cook, you'll play a vital role in the preparation and execution of hot and cold meals in our restaurants, room service, and grab & go markets. From line cooking and prep cooking to vegetable prep, short order cooking, catering, and mise en place, you'll have the opportunity to showcase your culinary skills and make a positive impact on those we serve every day. Essential Functions Performs hot food preparation including frying, baking, broiling, braising and grilling. Prepares soups, cereals, eggs, entrees, vegetables, and other food items as necessary. Monitors food quantity needs as customer counts or volumes vary. Assembles and prepares ingredients for cooking by cleaning and cutting. Follows standardized recipes, calculating ingredients based on weight and volume. Monitors food quality, assesses food presentation in regards to taste, texture and eye appeal and maintains food temperatures. Records temperatures correctly on temperature log sheets. Takes responsibility to replace food items that do not fit our standards. Stores food items as required, labeling and dating items per standards. Appropriately utilizes leftovers within allotted time. Sets up steam tables on patient and cafeteria tray lines. Communicates with other staff members to ensure continuity and coordination of services. Qualifications Required High School Diploma or equivalent 2 years of relevant experience in food service or equivalent experience. CRT-Accredited Food Handler

- ANSI National Accreditation Board ANSI National Accreditation Board 90 Days And CRT-Accredited Food Allergy Certificate
- ANSI National Accreditation Board ANSI National Accreditation Board 90 Days And CRT-Accredited Food Protection Manager, CFP
- ANSI National Accreditation Board ANSI National Accreditation Board 90 Days Or Preferred Vocational/Technical courses in food preparation.

A course of sixteen weeks to one year in baking education and cake decorating techniques. How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals. Learn more here. 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

- Pine Ridge Nursing & Rehab Center
- 4368 S Cleveland Ave
- Stevensville Department Name Nutrition
- Pine Ridge RNC Employment Type Full time Shift Variable (United States of America) Weekly Scheduled Hours 40 Hours of Work 5:00 a. m. to 1:30 p.m. and 12:00 p.m. to 8:30 p.m. Days Worked Monday to Friday Weekend Frequency Every other weekend

CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through Find Jobs 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. People are at the heart of everything we do, and the inspiration for our legacy of outstanding outcomes, innovation, strong community partnerships, philanthropy and transparency. Corewell Health is a not-for-profit health system that provides health care and coverage with an exceptional team of 60,000+ dedicated people—including more than 11,500 physicians and advanced practice providers and more than 15,000 nurses providing care and services in 22 hospitals, 300+ outpatient locations and several post-acute facilities—and Priority Health, a provider-sponsored health plan serving more than 1.2 million members. Through experience and collaboration, we are reimagining a better, more equitable model of health and wellness.

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

March 2026

Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

Parameters

Select Timeframe: Mar 2026 - Mar 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

210

Unique Postings
621 Total Postings

7

Companies Posting
2,150 Total Companies

32 Days

Median Posting Duration
Regional Average: 23 Days

3 : 1

Posting Intensity



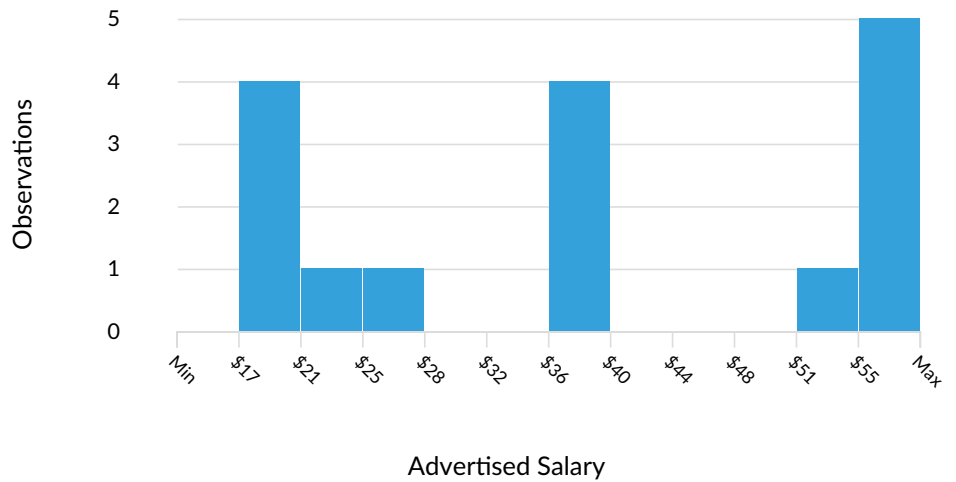
Regional Average: 3 : 1

Advertised Salary

There are 16 advertised salary observations (8% of the 210 matching postings).

\$36.06/hr

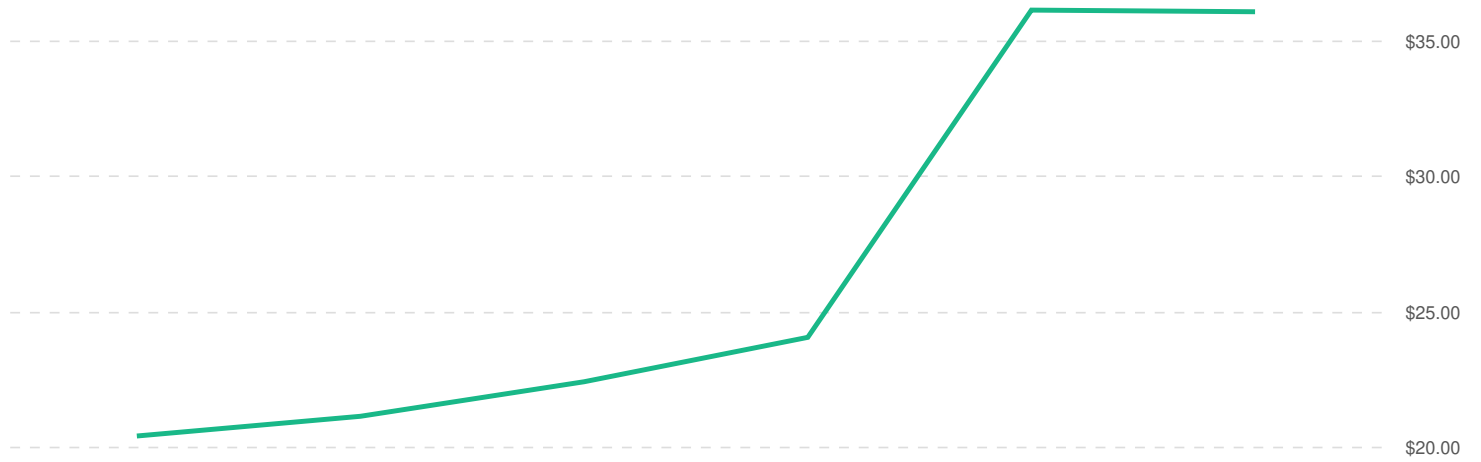
Median Advertised Salary



Advertised Salary Trend

▲ 76.5% Oct 2025 - Mar 2026

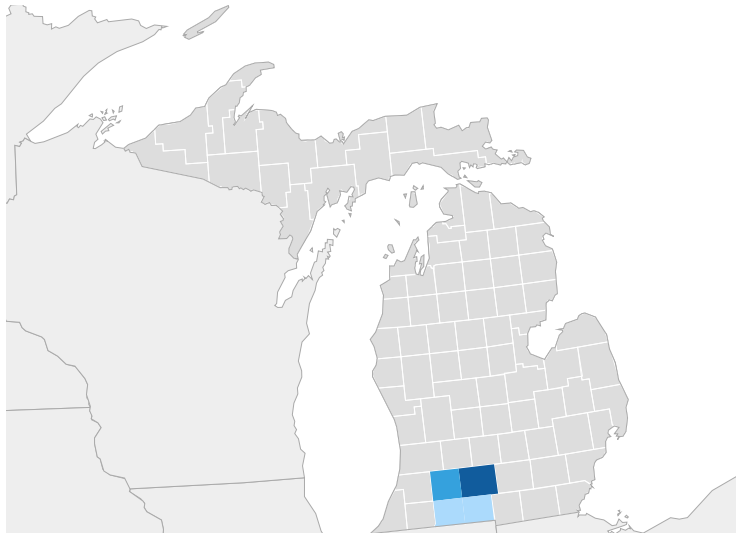
\$22.46 Median



82 Job Postings



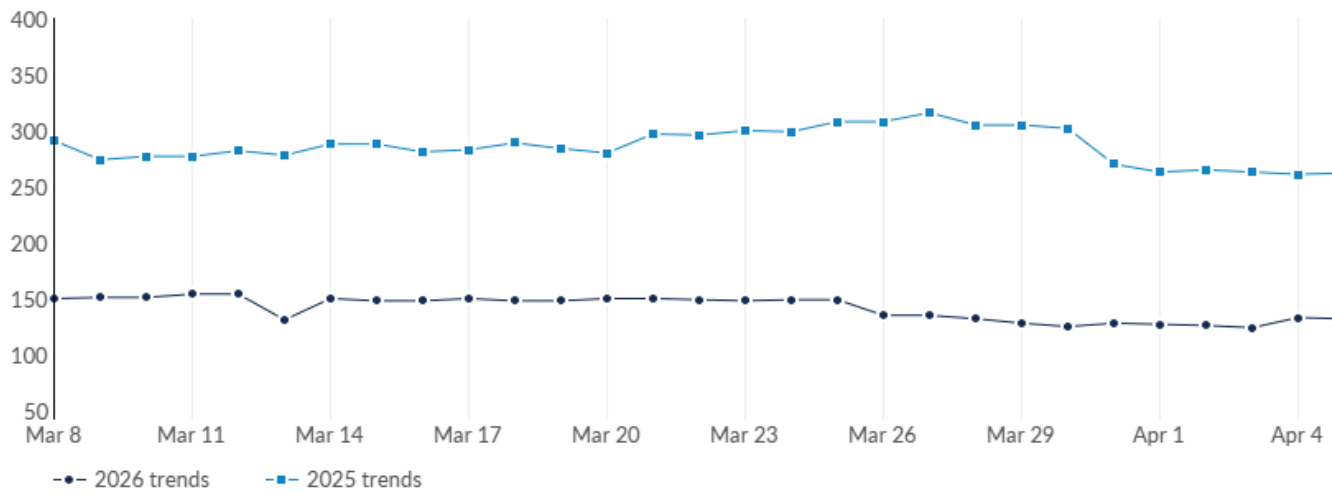
Job Postings Regional Breakdown



County	Unique Postings (Mar 2026)
Calhoun County, MI	150
Kalamazoo County, MI	49
Branch County, MI	6
St. Joseph County, MI	5

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
March 8, 2026	150	291	-48.5%
March 9, 2026	151	274	-44.9%
March 10, 2026	151	277	-45.5%
March 11, 2026	154	277	-44.4%
March 12, 2026	154	282	-45.4%
March 13, 2026	131	278	-52.9%
March 14, 2026	150	288	-47.9%
March 15, 2026	148	288	-48.6%
March 16, 2026	148	281	-47.3%
March 17, 2026	150	283	-47.0%
March 18, 2026	148	289	-48.8%
March 19, 2026	148	284	-47.9%
March 20, 2026	150	280	-46.4%
March 21, 2026	150	297	-49.5%
March 22, 2026	149	296	-49.7%
March 23, 2026	148	300	-50.7%
March 24, 2026	149	299	-50.2%
March 25, 2026	149	308	-51.6%

March 26, 2026	135	308	-56.2%
March 27, 2026	135	316	-57.3%
March 28, 2026	132	305	-56.7%
March 29, 2026	128	305	-58.0%
March 30, 2026	125	302	-58.6%
March 31, 2026	128	270	-52.6%
April 1, 2026	127	263	-51.7%
April 2, 2026	126	265	-52.5%
April 3, 2026	124	263	-52.9%
April 4, 2026	133	261	-49.0%
April 5, 2026	132	262	-49.6%
April 6, 2026	135	268	-49.6%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	106	50%
High school or GED	28	13%
Associate's degree	63	30%
Bachelor's degree	25	12%
Master's degree	7	3%
Ph.D. or professional degree	3	1%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	28	0	13%
Associate's degree	59	4	28%
Bachelor's degree	15	10	7%
Master's degree	1	5	0%
Ph.D. or professional degree	1	2	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	153	73%
0 - 1 Years	31	15%
2 - 3 Years	21	10%
4 - 6 Years	3	1%
7 - 9 Years	1	0%
10+ Years	1	0%










Top Companies Posting

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	399 / 132	3 : 1	14 days
Meijer	132 / 27	5 : 1	29 days
Bronson Healthcare	44 / 27	2 : 1	32 days
Walmart	32 / 16	2 : 1	36 days
Border Foods	8 / 3	3 : 1	31 days
Stryker	3 / 3	1 : 1	33 days
Corewell Health	3 / 2	2 : 1	n/a












Top Cities Posting

City	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	369 / 121	3 : 1	30 days
Kalamazoo, MI	45 / 28	2 : 1	36 days
Battle Creek, MI	50 / 21	2 : 1	12 days
Portage, MI	48 / 11	4 : 1	42 days
Coldwater, MI	15 / 6	3 : 1	33 days
Tekonsha, MI	16 / 5	3 : 1	n/a
Albion, MI	6 / 3	2 : 1	31 days
Three Rivers, MI	23 / 3	8 : 1	n/a
Sturgis, MI	11 / 2	6 : 1	n/a











Top Posted Occupations

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	175 / 60	3 : 1 	11 days
Health Technologists and Technicians, All Other	107 / 43	2 : 1 	30 days
Medical Assistants	91 / 32	3 : 1 	28 days
Cashiers	108 / 22	5 : 1 	33 days
Medical and Health Services Managers	42 / 19	2 : 1 	33 days
Fast Food and Counter Workers	50 / 19	3 : 1 	10 days
Nursing Assistants	30 / 9	3 : 1 	n/a
Food Service Managers	8 / 3	3 : 1 	31 days
Licensed Practical and Licensed Vocational Nurses	10 / 3	3 : 1 	n/a











Top Posted Occupations

Occupation (O*NET)	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	171 / 57	3 : 1 	11 days
Patient Representatives	102 / 40	3 : 1 	30 days
Medical Assistants	91 / 32	3 : 1 	28 days
Cashiers	108 / 22	5 : 1 	33 days
Medical and Health Services Managers	42 / 19	2 : 1 	33 days
Fast Food and Counter Workers	50 / 19	3 : 1 	10 days
Nursing Assistants	30 / 9	3 : 1 	n/a
Food Service Managers	8 / 3	3 : 1 	31 days
Critical Care Nurses	4 / 3	1 : 1 	14 days
Licensed Practical and Licensed Vocational Nurses	10 / 3	3 : 1 	n/a
Health Technologists and Technicians, All Other	5 / 3	2 : 1 	37 days






Top Posted Occupations

Occupation	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	174 / 59	3 : 1 	11 days
Registrar / Patient Service Representative	95 / 37	3 : 1 	30 days
Medical Assistant	91 / 32	3 : 1 	28 days
Fast Food / Counter Worker	50 / 19	3 : 1 	10 days
Cashier	93 / 18	5 : 1 	33 days
Healthcare Administrator	25 / 13	2 : 1 	33 days
Nursing Assistant	30 / 9	3 : 1 	n/a
Pharmacy Manager / Director	12 / 4	3 : 1 	47 days
Retail Sales Associate	15 / 4	4 : 1 	29 days
Patient Advocate / Navigator	7 / 3	2 : 1 	n/a

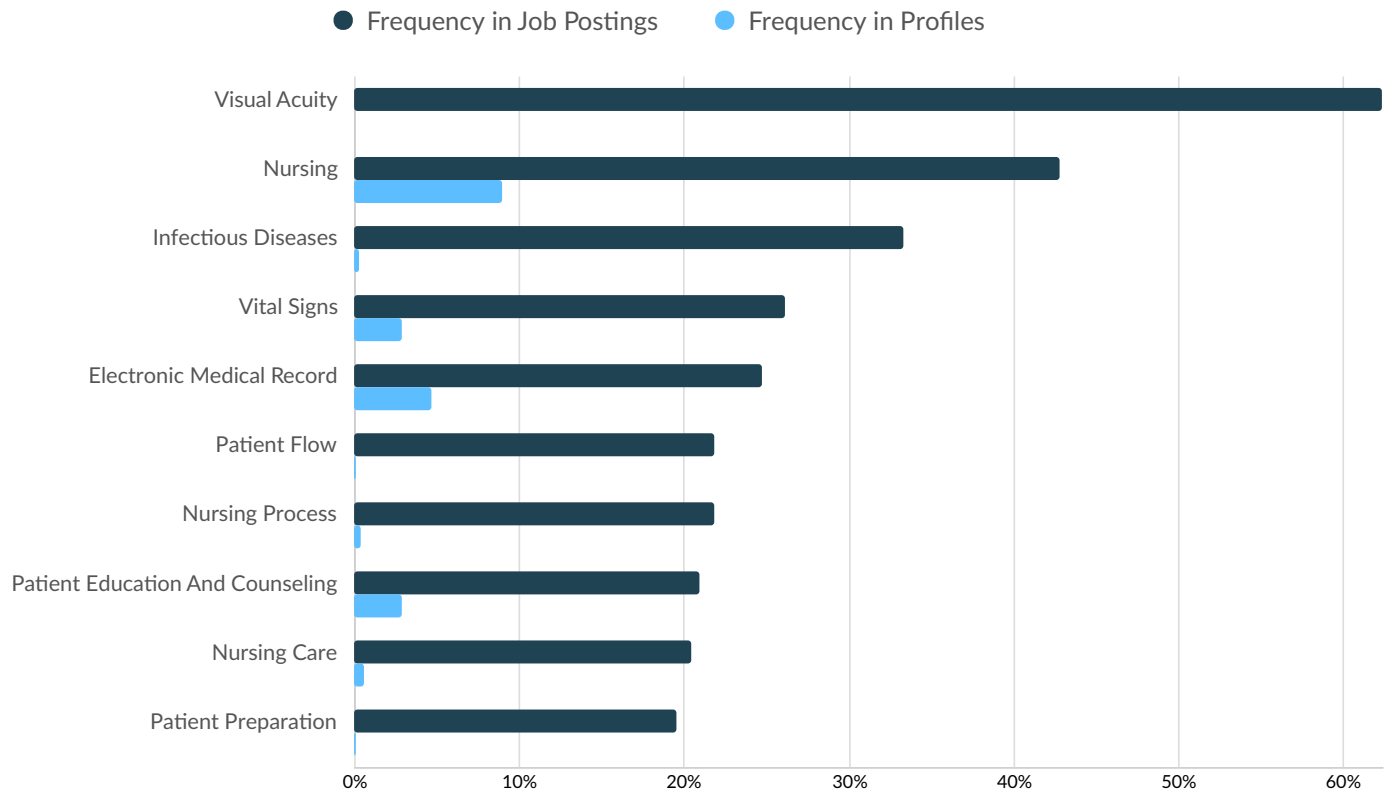
Top Posted Job Titles

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	61 / 18	3 : 1 	11 days
Requisition Sales Associates	52 / 15	3 : 1 	n/a
Patient Account Representatives	32 / 11	3 : 1 	30 days
Department Assistants	20 / 9	2 : 1 	11 days
Cashiers	56 / 9	6 : 1 	32 days
Pre-Registration Representatives	20 / 8	3 : 1 	38 days
Emergency Services Registered Nurses	27 / 8	3 : 1 	n/a
Primary Care Medical Assistants	15 / 6	3 : 1 	n/a
Deli/Bakery Associates	5 / 5	1 : 1 	n/a
Rehabilitation Physical Therapists	12 / 4	3 : 1 	n/a

Top Industries

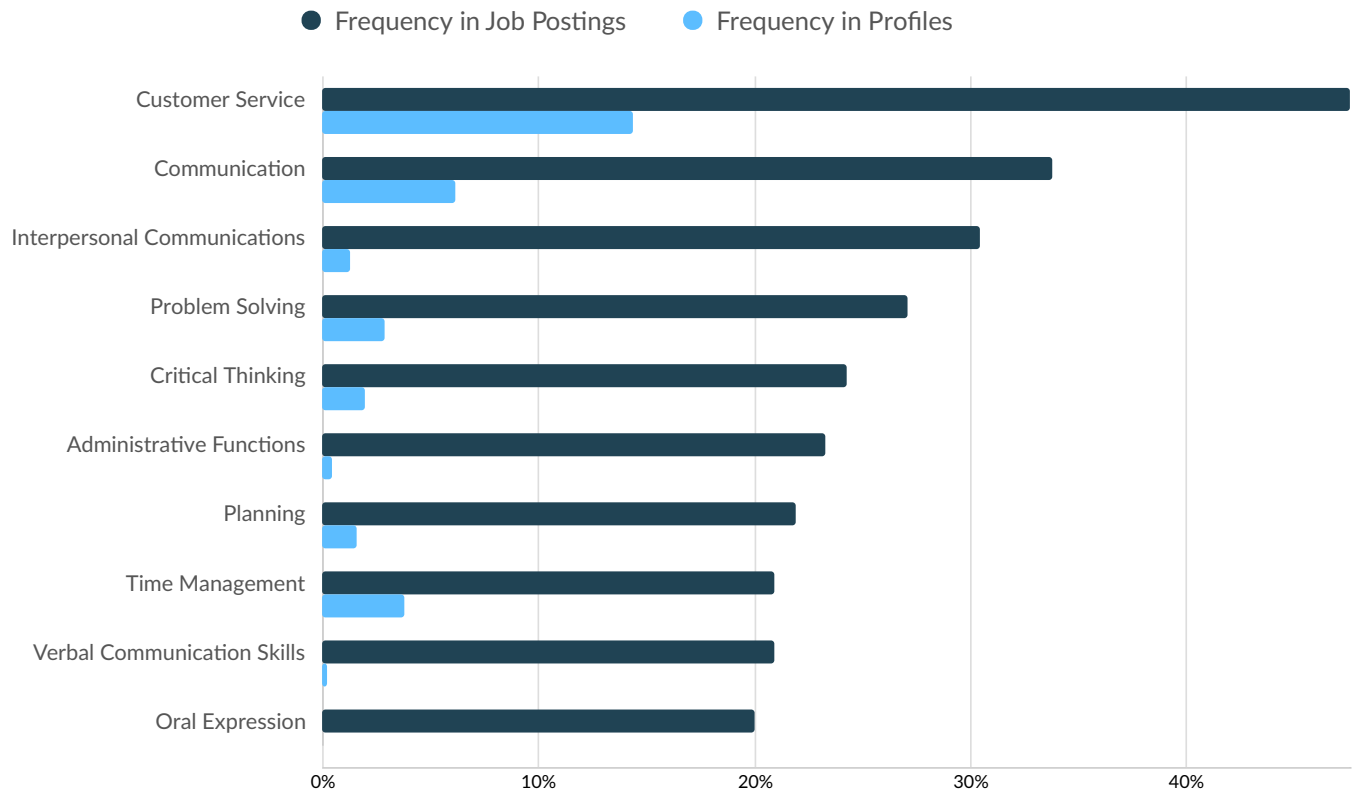
	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	446 / 161	3 : 1 	30 days
Department Stores	132 / 27	5 : 1 	29 days
Warehouse Clubs and Supercenters	32 / 16	2 : 1 	36 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	3 / 3	1 : 1 	33 days
Limited-Service Restaurants	8 / 3	3 : 1 	31 days

Top Specialized Skills



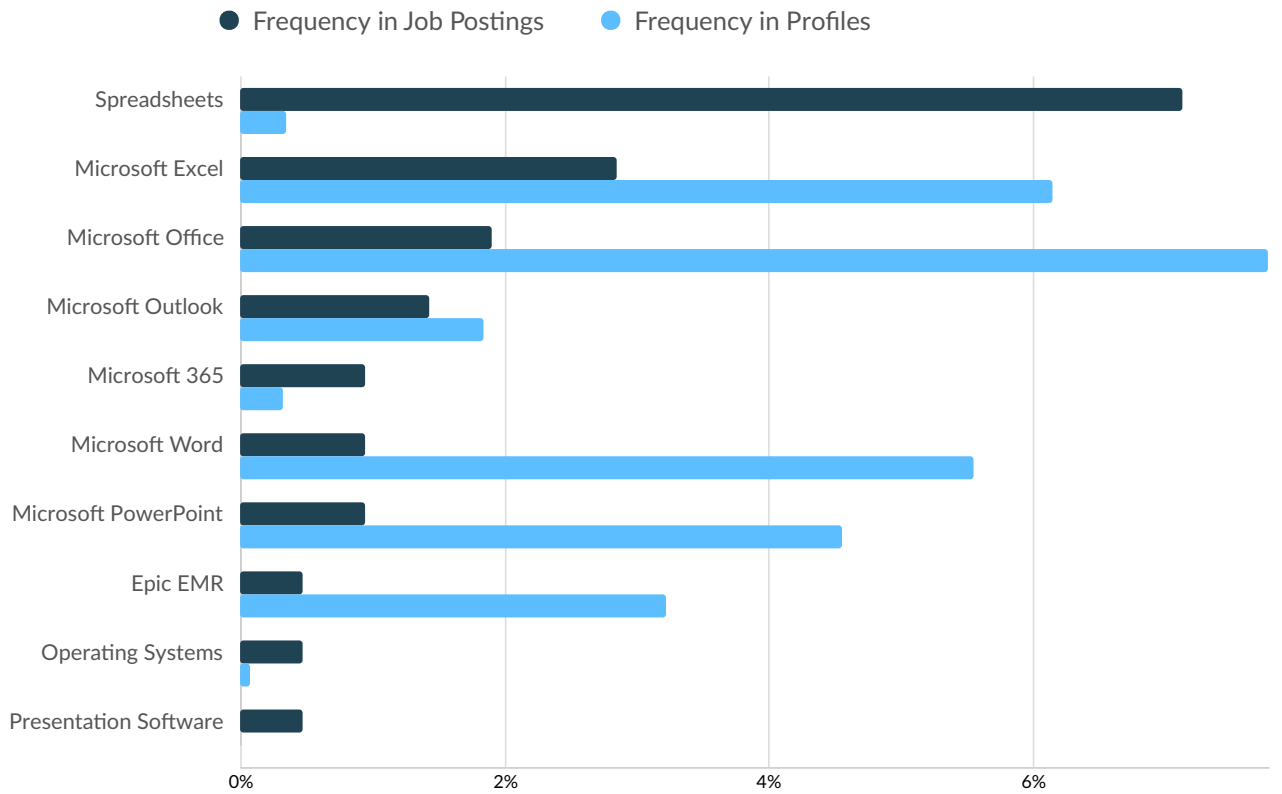
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	131	62%	0	0%	+18.9%	Growing
Nursing	90	43%	253	9%	+20.1%	Rapidly Growing
Infectious Diseases	70	33%	8	0%	+9.2%	Growing
Vital Signs	55	26%	82	3%	+17.2%	Growing
Electronic Medical Record	52	25%	133	5%	+12.1%	Growing
Patient Flow	46	22%	2	0%	+13.3%	Growing
Nursing Process	46	22%	12	0%	+24.2%	Rapidly Growing
Patient Education And Counseling	44	21%	83	3%	+11.6%	Growing
Nursing Care	43	20%	18	1%	+19.1%	Growing
Patient Preparation	41	20%	4	0%	+15.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	100	48%	406	14%	+5.2%	Stable
Communication	71	34%	175	6%	+3.6%	Lagging
Interpersonal Communications	64	30%	37	1%	+12.5%	Growing
Problem Solving	57	27%	81	3%	+11.3%	Growing
Critical Thinking	51	24%	55	2%	+23.4%	Rapidly Growing
Administrative Functions	49	23%	12	0%	+13.6%	Growing
Planning	46	22%	46	2%	+10.9%	Growing
Time Management	44	21%	107	4%	+14.5%	Growing
Verbal Communication Skills	44	21%	7	0%	+4.1%	Lagging
Oral Expression	42	20%	0	0%	0.0%	

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	15	7%	10	0%	+22.2%	Rapidly Growing
Microsoft Excel	6	3%	174	6%	+17.7%	Growing
Microsoft Office	4	2%	220	8%	+18.5%	Growing
Microsoft Outlook	3	1%	52	2%	+25.0%	Rapidly Growing
Microsoft 365	2	1%	9	0%	+18.9%	Growing
Microsoft Word	2	1%	157	6%	+7.2%	Stable
Microsoft PowerPoint	2	1%	129	5%	+26.1%	Rapidly Growing
Epic EMR	1	0%	91	3%	+16.4%	Growing
Operating Systems	1	0%	2	0%	+22.6%	Rapidly Growing
Presentation Software	1	0%	0	0%	+21.0%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	104
American Red Cross (ARC) Certification	88
Registered Nurse (RN)	71
Basic Cardiac Life Support	42
Licensed Practical Nurse (LPN)	37
Certified Medical Assistant (CMA)	34
Advanced Cardiovascular Life Support (ACLS) Certification	27
Valid Driver's License	15
Pediatric Advanced Life Support (PALS)	14
Trauma Nurse Core Course (TNCC)	13

Top Advertised Benefits

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Paid Leave	178 / 50	4 : 1	32 days
Education and Career Development	148 / 35	4 : 1	30 days
Retirement and Savings	39 / 21	2 : 1	36 days
Insurance	34 / 18	2 : 1	36 days
Supplemental Pay	4 / 2	2 : 1	n/a
Work-Life Balance	3 / 1	3 : 1	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Mar 2026)
peopleanswers.com	107
indeed.com	68
myworkdayjobs.com	31
mitalent.org	29
diversityjobs.com	17
walmart.com	13
dejobs.org	6
gr8jobs.net	3
jobserve.com	2
healthjobsnationwide.com	1
mishawakarecruiter.com	1
westbloomfieldrecruiter.com	1
wyomingrecruiter.com	1

Appendix B

Sample Postings

Registered Nurse (RN) - Bronson Outpatient Surgery - PRN

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Outpatient Surgery Registered Nurses

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 BMH Bronson Methodist Hospital Outpatient Surgery Center Title Registered Nurse (RN) - Bronson Outpatient Surgery - PRN Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS is required for some RNs, unit specific RNs in Labor & Delivery and Mother/Baby/Antepartum at

BMH & BBC

Specific :

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months of completing intermediate fetal monitoring Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 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.

Standards of Practice:

The registered nurse collects comprehensive data pertinent to the patients' health or the situation. o Assesses the patient's physical and developmental needs o Analyzes assessment data to identify appropriate patient needs o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients o Reviews vital signs to assess condition of patient and detect deviations from normal. The registered nurse analyzes the assessment data to determine patient problems or issues o Uses the assessment data to identify

patient problems o Confirms problems with patient and family when appropriate o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record The registered nurse identified expected outcomes for a plan individualized to the patient o Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations. o Coordinates discharge planning for outcomes not achieved utilizing the continuum of care available. The registered nurse develops a plan that prescribes interventions to attain expected outcomes. o Incorporates clinical pathways into the plan when appropriate o Develops individualized interventions with patient input when appropriate o Considers data from other members of the healthcare team when developing the plan of care The registered nurse implements the identified plan. o Implements appropriate interventions. o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies o Utilizes evidence-based interventions specific to the patients plan o Maintains awareness of comfort and safety needs of the patient. o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. o Manages the care plan for patients by organizing and delegation patient care interventions to be implemented. Evaluates the effectiveness of care given by self and others. The registered nurse evaluates progress toward attainment of the expected outcomes o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. o Documents the patient response toward the expected outcomes.

Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice. o Participates in quality improvement activities o Uses the results of quality improvement activities to initiate changes in nursing practice. The registered nurse attains knowledge and competency that reflects current nursing practice. o Participates in ongoing educational activities related to appropriate knowledge and professional issues. o Maintains professional records that provide evidence of competency and continued ongoing educational activities. The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations. o Provides age appropriate care in a culturally and ethnically sensitive manner. o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. o Participates in systematic peer review as appropriate. The registered nurse interacts with and contributes to the professional development of peers and colleagues. o Shares knowledge and skills with peers and colleagues o Maintains compassionate and caring relationships with peers and colleagues o Contributes to a supportive and healthy work environment. The registered nurse collaborates with patient, family, and others in the conduct of nursing practice. o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care. The registered nurse integrates ethical provisions in all areas of practice. o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights. o Demonstrates a commitment to connecting with self and others through relationship centered care giving. o Serves as a patient advocate The registered nurse integrates research finding into practice. o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time. Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the

surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL - "Swing beds". This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours Shift Variable Time Type Part time Scheduled Weekly Hours 10
Cost Center 5755 Bronson Outpatient Surgery Center - Waln (BMH) 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.

Lead Vascular Tech - Surgery - Full Time - 80 hrs/pp - Bronson Methodist Hospital

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 11-9111.00

Company: Bronson Healthcare

Job Title: Chiefs of Vascular Surgery

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 BMH Bronson Methodist Hospital Title Lead Vascular Tech

- Surgery
- Full Time
- 80 hrs/pp
- Bronson Methodist Hospital Under general supervision, the Lead Vascular Tech performs the full range of duties required to support the vascular surgeons during open and endovascular procedures and performs a diverse range of other vascular related work on a wide variety of patients.

Associates degree or above from an accredited school of Radiologic Technology, RN license, ST certification, or up to one year of additional training and experience and meet department/section orientation and competency standards. BLS required within 6 months of hire date. Must be able to operate and perform basic computer programs associated with record keeping in the Department. While performing the duties of this job, the employee regularly works in a clean, well-lighted & temperature-controlled environment. The noise level in the work environment is usually moderate. Has the potential to be exposed to infectious diseases and hazardous material. Observation of normal safety procedures minimizes exposure. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 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. Must demonstrate excellent human relation skills to deal with patients, physicians and other in sometimes difficult or sensitive situation, including verbal and written communication, problem solving and assertiveness. Must have a customer service orientation. Must demonstrate leadership and organization skills including the ability to work independently and take initiative within established procedures. Must demonstrate a positive attitude. Lead Tech Duties Communication Communicates in a positive, professional manner to the support staff and technologists daily, to ensure all add-on exams and ER/Inpatient exams have been scheduled and ordered appropriately. Maintain day-to-day operations dealing with communication between the physicians, nurses, and the technologists. Communicates any/all updates in procedures/protocols that have been formalized and placed on the unit. Communicates during disasters by gathering information, updating their staff, and communicating the current status to management. Serves as a department resource and liaison to other departments. Leadership Functions as an extension of the department's leadership team. Participates in leadership meetings as deemed necessary by the leadership team. Communicates the departmental vision and direction to staff. Acts as a change agent to implement and support departmental changes as outlined by management with a positive approach. Provides input and feedback to department management regarding operational decisions. General Lead Duties Acts as the first resource for coaching, training, and direction of staff to ensure efficient daily operations. Facilitates needed training for new equipment and procedures. Oversees the quality and completeness of all vascular imaging and non imaging procedures. Ensures that all staff complete mandatory in-service offerings and required education. Provides input for staff performance reviews. Maintains adequate supplies for the department and works with the supply and equipment reps to maintain cost effectiveness.

Monitors supply lists, outdates, and PAR levels of vascular specific items. Helps develop and maintain a high performing team focused on quality, efficiency, innovation, and customer service. Assists manager in coaching conversations with staff. Ensures that all procedures are performed in compliance with regulatory guidelines. Identifies opportunities and works toward improved processes and workflow design. Ensures proper exam charging. Acts as the primary resource for staff questions or concerns. Performs other duties as assigned. Customer Service Leads by example by acting as a role model for the Bronson Customer Service standards. Demonstrates a courteous, helpful attitude and promotes a positive relationship with staff. Promotes strong working relationships with physicians, vendors, and other departments. Promotes and ensures a safe and courteous environment for all patients, families, visitors, physicians and peers. Addresses any immediate internal or external customer concern, provides follow up and keeps management informed. Additionally, Lead Vascular Techs may be expected to perform some Radiology Technologist duties when appropriate including: Receives or escorts patients into examination area; reviews pertinent patient information; instructs patient concerning the examination to be performed. Assists Radiologists during applicable vascular surgeries when applicable (i.e., angiograms, fistulagrams, etc.) to provide optimal examinations. Operates highly sophisticated electronic equipment during exams, observing patient vital signs and other pertinent data and anticipating the needs of the physician. Administers or assists in the administration of radiopharmaceuticals under the direction of the surgeon. Works as a surgery staff member in other service lines when applicable as workload requires. Work may be performed in Radiology Department or other hospital areas as necessary to accommodate patient/physician needs. Prepares and calibrates equipment for procedure to be performed. Maintains equipment, working with Unit Coordinator to schedule PMs, testing, and equipment upgrades and trainings. Operates all equipment properly and with care and regularly performs maintenance and quality control work. Immediately reports and documents any malfunctions, necessary adjustments, or repairs. Performs first aid as required and assists in cases of adverse reaction to contrast media or in other emergencies. Observes and practices sterile technique and prevents cross-contamination of contagious diseases. Maintains cleanliness of procedure rooms and equipment. Maintains accurate documentation of patient and file information. Maintains appropriate supply level in their areas of responsibility. Demonstrates or oversees the on-the-job training for student technologists and other non-professional assistants as assigned

Addendum:

This position may require additional stock management and oversight of stock within the system. Must be able to operate and perform basic computer programs associated with record keeping in the Department. While performing the duties of this job, the employee regularly works in a clean, well-lighted & temperature-controlled environment. The noise level in the work environment is usually moderate. Has the potential to be exposed to infectious diseases and hazardous material. Observation of normal safety procedures minimizes exposure. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 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. Shift Variable Time Type Full time Scheduled Weekly Hours 40 Cost Center 5700 Surgery (BMH) 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.

Pharmacy Managers – Meijer in Portage, MI (Mar 2026 - Active)

<h2>Pharmacy Manager</h2>	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Portage, MI	O*NET: 11-9111.00
Company: Meijer	Job Title: Pharmacy Managers
<p>Pharmacy Manager Meijer parental leave United States, Michigan, Portage Mar 31, 2026 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! Plans, directs and supervises team members in the day to day operations of the Pharmacy. Duties include, but are not limited to: technician hiring, filling prescriptions accurately, staff training, financial management, inventory control, scheduling, providing great friendly service, team building, clinical services, patient safety, and pharmacy adherence to all corporate policies, federal and state legal policies. What You'll be</p> <p>Doing:</p> <p>Responsible for staffing selection and hiring to achieve staffing needs.Pre pares and conducts performance reviews of pharmacists and technicians.Documents and applies disciplinary actions.Fills prescriptions safely and accurately.Implements and executes pharmacy programs, including financial results, clinical services, labor, inventory, stock loss, security, patient services, and profitability of the pharmacy.Educates and mentors pharmacists and pharmacy technicians to be effective team members.Motivates team members to perform to their highest level.Holds team members accountable for results in an appropriate and effective manner and has a vision to expand and grow the pharmacy business.Strong leadership and development capabilities.Competent and knowledgeable of Meijer Policies and Procedures, as well as state and federal laws.Performs and oversees (where allowed) clinical services, including immunizations.Effective communication skills with the ability to prioritize workload.This job profile is not meant to be all inclusive of the responsibilities of this position; may perform other duties as assigned or required. What You Bring With You (Qualifications): Bachelor's Degree or Doctorate of Pharmacy.Registered Pharmacist in the state of practice.Certified Immunization Pharmacist (except Indiana).CPR Certification.3 years of experience in retail/community practice.One year management experience (preferred).Working knowledge of pharmacy system, working knowledge of policies and procedures, understanding of regulatory in the state the unit operates in.Successful completion of all required certifications.</p>	

Clinical Registered Nurse - Full Time, 40 hours/week - Bronson OB/GYN & Midwifery Specialists- Kalamazoo

Link to Live Job Posting: www.healthjobsnationwide.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: OB/GYN Registered Nurses

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 BMH Bronson Methodist Hospital Title Clinical Registered Nurse

- Full Time, 40 hours/week
- Bronson OB/GYN & Midwifery Specialists
- Kalamazoo Working under provider's direction, provides all general nursing staff functions for the practice.

Records vital signs, provides initial patient assessment, obtains concise patient history, and provides clinical information and support to providers. Processes and posts information to patient's charts and provides patient and family with education regarding medications, treatment and care, and patient referrals. Additional responsibilities include assisting in other areas as needed and phone triage of patients. Employees providing direct patient care must demonstrate competencies specific to the population served. Diploma, Associate's or Bachelor's degree in Nursing required 6-12 months experience in healthcare preferred Licensed RN in good standing with the State of Michigan required. BLS certification required Must possess excellent interpersonal and effective problem solving and prioritization skills and the ability to process information in a confidential manner Must be able to communicate clearly and effectively with patients, doctors and other staff; ability to maintain patient confidentiality Ability to work independently Ability to think, as well as function, as an integral team member with other healthcare professionals Must possess excellent computer skills with ability to read, interpret and analyze data from various computer systems Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 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. Prepares for patient appointments. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are available. Prepares patients for examinations including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Provides initial assessment of patient's condition to physician as needed. Triage calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists provider with minor and emergency procedures and examinations. Follows instructions of physicians and provides reassurance for patients during examination. Under direction of provider, schedules tests and procedure for patients in other departments of facilities. Prepares patients for the exams and procedures by providing appropriate instructions. Documents results from ordered tests/procedures. Notifies patients of results and documents in medical record appropriately. Performs point of care laboratory tests as directed by the physician. Accurately documents required information in patient's medical record. Coordinate admissions, referrals, facilitates prescriptions requests. Under the directions of the provider, provides patient and family with appropriate education regarding their care. Takes verbal, telephone and written orders for medications from physicians. Knowledgeably administers treatment as requested by the physician including dispensing ordered medications (may be oral, I.M., or s/q) and properly records all data. Maintains and reviews patient records, charts, and other pertinent information. Records test and assessment results in patient chart. Participates in performance improvement monitoring. Collects and collates data for monitoring quality of care and works to ensure all

delivered care meets appropriate standards. Uses the results of quality improvement activities to initiate changes in nursing practice. Assures proper communication back to other healthcare team members. Attends staff and other meetings as required. Participates in ongoing educational activities related to appropriate knowledge and professional issues. Maintains professional records that provide evidence of competency and continued ongoing educational activities. Assists in completion of miscellaneous forms (Workers Compensation, Disability, and State of Michigan) as required. Interacts with and contributes to the professional development of colleagues by knowledge sharing. Stocks supplies and maintains examination rooms. Familiar with various insurance and referral policies. Attends staff, educational, or other meetings as required. Performs other related duties as assigned. Shift First Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$5,000.00 Retention Bonus External Candidates Only, \$5,000.00 Scheduled Weekly Hours 40 Cost Center 8610 Bronson Womens Services Downtown (BMH) 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.

Health Unit Clerks – Bronson Healthcare in Kalamazoo, MI (Mar 2026 - Active)

Burn Tech/Unit Clerk, Full-Time Nights, Bronson Methodist Hospital

Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com

Location: Kalamazoo, MI

O*NET: 29-2099.00

Company: Bronson Healthcare

Job Title: Health Unit Clerks

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 BMH Bronson Methodist Hospital Title Burn Tech/Unit Clerk, Full-Time Nights, Bronson Methodist Hospital Under the supervision of a Registered Nurse, and in accordance with defined policies and procedures for the unit, the Trauma Care Unit Burn Tech provides technical patient care to a defined patient population, as assigned by the Registered Nurse. Performs a variety of tasks related to burn care therapy and preparation of patients for operating procedures. Must have good knowledge of infection control techniques. Job training includes current burn care management techniques and wound care procedures. Duties may also include the performance of basic technical skills not requiring licensure, such as, but not limited to: gathering patient data, assisting patients with activities of daily living (ADLs), transporting patients, supporting department maintenance activities (stocking patient rooms, moving equipment, ordering and procuring supplies, etc.), providing basic customer services (directions, visitor control, and other functions), as needed. Employees providing direct patient care must demonstrate competencies specific to the population served.

SPECIAL REQUIREMENTS

High school diploma or general education degree (GED) required Previous experience and CNA license preferred Possession of Basic Life Support (BLS), Advance Burn Life Support (ABLS) within 6 months of hire, and completion of burn care/management modules. A PCA/tech may be asked to assist in a patient safety assistant role while maintaining PCA/tech duties for that assigned patient. Basic medical terminology knowledge preferred Skill and proficiency in oral and written grammar, communication and basic mathematics. 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. Provides information, direction, and assistance as appropriate Maintains patient/employee safety by following controlled access policies Communicates in a timely manner with the RN regarding patient status, interventions completed, data collected and pertinent input to facilitate care planning Answers call lights, phones, or intercom system to determine patients' needs Serves and collects food trays and feeds patients requiring help Provides appropriate assistance to the patient during his/her activities of daily living Prepares patients for surgery and/or procedures properly Reviews plan of care at beginning of shift with RN and PRN for every assigned patient Accompanies patients for diagnostic tests, at discharge and/or assists patients to ambulate Turns and repositions patients using safe patient handling techniques Obtains vital patient information as directed (i.e., temperature, blood pressure, pulse and respiration rates, and food/fluid intake/output, and calorie counts) Documents findings in EMR in a timely, accurate and concise manner Participates in the Patient Admission Process through timely and accurate performance of assigned duties Provides skilled technical care according to unit-specific and generic structure standards, protocols and procedures, prescribed medical interventions, and nursing guidelines as delegated by the RN Maintains a clean and orderly environment, ensuring patient safety and comfort at all times Assumes responsibility for own growth and development; attends staff meetings Manages incoming tubes from tube station and deliver meds or other items to the RN or medication room Meets Bronson's Standards of Excellence Supports the goals of the unit and participates in department performance improvement Follows organizational guidelines for effective hand hygiene consistently Restocks supplies as appropriate and

stores equipment in defined locations Maintains unsupervised access to the unit medication room(s) for stocking and/or retrieving supplies

ADDITIONAL WORK ACTIVITIES

Performs minor debridement; prepares and assists with major debridement and escharotomies; Assists in the removal and application of dressing, topical agents, and staples; Prepares patient and hydrotherapy room for shower procedures; Ensures general maintenance of hydrotherapy room and shower room, which involves the strict monitoring of infection control; Prepares supplies and environment for burn wound care; Monitors inventory stock of supplies such as hydrotherapy liners, surginet and burn dressings. Orders supplies when needed; Assists with admission procedures; Assists with early mobilization, ROM, and ambulation of patients. Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6200 TCU/Burn/SICU (BMH) 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

March 2026
Branch County



Michigan

Parameters

Select Timeframe: Mar 2026 - Mar 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

48

Unique Postings
84 Total Postings


4

Companies Posting
263 Total Companies

5 Days

Median Posting Duration
Regional Average: 22 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

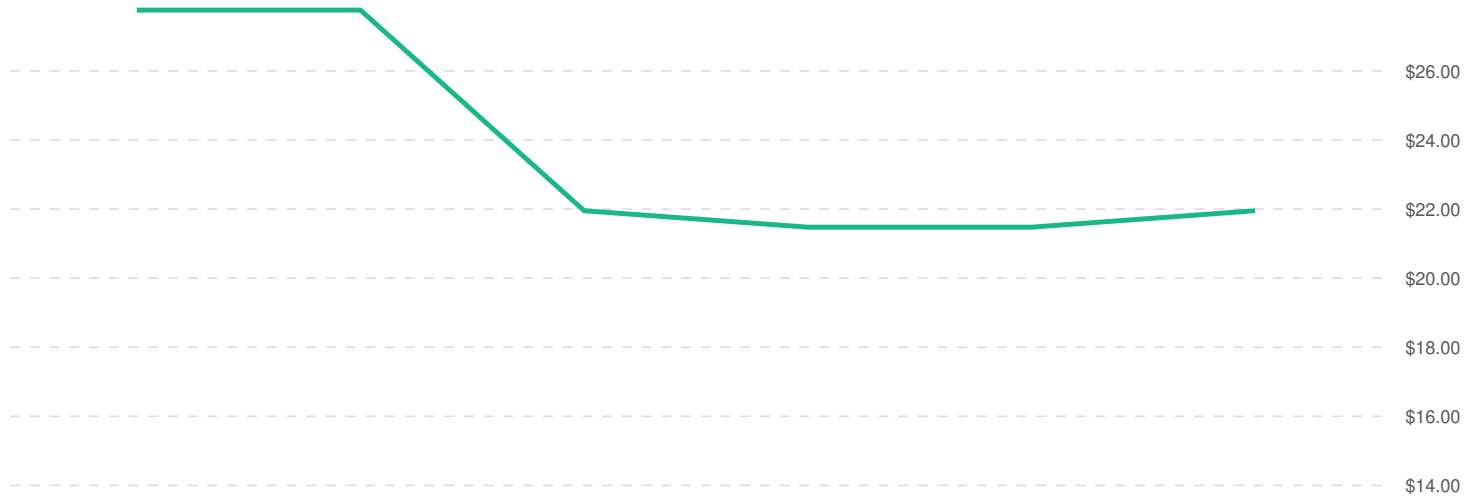
Advertised Salary

Not enough data for this chart.

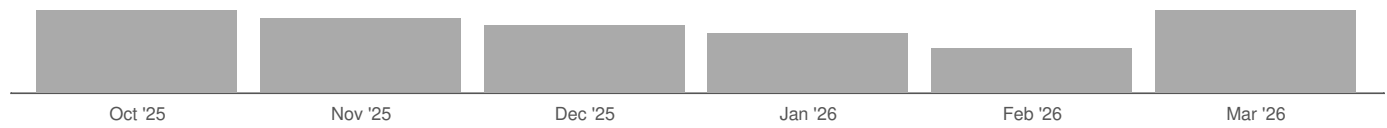
Advertised Salary Trend

▼ 20.8% Oct 2025 - Mar 2026

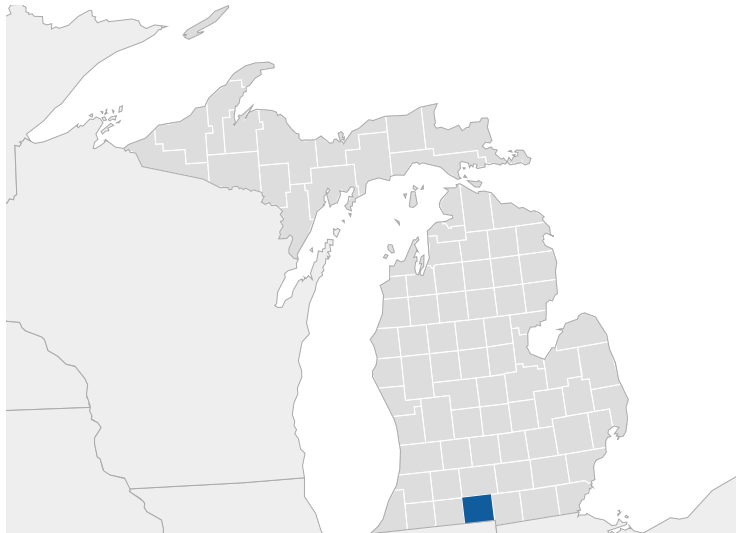
\$26.52 Median



25 Job Postings



Job Postings Regional Breakdown



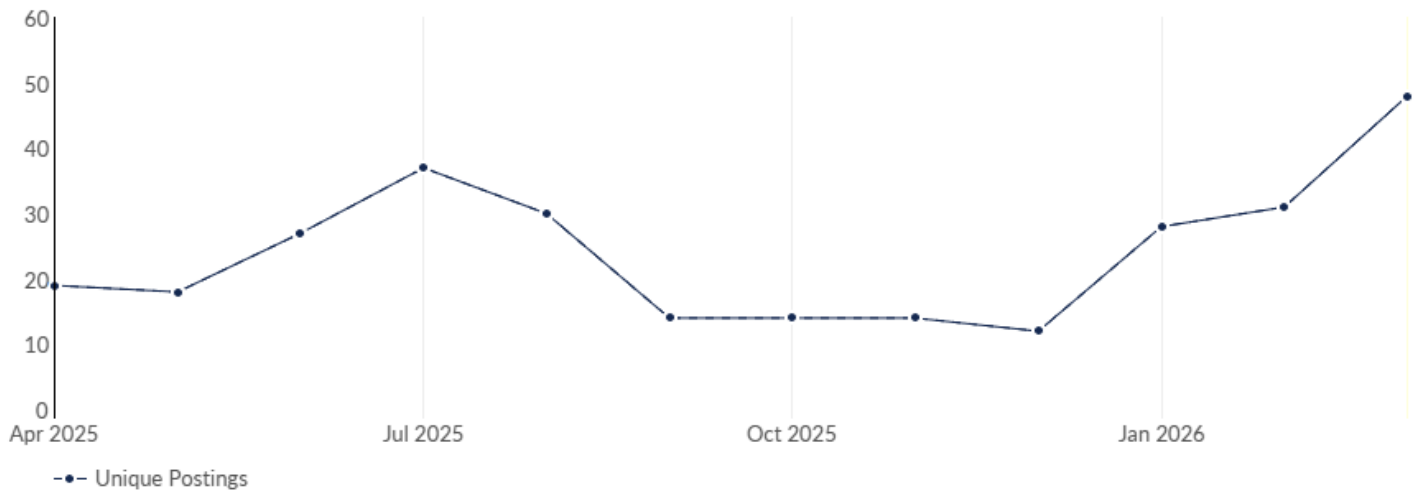
County

Unique Postings (Mar 2026)

Branch County, MI

48

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Mar 2026	48	2 : 1
Feb 2026	31	2 : 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

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	12	25%
High school or GED	36	75%
Associate's degree	0	0%
Bachelor's degree	0	0%
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	36	0	75%
Associate's degree	0	0	0%
Bachelor's degree	0	0	0%
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	20	42%
0 - 1 Years	21	44%
2 - 3 Years	5	10%
4 - 6 Years	2	4%
7 - 9 Years	0	0%
10+ Years	0	0%






Top Companies Posting

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Dollar General	49 / 32	2 : 1 	38 days
Walmart	20 / 9	2 : 1 	5 days
Bob Evans Restaurants	12 / 6	2 : 1 	n/a
Bronson Healthcare	3 / 1	3 : 1 	n/a






Top Cities Posting

City	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Coldwater, MI	48 / 25	2 : 1 	5 days
Bronson, MI	14 / 9	2 : 1 	n/a
Montgomery, MI	10 / 6	2 : 1 	n/a
Quincy, MI	6 / 4	2 : 1 	n/a
Union City, MI	6 / 4	2 : 1 	n/a






Top Posted Occupations

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	39 / 23	2 : 1 	38 days
Retail Salespersons	26 / 16	2 : 1 	5 days
Food Service Managers	8 / 4	2 : 1 	n/a
Fast Food and Counter Workers	8 / 4	2 : 1 	n/a
Registered Nurses	3 / 1	3 : 1 	n/a











Top Posted Occupations

Occupation (O*NET)	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	39 / 23	2 : 1 	38 days
Retail Salespersons	26 / 16	2 : 1 	5 days
Food Service Managers	8 / 4	2 : 1 	n/a
Fast Food and Counter Workers	8 / 4	2 : 1 	n/a
Registered Nurses	3 / 1	3 : 1 	n/a





Top Posted Occupations

Occupation	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	39 / 23	2 : 1 	38 days
Retail Sales Associate	26 / 16	2 : 1 	5 days
Fast Food / Counter Worker	8 / 4	2 : 1 	n/a
Restaurant / Food Service Manager	8 / 4	2 : 1 	n/a
Registered Nurse	3 / 1	3 : 1 	n/a

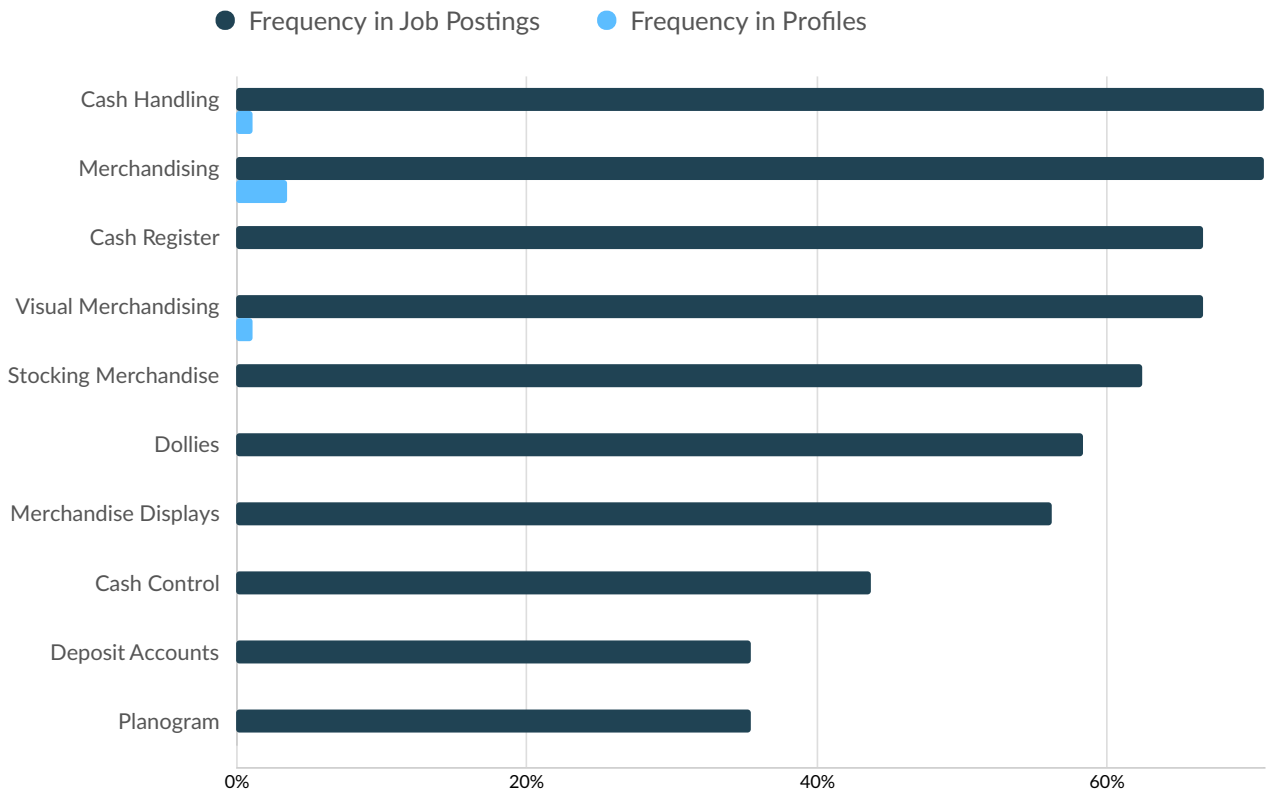
Top Posted Job Titles

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	20 / 14	1 : 1 	n/a
Sales Associates	17 / 10	2 : 1 	5 days
Associate Sales Managers	4 / 4	1 : 1 	n/a
Complex Managers	9 / 3	3 : 1 	n/a
Key Supervisors	4 / 2	2 : 1 	n/a
General Managers	4 / 2	2 : 1 	n/a
Store Perishables Managers	3 / 2	2 : 1 	n/a
MBA Candidates	4 / 2	2 : 1 	n/a
Meat Associate Team Leaders	3 / 1	3 : 1 	n/a
Deli/Bakery Associates	1 / 1	1 : 1 	n/a

Top Industries

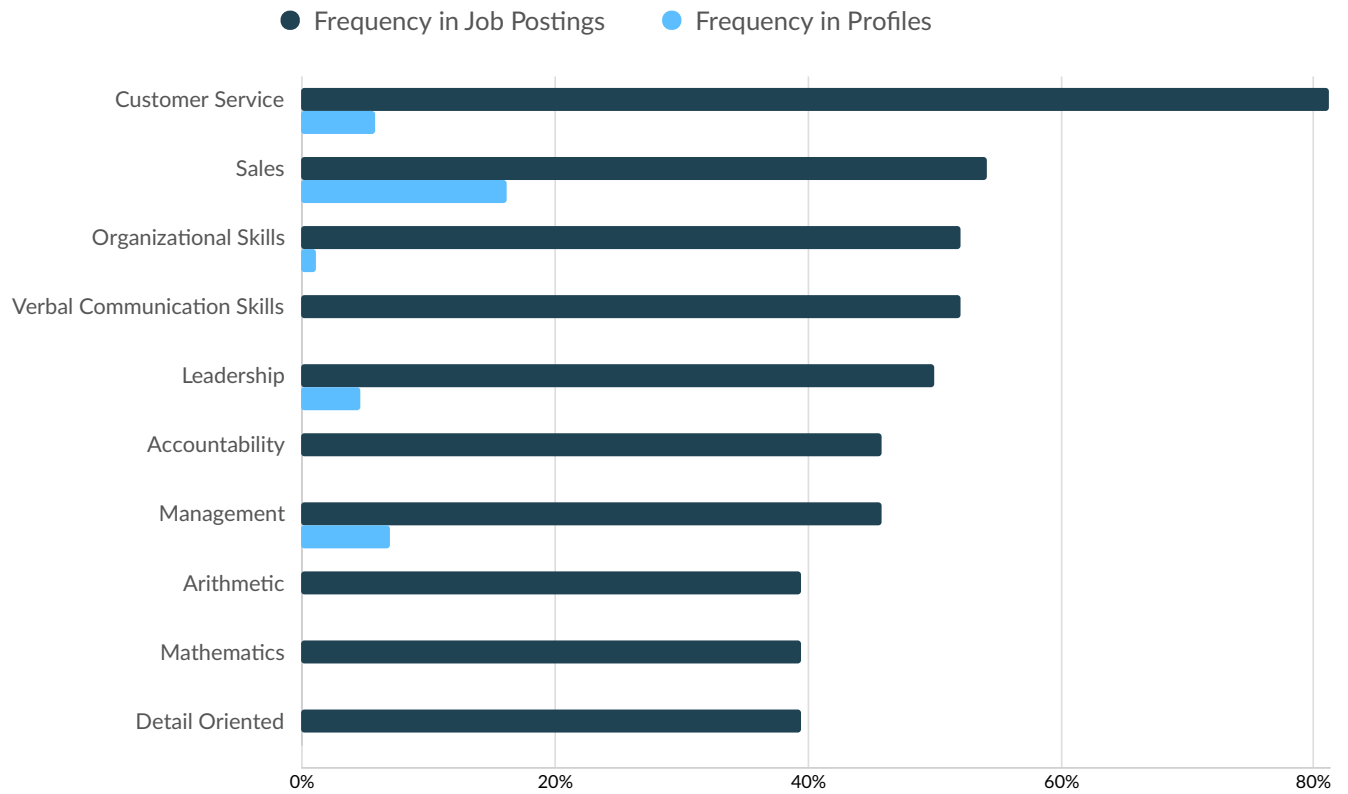
	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	49 / 32	2 : 1 	38 days
Warehouse Clubs and Supercenters	20 / 9	2 : 1 	5 days
Full-Service Restaurants	12 / 6	2 : 1 	n/a
General Medical and Surgical Hospitals	3 / 1	3 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	34	71%	1	1%	+8.9%	Growing
Merchandising	34	71%	3	3%	+15.0%	Growing
Cash Register	32	67%	0	0%	+21.4%	Rapidly Growing
Visual Merchandising	32	67%	1	1%	+12.9%	Growing
Stocking Merchandise	30	63%	0	0%	+18.0%	Growing
Dollies	28	58%	0	0%	+16.7%	Growing
Merchandise Displays	27	56%	0	0%	+22.0%	Rapidly Growing
Cash Control	21	44%	0	0%	+25.1%	Rapidly Growing
Deposit Accounts	17	35%	0	0%	+10.2%	Growing
Planogram	17	35%	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	39	81%	5	6%	+5.2%	Stable
Sales	26	54%	14	16%	+7.8%	Stable
Organizational Skills	25	52%	1	1%	+14.3%	Growing
Verbal Communication Skills	25	52%	0	0%	+4.1%	Lagging
Leadership	24	50%	4	5%	+8.5%	Stable
Accountability	22	46%	0	0%	+18.7%	Growing
Management	22	46%	6	7%	+5.3%	Stable
Arithmetic	19	40%	0	0%	+17.0%	Growing
Mathematics	19	40%	0	0%	+20.2%	Rapidly Growing
Detail Oriented	19	40%	0	0%	+7.1%	Stable

Top Software Skills






There is not enough data to display this section.

Top Qualifications

Postings with Qualification

Bachelor Of Science In Business	3
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Top Advertised Benefits

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	32 / 15	2 : 1 	5 days
Insurance	20 / 9	2 : 1 	5 days
Paid Leave	20 / 9	2 : 1 	5 days
Supplemental Pay	3 / 1	3 : 1 	n/a
Work-Life Balance	3 / 1	3 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Mar 2026)
indeed.com	26
mitalent.org	22
walmart.com	8
careerarc.com	2
dollargeneral.com	1
gr8jobs.net	1

Appendix B

Sample Postings

Complex Managers – Walmart in Coldwater, MI (Mar 2026 - Active)

(USA) Stocking 2 Coach, Non-Complex, Management

Link to Live Job Posting: jobs.mitalent.org

Location: Coldwater, MI

O*NET: 41-1011.00

Company: Walmart

Job Title: Complex Managers

Position Summary... What you'll do... Leads and develops teams effectively by teaching training and actively listening to associates touring stores and providing feedback TourtoTeach communicating and collaborating with all levels of associates regarding store operations utilizing technology business initiativesmerchandising and company direction introducing and leading company change efforts providing clear expectations and guidance to implementbusiness solutions and communicating business objectives to teams effectively Models and demonstrates exceptional customer service standards to store associates by following and demonstrating the One Best Way OBWservice model managing and supporting customer service initiatives for example store of the community and community outreach programsensuring customer needs complaints and issues are successfully resolved developing and implementing action plans to correct deficiencies andproviding process improvement leadership to ensure a high quality customer experience Drives the financial performance and sales of the designated store area by reviewing and evaluating PL Profit Loss statements managing andassisting in budgeting forecasting and controlling expenses in designated business area to confirm they are indexed to sales monitoring andensuring effective merchandise presentation seasonal transitions inventory flow and operational processes and developing and implementingaction plans to mitigate shrink and ensure sales and profit goals are achieved for business area Provides supervision and development opportunities for hourly associates by hiring training and mentoring of associates assigning duties settingclear expectations providing associate recognition communicating expectations consistently and effectively promoting a belonging mindset in the workplace and recruiting and developing qualified associates to meet staffing needs and achieve company growth potential Coordinates completes and oversees jobrelated activities and assignments by developing and maintaining relationships with key stakeholdersupporting plans and initiatives to meet customer and business needs identifying and communicating goals and objectives building accountability forand measuring progress in achieving results identifying and addressing improvement opportunities and demonstrating adaptability and promotingcontinuous learning Provides supervision and development opportunities for associates by hiring and training mentoring assigning duties providing recognition andpromoting a belonging mindset in the workplace Ensures compliance with company policies and procedures and supports company mission values and standards of ethics and integrity byimplementing related action plans utilizing and supporting the Open Door Policy and providing direction and guidance on applying these in executingbusiness processes and practices Respect the Individual Builds highperforming teams embraces differences in people cultures ideas and experiences creates a workplace where associates feel seen supported and connected through a culture of belonging creates opportunities for all associates to thrive and performx000B Respect the Individual Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000B Respect the Individual Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishments Act with

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Displays curiosity and a desire to learn takes calculated risks demonstrates courage and resilience and encourages learning from mistakes
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Drives continuous improvements adopts and encourages the use of new technologies and skills and supports others through change At Walmart, 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 (including sick leave), parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see <https://one.walmart.com/notices>. Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

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Complex Managers – Walmart in Coldwater, MI (Mar 2026 - Active)

(USA) Overnight Stocking Coach, Non-Complex, Management

Link to Live Job Posting: careers.walmart.com

Location: Coldwater, MI

O*NET: 41-1011.00

Company: Walmart

Job Title: Complex Managers

Position Summary... What you'll do... Leads and develops teams effectively by teaching training and actively listening to associates touring stores and providing feedback TourtoTeach communicating and collaborating with all levels of associates regarding store operations utilizing technology business initiativesmerchandising and company direction introducing and leading company change efforts providing clear expectations and guidance to implementbusiness solutions and communicating business objectives to teams effectively Models and demonstrates exceptional customer service standards to store associates by following and demonstrating the One Best Way OBWservice model managing and supporting customer service initiatives for example store of the community and community outreach programsensuring customer needs complaints and issues are successfully resolved developing and implementing action plans to correct deficiencies andproviding process improvement leadership to ensure a high quality customer experience Drives the financial performance and sales of the designated store area by reviewing and evaluating PL Profit Loss statements managing andassisting in budgeting forecasting and controlling expenses in designated business area to confirm they are indexed to sales monitoring andensuring effective merchandise presentation seasonal transitions inventory flow and operational processes and developing and implementingaction plans to mitigate shrink and ensure sales and profit goals are achieved for business area Provides supervision and development opportunities for hourly associates by hiring training and mentoring of associates assigning duties settingclear expectations providing associate recognition communicating expectations consistently and effectively ensuring promoting a belonging mindset in the workplace and recruiting and developing qualified associates to meet staffing needs and achieve company growth potential Coordinates completes and oversees jobrelated activities and assignments by developing and maintaining relationships with key stakeholdersupporting plans and initiatives to meet customer and business needs identifying and communicating goals and objectives building accountability forand measuring progress in achieving results identifying and addressing improvement opportunities and demonstrating adaptability and promotingcontinuous learning Provides supervision and development opportunities for associates by hiring and training mentoring assigning duties providing recognition andpromoting a belonging mindset in the workplace Ensures compliance with company policies and procedures and supports company mission values and standards of ethics and integrity byimplementing related action plans utilizing and supporting the Open Door Policy and providing direction and guidance on applying these in executingbusiness processes and practices Respect the Individual Builds highperforming teams embraces differences in people cultures ideas and experiences creates a workplace where associates feel seen supported and connected through a culture of belonging creates opportunities for all associates to thrive and performx000B Respect the Individual Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000B Respect the Individual Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishments Act with

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Complex Managers – Walmart in Coldwater, MI (Mar 2026 - Active)

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Link to Live Job Posting: jobs.mitalent.org

Location: Coldwater, MI

O*NET: 41-1011.00

Company: Walmart

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- WM, Management 3.4 3.4 out of 5 stars 800 East Chicago Street, Coldwater, MI 49036 \$65,000
- \$80,000 a year Walmart 280,677 reviews \$65,000
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Assistant Store Managers – Dollar General in Bronson, MI (Mar 2026 - Active)

ASST STORE MGR

Link to Live Job Posting: www.indeed.com

Location: Bronson, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Assistant Store Managers

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 Assistant Store Manager helps maintain a clean, well-organized store with a customer-first focus. At the direction and delegation of the Store Manager, the Assistant Store Manager assists with supervision of store employees, management and presentation of merchandise, completion of paperwork, and preparation of deposits. The Assistant Store Manager also performs stocking and cashiering functions, and performs other duties as necessary to maximize profitability and customer satisfaction while protecting company assets and reducing losses. DUTIES and

ESSENTIAL JOB FUNCTIONS

Provide superior customer service leadership; greet and assist customers, and operate cash register and scanner to itemize the customer's purchase. Open and close the store a minimum of two days per week. Assist Store Manager with scheduling employees, providing adequate training for employees, conducting safety meetings, and ensuring employee compliance with company policies and procedures. Follow company work processes to manage merchandise, including receiving, unpacking, stocking, restocking and rotating merchandise on shelves and building merchandise displays. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Assist in implementation and maintenance of planograms; ensure merchandise is presented according to established practices and Store Manager direction. Assist in ensuring financial integrity of the store through strict cashier accountability, key control, adherences to company security practices and cash control procedures; authorize and sign for refunds and overrides, count register tills, and deposit money in bank. Assist with management of the store in the Store Manager's absence.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal, written and oral communication skills. Ability to solve problems and deal with a variety of situations. Good organization skills with attention to detail. 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. Ability to perform cash register functions and generate reports. Knowledge of cash, facility, and safety control policies and practices. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to drive own vehicle to the bank to deposit money. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of experience in a retail environment and six months supervisory experience preferred.

WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Occasional or regular driving/providing own transportation to make bank deposits, attend management meetings and travel to other Dollar General stores. Dollar General Corporation is an equal opportunity employer.

Assistant Store Managers – Dollar General in Union City, MI (Mar 2026 - Active)

ASST STORE MGR

Link to Live Job Posting: www.indeed.com

Location: Union City, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Assistant Store Managers

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 Assistant Store Manager helps maintain a clean, well-organized store with a customer-first focus. At the direction and delegation of the Store Manager, the Assistant Store Manager assists with supervision of store employees, management and presentation of merchandise, completion of paperwork, and preparation of deposits. The Assistant Store Manager also performs stocking and cashiering functions, and performs other duties as necessary to maximize profitability and customer satisfaction while protecting company assets and reducing losses. DUTIES and

ESSENTIAL JOB FUNCTIONS

Provide superior customer service leadership; greet and assist customers, and operate cash register and scanner to itemize the customer's purchase. Open and close the store a minimum of two days per week. Assist Store Manager with scheduling employees, providing adequate training for employees, conducting safety meetings, and ensuring employee compliance with company policies and procedures. Follow company work processes to manage merchandise, including receiving, unpacking, stocking, restocking and rotating merchandise on shelves and building merchandise displays. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Assist in implementation and maintenance of planograms; ensure merchandise is presented according to established practices and Store Manager direction. Assist in ensuring financial integrity of the store through strict cashier accountability, key control, adherences to company security practices and cash control procedures; authorize and sign for refunds and overrides, count register tills, and deposit money in bank. Assist with management of the store in the Store Manager's absence.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal, written and oral communication skills. Ability to solve problems and deal with a variety of situations. Good organization skills with attention to detail. 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. Ability to perform cash register functions and generate reports. Knowledge of cash, facility, and safety control policies and practices. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to drive own vehicle to the bank to deposit money. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of experience in a retail environment and six months supervisory experience preferred.

WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Occasional or regular driving/providing own transportation to make bank deposits, attend management meetings and travel to other Dollar General stores. 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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

March 2026
Calhoun County



Michigan

Parameters

Select Timeframe: Mar 2026 - Mar 2026

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
29-1141	Registered Nurses
31-1128	Home Health and Personal Care Aides
31-9092	Medical Assistants
35-3023	Fast Food and Counter Workers

Code	Description
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
41-1011	First-Line Supervisors of Retail Sales Workers
41-2031	Retail Salespersons
49-9071	Maintenance and Repair Workers, General
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

176

Unique Postings
435 Total Postings

10

Companies Posting
794 Total Companies

21 Days

Median Posting Duration
Regional Average: 22 Days

2 : 1

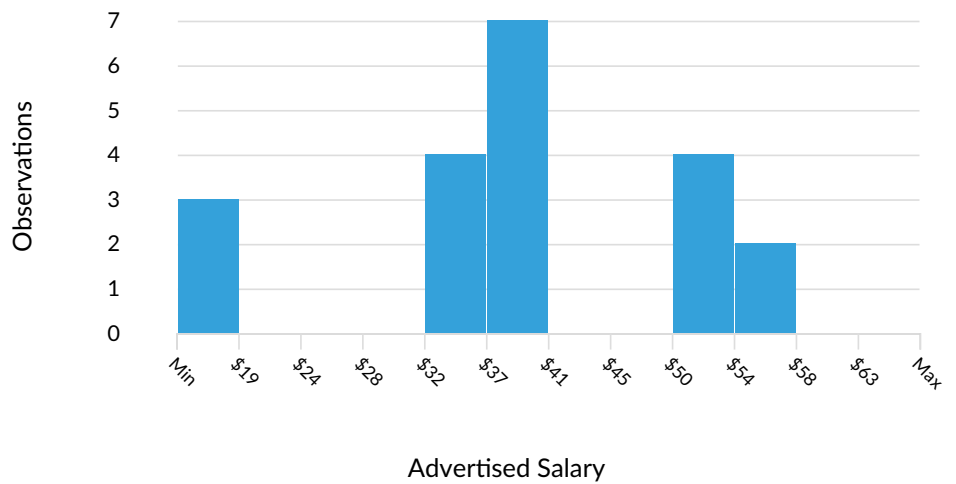
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 20 advertised salary observations (11% of the 176 matching postings).

\$40.06/hr

Median Advertised Salary



Advertised Salary Trend

▲ 0.6% Oct 2025 - Mar 2026

\$36.12 Median



74 Job Postings



Job Postings Regional Breakdown



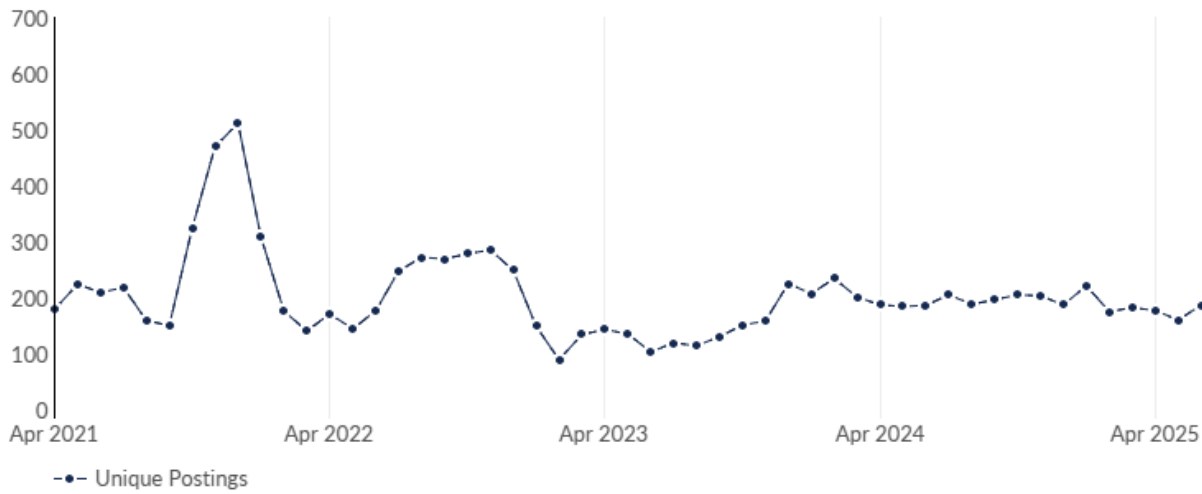
County

Unique Postings (Mar 2026)

Calhoun County, MI

176

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Mar 2026	176	2 : 1
Feb 2026	182	3 : 1
Jan 2026	205	3 : 1
Dec 2025	188	4 : 1
Nov 2025	185	4 : 1
Oct 2025	200	5 : 1
Sep 2025	178	5 : 1
Aug 2025	218	4 : 1
Jul 2025	225	4 : 1
Jun 2025	186	4 : 1
May 2025	160	4 : 1
Apr 2025	177	4 : 1
Mar 2025	182	4 : 1
Feb 2025	175	4 : 1
Jan 2025	221	5 : 1
Dec 2024	187	5 : 1
Nov 2024	203	4 : 1
Oct 2024	205	4 : 1
Sep 2024	196	4 : 1
Aug 2024	188	3 : 1

Jul 2024	205	3 : 1
Jun 2024	186	3 : 1
May 2024	184	3 : 1
Apr 2024	187	3 : 1
Mar 2024	201	3 : 1
Feb 2024	234	3 : 1
Jan 2024	207	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	249	2 : 1
Nov 2022	285	2 : 1
Oct 2022	278	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	511	2 : 1
Nov 2021	470	2 : 1
Oct 2021	324	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

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	58	33%
High school or GED	74	42%
Associate's degree	36	20%
Bachelor's degree	14	8%
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	74	0	42%
Associate's degree	36	0	20%
Bachelor's degree	8	6	5%
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	108	61%
0 - 1 Years	53	30%
2 - 3 Years	14	8%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	252 / 80	3 : 1 	14 days
Dollar General	91 / 66	1 : 1 	n/a
Hogan	30 / 8	4 : 1 	n/a
Bronson Healthcare	10 / 7	1 : 1 	11 days
Select Medical	28 / 5	6 : 1 	n/a
Subway	5 / 3	2 : 1 	38 days
Clean Team	5 / 2	3 : 1 	n/a
Border Foods	5 / 2	3 : 1 	30 days
Elara Caring	8 / 2	4 : 1 	n/a
Taco Bell	1 / 1	1 : 1 	16 days












Top Cities Posting

City	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	249 / 85	3 : 1 	14 days
Battle Creek, MI	124 / 56	2 : 1 	21 days
Albion, MI	34 / 20	2 : 1 	31 days
Tekonsha, MI	17 / 8	2 : 1 	n/a
Athens, MI	6 / 4	2 : 1 	n/a
Springfield, MI	5 / 3	2 : 1 	n/a











Top Posted Occupations

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	193 / 57	3 : 1 	11 days
First-Line Supervisors of Retail Sales Workers	52 / 38	1 : 1 	n/a
Medical Assistants	86 / 29	3 : 1 	n/a
Retail Salespersons	35 / 26	1 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	34 / 10	3 : 1 	n/a
Food Service Managers	11 / 6	2 : 1 	30 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9 / 5	2 : 1 	21 days
Home Health and Personal Care Aides	11 / 3	4 : 1 	n/a
Maintenance and Repair Workers, General	4 / 2	2 : 1 	n/a






Top Posted Occupations

Occupation (O*NET)	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	189 / 54	4 : 1 	11 days
First-Line Supervisors of Retail Sales Workers	52 / 38	1 : 1 	n/a
Medical Assistants	86 / 29	3 : 1 	n/a
Retail Salespersons	35 / 26	1 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	34 / 10	3 : 1 	n/a
Food Service Managers	11 / 6	2 : 1 	30 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9 / 5	2 : 1 	21 days
Critical Care Nurses	4 / 3	1 : 1 	14 days
Home Health Aides	6 / 2	3 : 1 	n/a
Maintenance and Repair Workers, General	4 / 2	2 : 1 	n/a
Personal Care Aides	5 / 1	5 : 1 	n/a








Top Posted Occupations

Occupation	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	193 / 57	3 : 1 	11 days
Retail Store Manager / Supervisor	52 / 38	1 : 1 	n/a
Medical Assistant	86 / 29	3 : 1 	n/a
Retail Sales Associate	35 / 26	1 : 1 	n/a
Tractor-Trailer Truck Driver	34 / 10	3 : 1 	n/a
Restaurant / Food Service Manager	11 / 6	2 : 1 	30 days
Janitor / Cleaner	9 / 5	2 : 1 	21 days
Home Health Aide	6 / 2	3 : 1 	n/a
Building and General Maintenance Technician	4 / 2	2 : 1 	n/a
Caregiver / Personal Care Aide	5 / 1	5 : 1 	n/a

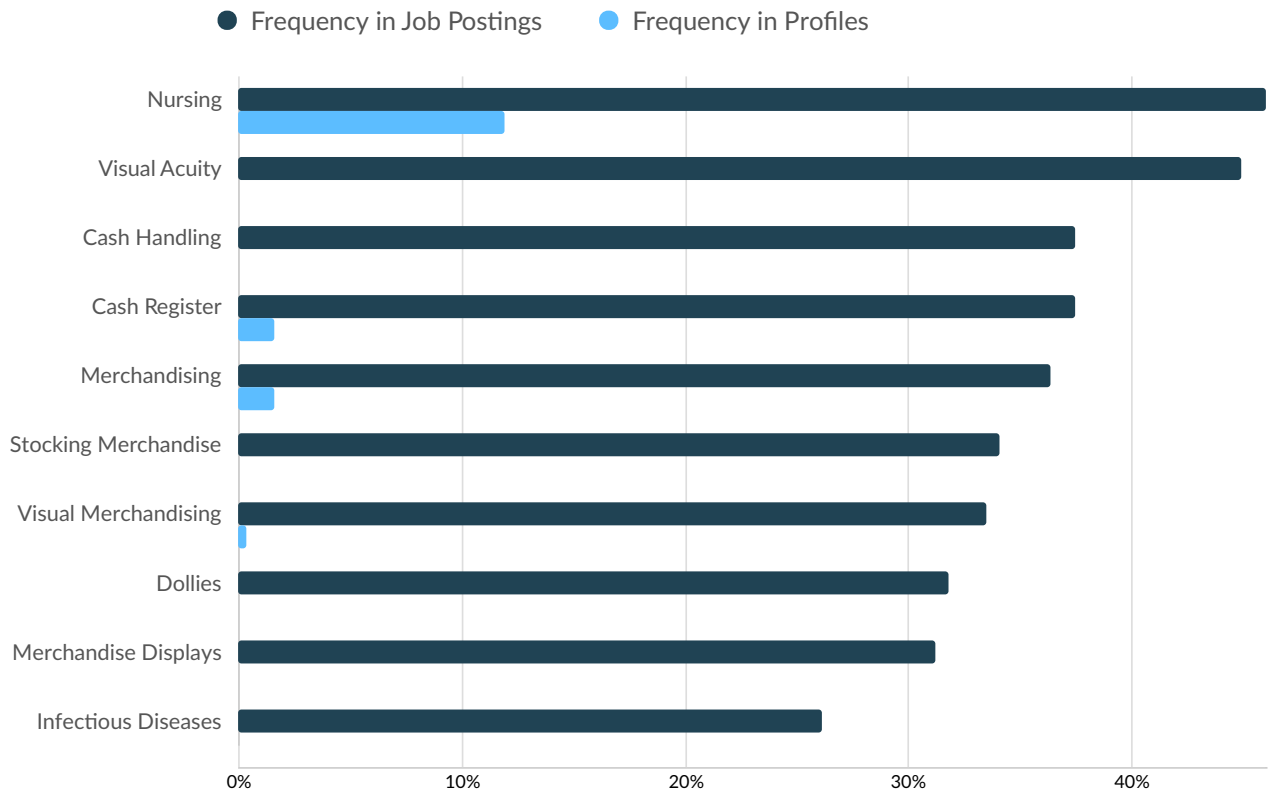
Top Posted Job Titles

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	37 / 28	1 : 1 	n/a
Registered Nurses	82 / 20	4 : 1 	11 days
Sales Associates	28 / 19	1 : 1 	n/a
Requisition Sales Associates	41 / 12	3 : 1 	n/a
Emergency Services Registered Nurses	27 / 8	3 : 1 	n/a
CDL-A Truck Drivers	30 / 8	4 : 1 	n/a
Primary Care Medical Assistants	15 / 6	3 : 1 	n/a
Requirements Managers	16 / 5	3 : 1 	n/a
Associate Sales Managers	5 / 5	1 : 1 	n/a
Marshals	7 / 5	1 : 1 	n/a

Top Industries

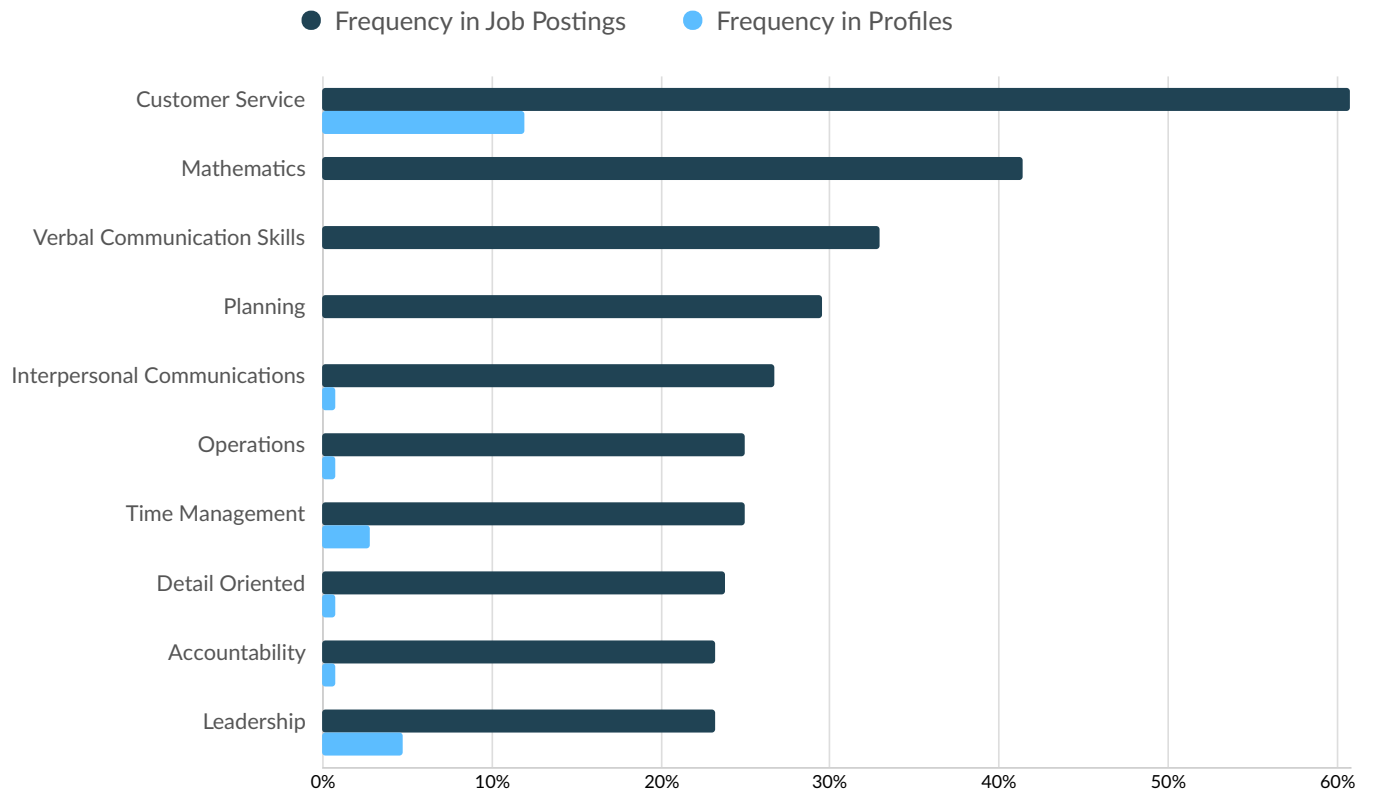
	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	262 / 87	3 : 1 	14 days
All Other General Merchandise Retailers	91 / 66	1 : 1 	n/a
Footwear Manufacturing	30 / 8	4 : 1 	n/a
Limited-Service Restaurants	11 / 6	2 : 1 	30 days
All Other Outpatient Care Centers	28 / 5	6 : 1 	n/a
Janitorial Services	5 / 2	3 : 1 	n/a
Home Health Care Services	8 / 2	4 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	81	46%	30	12%	+20.1%	Rapidly Growing
Visual Acuity	79	45%	0	0%	+18.9%	Growing
Cash Handling	66	38%	0	0%	+8.9%	Growing
Cash Register	66	38%	4	2%	+21.4%	Rapidly Growing
Merchandising	64	36%	4	2%	+15.0%	Growing
Stocking Merchandise	60	34%	0	0%	+18.0%	Growing
Visual Merchandising	59	34%	1	0%	+12.9%	Growing
Dollies	56	32%	0	0%	+16.7%	Growing
Merchandise Displays	55	31%	0	0%	+22.0%	Rapidly Growing
Infectious Diseases	46	26%	0	0%	+9.2%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	107	61%	30	12%	+5.2%	Stable
Mathematics	73	41%	0	0%	+20.2%	Rapidly Growing
Verbal Communication Skills	58	33%	0	0%	+4.1%	Lagging
Planning	52	30%	0	0%	+10.9%	Growing
Interpersonal Communications	47	27%	2	1%	+12.5%	Growing
Operations	44	25%	2	1%	+8.1%	Stable
Time Management	44	25%	7	3%	+14.5%	Growing
Detail Oriented	42	24%	2	1%	+7.1%	Stable
Accountability	41	23%	2	1%	+18.7%	Growing
Leadership	41	23%	12	5%	+8.5%	Stable








Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	82
American Red Cross (ARC) Certification	72
Registered Nurse (RN)	59
Basic Cardiac Life Support	32
Certified Medical Assistant (CMA)	29
Licensed Practical Nurse (LPN)	29
Advanced Cardiovascular Life Support (ACLS) Certification	27
Pediatric Advanced Life Support (PALS)	13
Trauma Nurse Core Course (TNCC)	12
Valid Driver's License	9

Top Advertised Benefits

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	62 / 17	4 : 1 	16 days
Insurance	48 / 13	4 : 1 	16 days
Paid Leave	38 / 12	3 : 1 	30 days
Education and Career Development	34 / 9	4 : 1 	30 days
Health and Wellness Benefits	4 / 3	1 : 1 	21 days
Work-Life Balance	6 / 2	3 : 1 	n/a
Supplemental Pay	2 / 1	2 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Mar 2026)
peopleanswers.com	68
mitalent.org	53
indeed.com	44
craigslist.org	6
dejobs.org	6
dollargeneral.com	3
jobserve.com	3
applicantpro.com	2
careerarc.com	2
healthcareers.com	2
myworkdayjobs.com	2
battlecreekrecruiter.com	1
cheektowagarecruiter.com	1
euclidrecruiter.com	1
gr8jobs.net	1
icims.com	1
mentorrecruiter.com	1
mishawakarecruiter.com	1
retirementjobs.com	1
westbloomfieldrecruiter.com	1
westsenecarecruiter.com	1

Appendix B

Sample Postings

MBA Candidates – Dollar General in Battle Creek, MI (Mar 2026 - Active)

STORE MANAGER CANDIDATE IN BATTLE CREEK, MI

Link to Live Job Posting: jobs.mitalent.org

Location: Battle Creek, 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.

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.

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

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

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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.

Sales Associates – Dollar General in Battle Creek, MI (Mar 2026 - Active)

SALES ASSOCIATE

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

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

Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and

ESSENTIAL JOB FUNCTIONS

Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent preferred.

WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

Assistant Store Managers – Dollar General in Marshall, MI (Mar 2026 - Active)

ASST STORE MANAGER - DGPP

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Assistant Store Managers

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

Under supervision of the Store Manager, manages the Non-Perishable Food and Merchandise Operations. Assists the Store Manager with efficient and effective inventory management, appealing and profitable merchandise presentation and quality customer service. Assists the Store Manager in ensuring a safe working environment and provides protection for company assets according to required procedures. Assists the Store Manager in ensuring staff and store compliance with all applicable food handling rules and regulations. DUTIES and

RESPONSIBILITIES

Follow company work processes to receive, open and unpack boxes, cartons and totes of merchandise. Stock merchandise, rotate and face merchandise on shelves, and build merchandise displays. Restock returned and recovered merchandise. Open the store a minimum of one day per week; close the store a minimum of one day per week. Authorize and sign for refunds and overrides; count register; drive to bank and deposit money in 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 with management of the store in the Store Manager's absence. Assist the Store Manager, as directed, with scheduling employees; enter payroll information into computer. As directed by the Store Manager, order drop-shipments. Assist the Store Manager with ordering; follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction, and inventory management issues on a weekly basis. Assist with the efficient staging, stocking and storage of merchandise. Ensure that merchandise is presented according to established practices and Store Manager direction; utilize merchandise fixtures properly including presentation, product pricing and signage. Assist in plan-o-gram implementation and maintenance. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Conduct safety meetings in absence of the Store Manager; help to maintain a clean, well-organized store and facilitate a safe and secure working and shopping environment. Provide superior customer service leadership. Comply with company policies and procedures; assist the

Store Manager in ensuring employee compliance. Assist Store Manager, as directed, in completing all paperwork and documentation according to guidelines and deadlines. Operate cash register and scanner to itemize and total customer's purchase; bag merchandise. Assist the Store Manager to ensure the execution of the stores 7 Day Workflow Plan as it relates to stocking standards and (Find -Fill - Fix) procedures. WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping, kneeling and reaching to run check out station and stock merchandise. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, rolltainers (four-wheel rolling merchandise carts) 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, attend meetings and travel to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. May be exposed to extreme cold in freezers.

Qualifications:

KNOWLEDGE, SKILLS and

ABILITIES

Ability to read and interpret operating statements and identify corrective actions to negative trends, if needed. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Ability to read and interpret documents such as diagrams, health regulations, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform cash register functions to generate reports. Knowledge of recruiting, interviewing, hiring, counseling and termination practices in compliance with applicable law and company requirements. Knowledge of all local and state food handling certifications and requirements. Basic knowledge of personal and network computer systems to communicate with corporate office, to create merchandise signage, to obtain and email data and information, etc. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Knowledge of inventory management and merchandising practices. Knowledge of food handling, safety and sanitation regulations. Ability to effectively communicate information and standards verbally and in writing to staff, suppliers and customers. Ability to interface with staff, suppliers and customers in a respectful and effective manner. Good organizational skills with attention to detail. Ability to solve problems and deal with a variety of situations relating to store operations and business relationships. Ability to obtain the required local and state food handling management certifications.

WORK EXPERIENCE

&/or

EDUCATION

High school diploma or equivalent strongly preferred. Three years of retail store experience preferred. Experience to include at least one to two years as a Department Head/Assistant Manager, or similar position in a retail grocery store or equivalent type operation or a current DG key carrier position with similar experience. Dollar General Corporation is an equal opportunity employer.

Store Perishables Managers – Dollar General in Albion, MI (Mar 2026 - Active)

STORE PERISHABLE MANAGER - DGPP

Link to Live Job Posting: www.indeed.com

Location: Albion, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Store Perishables Managers

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

Under general supervision of the Store Manager, manages the Perishable Departments including, produce, fresh meat, packaged meats, and dairy, frozen food, bread, and thaw and sell bakery products. Assists Store Manager with efficient and effective inventory management, appealing and profitable merchandise presentation and quality customer service. Assists the Store Manager in ensuring a safe working environment and provide protection for company assets according to required procedures. Assists the Store Manager in ensuring staff and store compliance with all food handling rules and regulations. DUTIES and

RESPONSIBILITIES

Assist Store Manager, as directed, in ensuring the financial integrity of the store through strict cash accountability, key control, and adherence to company security practices and cash control procedures. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications. Assist Store Manager in ensuring employee compliance. Maintain correct perishable stock levels based on store volume using the following tools Current Ads / Planners Produce Order guide Fresh Meat Recap and Order Guide Milk Sales history and order guide Vendor Order Guide Bread order planning and stales recap, Assist Store Manager, as directed, in training assigned associates in the proper presentation, freshness and pricing standards for all perishable areas. Assist Store Manager, as directed, in training assigned associates in the proper and safe handling of food in compliance with applicable rules and regulations. Train assigned associates in the proper stocking and rotation of Perishable products. Record Perishable Markdowns, while analyzing causes and taking corrective action to prevent recurrences. Train assigned associates in the proper grading and re-packaging standards in produce to minimize markdowns. Accurately record inventory levels as requested by the Store Support Center. Assist the Store Manager with ensuring that customers' needs and requests are routinely addressed in an efficient and timely manner. Maintain daily contact with customers to understand merchandise expectations and desires. Assist in ensuring compliance with sanitation standards and training associates assigned in the Perishable departments using the Cleaning Schedule. Assist with other operational areas as directed by the Store Manager.

Qualifications:

KNOWLEDGE, SKILLS and

ABILITIES

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. Ability to learn and perform cash register functions to generate reports. Ability to review Operating Statements and identify business trends (including sales, profitability and turn) expense control opportunities, shrink and errors. Knowledge of cash handling procedures including cashier accountability and deposit control. Knowledge of cash, facility and safety control policies and practices. Knowledge of inventory management and merchandising practices. Good organization skills with attention to detail Effective interpersonal and oral & written communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of and willingness to comply with company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications. Ability and willingness to obtain required certifications in food handling.

WORK EXPERIENCE

&/or

EDUCATION

High school diploma or equivalent strongly preferred One year of experience in a retail environment and six months supervisory experience preferred Previous lead experience and/or grocery store experience preferred. Attainment of required local and state food handling certifications, if applicable. Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

Assistant Store Managers – Dollar General in Battle Creek, MI (Mar 2026 - Active)

ASST STORE MGR

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Assistant Store Managers

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 Assistant Store Manager helps maintain a clean, well-organized store with a customer-first focus. At the direction and delegation of the Store Manager, the Assistant Store Manager assists with supervision of store employees, management and presentation of merchandise, completion of paperwork, and preparation of deposits. The Assistant Store Manager also performs stocking and cashiering functions, and performs other duties as necessary to maximize profitability and customer satisfaction while protecting company assets and reducing losses.

DUTIES and

ESSENTIAL JOB FUNCTIONS

Provide superior customer service leadership; greet and assist customers, and operate cash register and scanner to itemize the customer's purchase. Open and close the store a minimum of two days per week. Assist Store Manager with scheduling employees, providing adequate training for employees, conducting safety meetings, and ensuring employee compliance with company policies and procedures. Follow company work processes to manage merchandise, including receiving, unpacking, stocking, restocking and rotating merchandise on shelves and building merchandise displays. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Assist in implementation and maintenance of planograms; ensure merchandise is presented according to established practices and Store Manager direction. Assist in ensuring financial integrity of the store through strict cashier accountability, key control, adherences to company security practices and cash control procedures; authorize and sign for refunds and overrides, count register tills, and deposit money in bank. Assist with management of the store in the Store Manager's absence.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal, written and oral communication skills. Ability to solve problems and deal with a variety of situations. Good organization skills with attention to detail. 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. Ability to perform cash register functions and generate reports. Knowledge of cash, facility, and safety control policies and practices. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to drive own vehicle to the bank to deposit money. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of experience in a retail environment and six months supervisory experience preferred.

WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Occasional or regular driving/providing own transportation to make bank deposits, attend management meetings and travel to other Dollar General stores. 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.

Job Posting Analytics

Lightcast Q1 2026 Data Set

March 2026
Kalamazoo County



Michigan

Parameters

Select Timeframe: Mar 2026 - Mar 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

39

Unique Postings
185 Total Postings

5

Companies Posting
1,428 Total Companies

37 Days

Median Posting Duration
Regional Average: 25 Days

5 : 1

Posting Intensity



Regional Average: 3 : 1

Advertised Salary

There are 16 advertised salary observations (41% of the 39 matching postings).

\$78.15/hr

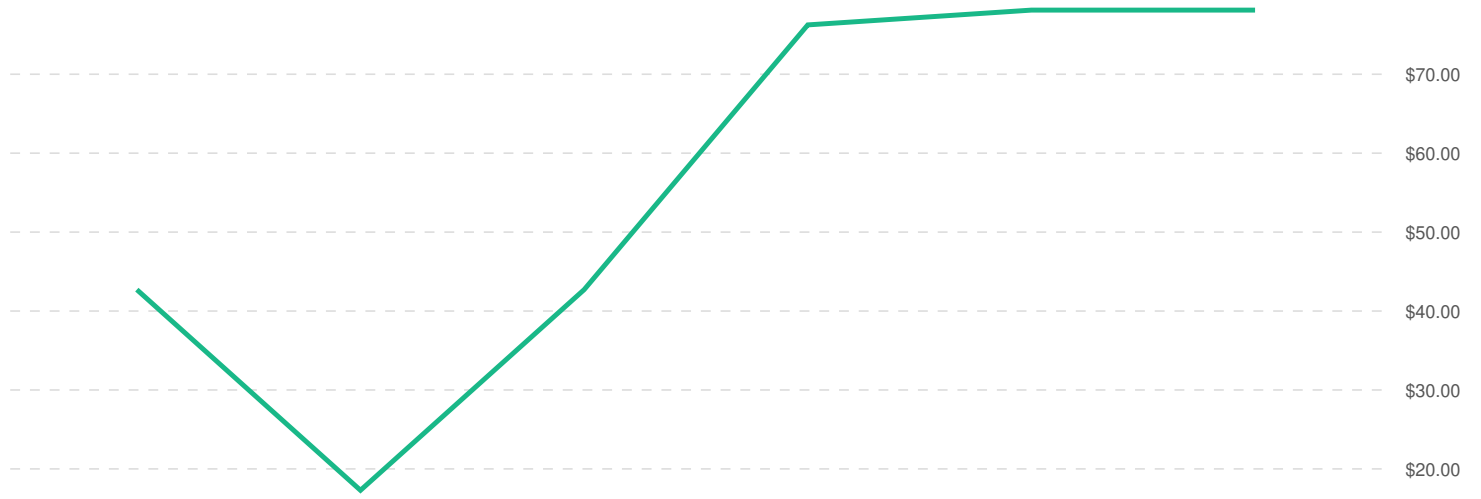
Median Advertised Salary



Advertised Salary Trend

▲ 83.0% Oct 2025 - Mar 2026

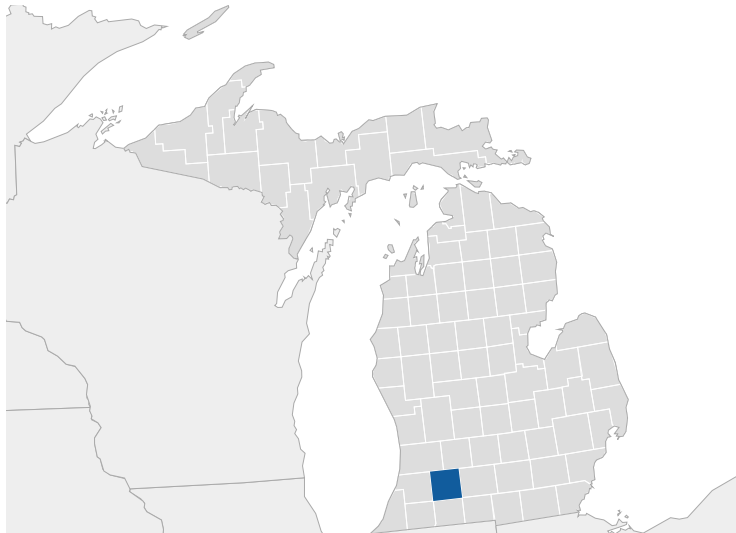
\$62.15 Median



37 Job Postings



Job Postings Regional Breakdown



County

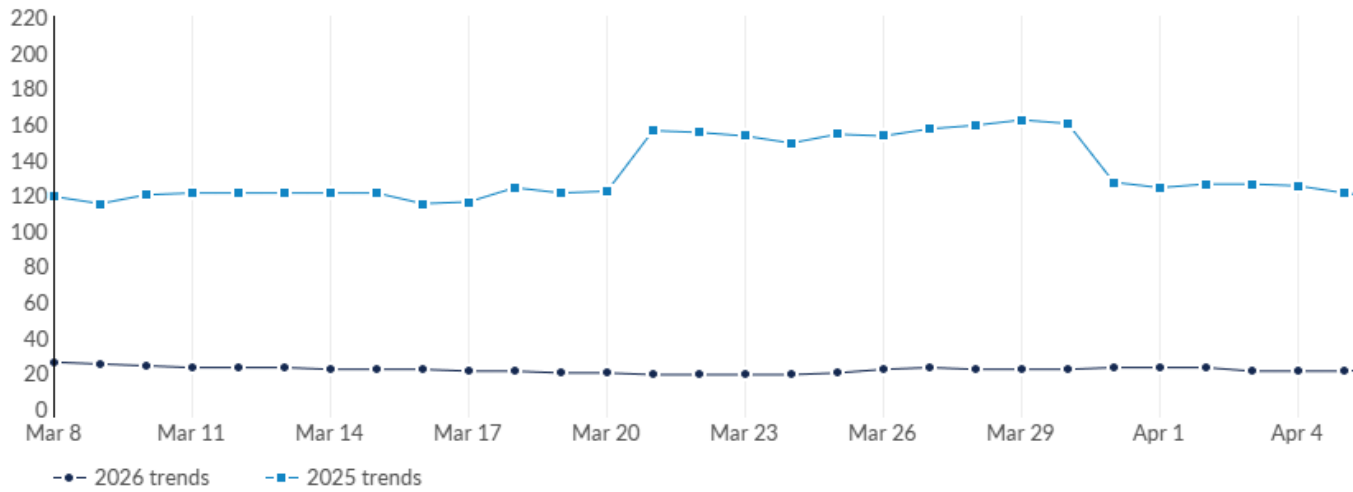
Unique Postings (Mar 2026)

Kalamazoo County, MI

39

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
March 8, 2026	26	119	-78.2%
March 9, 2026	25	115	-78.3%
March 10, 2026	24	120	-80.0%
March 11, 2026	23	121	-81.0%
March 12, 2026	23	121	-81.0%
March 13, 2026	23	121	-81.0%
March 14, 2026	22	121	-81.8%
March 15, 2026	22	121	-81.8%
March 16, 2026	22	115	-80.9%
March 17, 2026	21	116	-81.9%
March 18, 2026	21	124	-83.1%
March 19, 2026	20	121	-83.5%
March 20, 2026	20	122	-83.6%
March 21, 2026	19	156	-87.8%
March 22, 2026	19	155	-87.7%
March 23, 2026	19	153	-87.6%
March 24, 2026	19	149	-87.2%
March 25, 2026	20	154	-87.0%

March 26, 2026	22	153	-85.6%
March 27, 2026	23	157	-85.4%
March 28, 2026	22	159	-86.2%
March 29, 2026	22	162	-86.4%
March 30, 2026	22	160	-86.3%
March 31, 2026	23	127	-81.9%
April 1, 2026	23	124	-81.5%
April 2, 2026	23	126	-81.7%
April 3, 2026	21	126	-83.3%
April 4, 2026	21	125	-83.2%
April 5, 2026	21	121	-82.6%
April 6, 2026	22	118	-81.4%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	5	13%
High school or GED	12	31%
Associate's degree	12	31%
Bachelor's degree	18	46%
Master's degree	9	23%
Ph.D. or professional degree	3	8%






Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	12	0	31%
Associate's degree	6	6	15%
Bachelor's degree	12	6	31%
Master's degree	3	6	8%
Ph.D. or professional degree	1	2	3%



Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	13	33%
0 - 1 Years	7	18%
2 - 3 Years	6	15%
4 - 6 Years	8	21%
7 - 9 Years	3	8%
10+ Years	2	5%









Top Companies Posting

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Bronson Healthcare	21 / 14	2 : 1 	36 days
Stryker	117 / 11	11 : 1 	37 days
Kalamazoo County Government	10 / 7	1 : 1 	n/a
Western Michigan University	32 / 5	6 : 1 	31 days
Zoetis	5 / 2	3 : 1 	n/a











Top Cities Posting

City	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	72 / 30	2 : 1 	31 days
Portage, MI	113 / 9	13 : 1 	37 days











Top Posted Occupations

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	17 / 11	2 : 1 	11 days
Software Developers	14 / 8	2 : 1 	37 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	30 / 6	5 : 1 	31 days
Health Technologists and Technicians, All Other	7 / 4	2 : 1 	37 days
Medical Assistants	7 / 4	2 : 1 	28 days
Managers, All Other	5 / 2	3 : 1 	n/a
Computer Occupations, All Other	102 / 2	51 : 1 	37 days
Licensed Practical and Licensed Vocational Nurses	3 / 2	2 : 1 	n/a









Top Posted Occupations

Occupation (O*NET)	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	17 / 11	2 : 1 	11 days
Software Developers	14 / 8	2 : 1 	37 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	30 / 6	5 : 1 	31 days
Medical Assistants	7 / 4	2 : 1 	28 days
Regulatory Affairs Managers	5 / 2	3 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	3 / 2	2 : 1 	n/a
Health Technologists and Technicians, All Other	4 / 2	2 : 1 	37 days
Patient Representatives	3 / 2	2 : 1 	n/a
Computer Occupations, All Other	101 / 1	101 : 1 	40 days
Information Technology Project Managers	1 / 1	1 : 1 	37 days






Top Posted Occupations

Occupation	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	16 / 10	2 : 1 	11 days
Software Developer / Engineer	14 / 8	2 : 1 	37 days
Office / Administrative Assistant	30 / 6	5 : 1 	31 days
Medical Assistant	7 / 4	2 : 1 	28 days
Licensed Practical / Vocational Nurse	3 / 2	2 : 1 	n/a
Regulatory Affairs Manager	5 / 2	3 : 1 	n/a
Patient Advocate / Navigator	1 / 1	1 : 1 	n/a
Registrar / Patient Service Representative	2 / 1	2 : 1 	n/a
Nursing Manager / Supervisor	1 / 1	1 : 1 	n/a
Emergency Room / Department Technician	2 / 1	2 : 1 	37 days

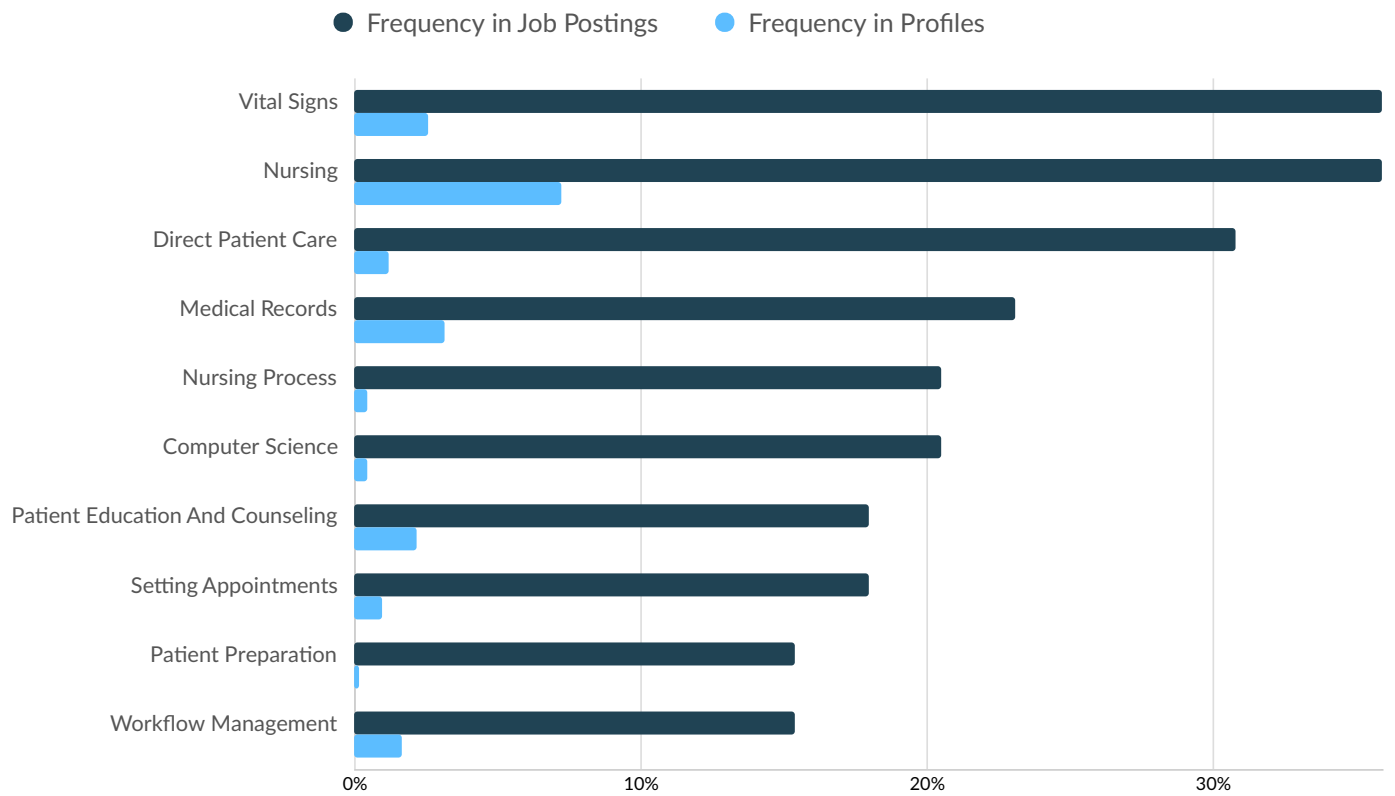
Top Posted Job Titles

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Administrative Assistants	29 / 5	6 : 1 	31 days
Medical Assistants	3 / 2	2 : 1 	36 days
Nurses	2 / 2	1 : 1 	n/a
Licensed Practical Nurses	3 / 2	2 : 1 	n/a
Staff Embedded Software Engineers	5 / 2	3 : 1 	47 days
Associate Directors of Regulatory Affairs	5 / 2	3 : 1 	n/a
OB/GYN Registered Nurses	2 / 2	1 : 1 	n/a
Digital Transformation Managers	1 / 1	1 : 1 	37 days
Workday Integration Consultants	101 / 1	101 : 1 	40 days
Recovery Coaches	1 / 1	1 : 1 	n/a

Top Industries

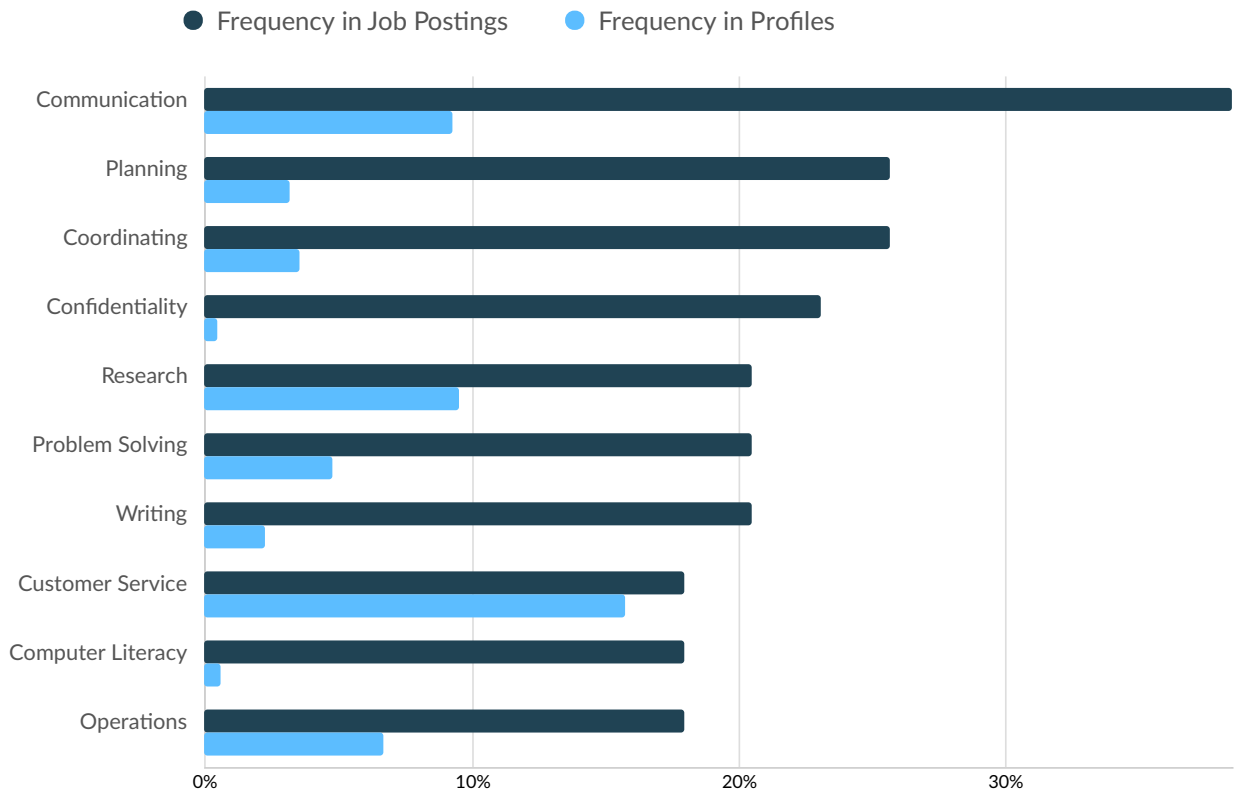
	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	21 / 14	2 : 1 	36 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	117 / 11	11 : 1 	37 days
Other General Government Support	10 / 7	1 : 1 	n/a
Colleges, Universities, and Professional Schools	32 / 5	6 : 1 	31 days
Pharmaceutical Preparation Manufacturing	5 / 2	3 : 1 	n/a

Top Specialized Skills



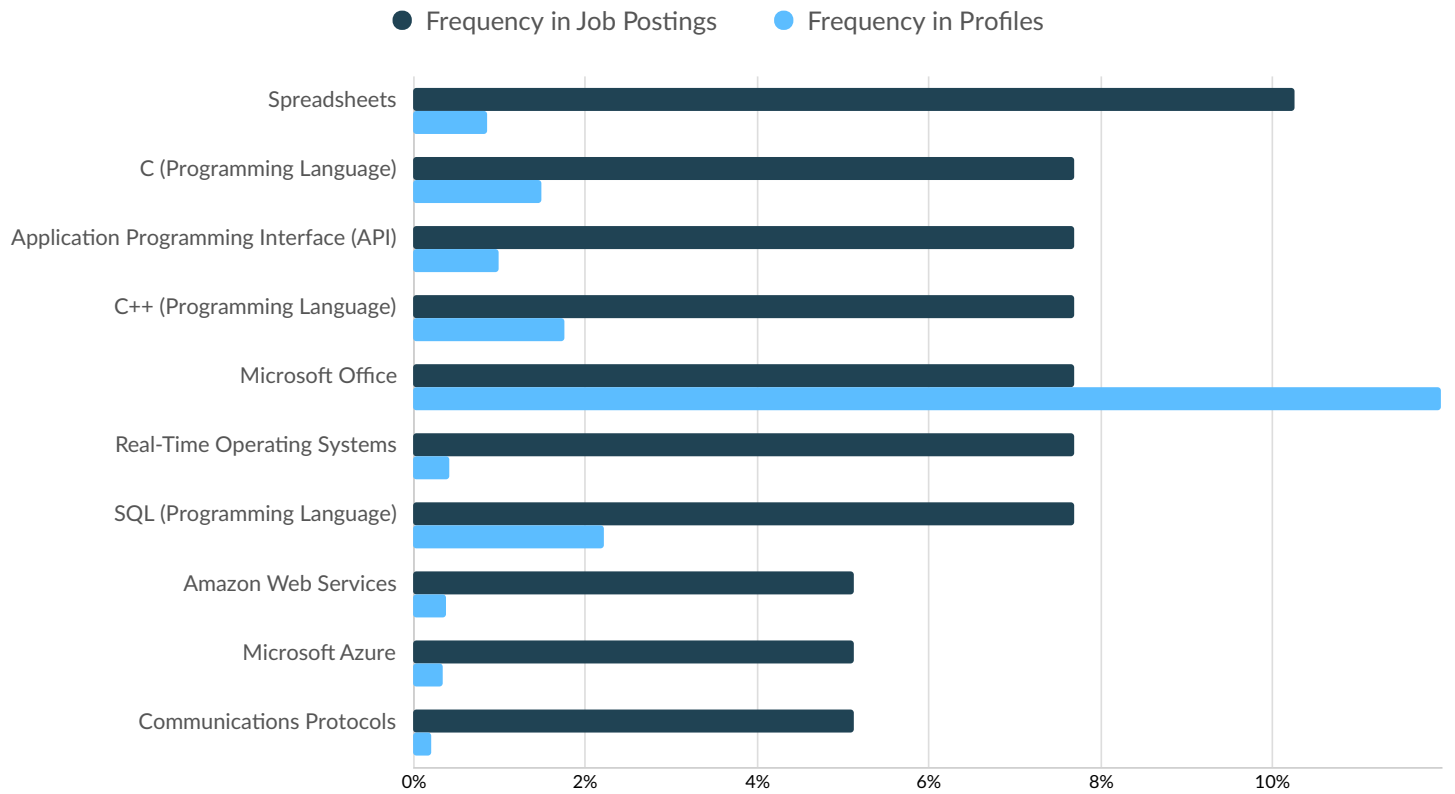
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Vital Signs	14	36%	60	3%	+17.2%	Growing
Nursing	14	36%	169	7%	+20.1%	Rapidly Growing
Direct Patient Care	12	31%	28	1%	+16.6%	Growing
Medical Records	9	23%	73	3%	+12.5%	Growing
Nursing Process	8	21%	11	0%	+24.2%	Rapidly Growing
Computer Science	8	21%	11	0%	+26.8%	Rapidly Growing
Patient Education And Counseling	7	18%	51	2%	+11.6%	Growing
Setting Appointments	7	18%	23	1%	+10.9%	Growing
Patient Preparation	6	15%	4	0%	+15.8%	Growing
Workflow Management	6	15%	39	2%	+18.0%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	15	38%	216	9%	+3.6%	Lagging
Planning	10	26%	74	3%	+10.9%	Growing
Coordinating	10	26%	83	4%	+14.7%	Growing
Confidentiality	9	23%	11	0%	0.0%	
Research	8	21%	222	10%	+17.2%	Growing
Problem Solving	8	21%	112	5%	+11.3%	Growing
Writing	8	21%	53	2%	+11.8%	Growing
Customer Service	7	18%	367	16%	+5.2%	Stable
Computer Literacy	7	18%	14	1%	+3.2%	Lagging
Operations	7	18%	157	7%	+8.1%	Stable

Top Software Skills








	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	4	10%	20	1%	+22.2%	Rapidly Growing
C (Programming Language)	3	8%	35	2%	+10.1%	Growing
Application Programming Interface (API)	3	8%	23	1%	+9.5%	Growing
C++ (Programming Language)	3	8%	41	2%	+10.0%	Growing
Microsoft Office	3	8%	279	12%	+18.5%	Growing
Real-Time Operating Systems	3	8%	10	0%	+8.5%	Growing
SQL (Programming Language)	3	8%	52	2%	+6.4%	Stable
Amazon Web Services	2	5%	9	0%	+24.0%	Rapidly Growing
Microsoft Azure	2	5%	8	0%	+28.9%	Rapidly Growing
Communications Protocols	2	5%	5	0%	+11.7%	Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	12
Basic Life Support (BLS) Certification	7
Registered Medical Assistant (RMA)	3
Valid Driver's License	3
Advanced Life Support	3
Certified Clinical Medical Assistant (CCMA)	3
Certified Medical Assistant (CMA)	3
Licensed Practical Nurse (LPN)	3
Certification In Electronic Fetal Monitoring (C-EFM)	3
Trauma Nurse Core Course (TNCC)	1

Top Advertised Benefits

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Insurance	28 / 8	4 : 1 	31 days
Retirement and Savings	7 / 5	1 : 1 	n/a
Education and Career Development	5 / 4	1 : 1 	n/a
Paid Leave	5 / 4	1 : 1 	n/a
Health and Wellness Benefits	4 / 3	1 : 1 	n/a
Supplemental Pay	2 / 1	2 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Mar 2026)
indeed.com	22
mitalent.org	15
myworkdayjobs.com	7
hercjobs.org	5
dejobs.org	3
dice.com	3
scholarshipdb.net	3
stryker.com	3
wmujobs.org	3
diversityjobs.com	2
healthjobsnationwide.com	2
disabledperson.com	1

Appendix B

Sample Postings

Registered Nurse (RN) - Bronson Outpatient Surgery - PRN

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Outpatient Surgery Registered Nurses

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 BMH Bronson Methodist Hospital Outpatient Surgery Center Title Registered Nurse (RN) - Bronson Outpatient Surgery - PRN Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS is required for some RNs, unit specific RNs in Labor & Delivery and Mother/Baby/Antepartum at

BMH & BBC

Specific :

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months of completing intermediate fetal monitoring Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 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.

Standards of Practice:

The registered nurse collects comprehensive data pertinent to the patients' health or the situation. o Assesses the patient's physical and developmental needs o Analyzes assessment data to identify appropriate patient needs o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients o Reviews vital signs to assess condition of patient and detect deviations from normal. The registered nurse analyzes the assessment data to determine patient problems or issues o Uses the assessment data to identify

patient problems o Confirms problems with patient and family when appropriate o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record The registered nurse identified expected outcomes for a plan individualized to the patient o Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations. o Coordinates discharge planning for outcomes not achieved utilizing the continuum of care available. The registered nurse develops a plan that prescribes interventions to attain expected outcomes. o Incorporates clinical pathways into the plan when appropriate o Develops individualized interventions with patient input when appropriate o Considers data from other members of the healthcare team when developing the plan of care The registered nurse implements the identified plan. o Implements appropriate interventions. o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies o Utilizes evidence-based interventions specific to the patients plan o Maintains awareness of comfort and safety needs of the patient. o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. o Manages the care plan for patients by organizing and delegation patient care interventions to be implemented. Evaluates the effectiveness of care given by self and others. The registered nurse evaluates progress toward attainment of the expected outcomes o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. o Documents the patient response toward the expected outcomes.

Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice. o Participates in quality improvement activities o Uses the results of quality improvement activities to initiate changes in nursing practice. The registered nurse attains knowledge and competency that reflects current nursing practice. o Participates in ongoing educational activities related to appropriate knowledge and professional issues. o Maintains professional records that provide evidence of competency and continued ongoing educational activities. The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations. o Provides age appropriate care in a culturally and ethnically sensitive manner. o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. o Participates in systematic peer review as appropriate. The registered nurse interacts with and contributes to the professional development of peers and colleagues. o Shares knowledge and skills with peers and colleagues o Maintains compassionate and caring relationships with peers and colleagues o Contributes to a supportive and healthy work environment. The registered nurse collaborates with patient, family, and others in the conduct of nursing practice. o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care. The registered nurse integrates ethical provisions in all areas of practice. o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights. o Demonstrates a commitment to connecting with self and others through relationship centered care giving. o Serves as a patient advocate The registered nurse integrates research finding into practice. o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time. Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the

surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL -"Swing beds". This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours Shift Variable Time Type Part time Scheduled Weekly Hours 10
Cost Center 5755 Bronson Outpatient Surgery Center - Waln (BMH) 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.

Clinical Registered Nurse - Full Time, 40 hours/week - Bronson OB/GYN & Midwifery Specialists- Kalamazoo

Link to Live Job Posting: www.healthjobsnationwide.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: OB/GYN Registered Nurses

CURRENT BRONSON EMPLOYEES

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- Full Time, 40 hours/week
- Bronson OB/GYN & Midwifery Specialists
- Kalamazoo Working under provider's direction, provides all general nursing staff functions for the practice.

Records vital signs, provides initial patient assessment, obtains concise patient history, and provides clinical information and support to providers. Processes and posts information to patient's charts and provides patient and family with education regarding medications, treatment and care, and patient referrals. Additional responsibilities include assisting in other areas as needed and phone triage of patients. Employees providing direct patient care must demonstrate competencies specific to the population served. Diploma, Associate's or Bachelor's degree in Nursing required 6-12 months experience in healthcare preferred Licensed RN in good standing with the State of Michigan required. BLS certification required Must possess excellent interpersonal and effective problem solving and prioritization skills and the ability to process information in a confidential manner Must be able to communicate clearly and effectively with patients, doctors and other staff; ability to maintain patient confidentiality Ability to work independently Ability to think, as well as function, as an integral team member with other healthcare professionals Must possess excellent computer skills with ability to read, interpret and analyze data from various computer systems Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 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. Prepares for patient appointments. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are available. Prepares patients for examinations including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Provides initial assessment of patient's condition to physician as needed. Triage calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists provider with minor and emergency procedures and examinations. Follows instructions of physicians and provides reassurance for patients during examination. Under direction of provider, schedules tests and procedure for patients in other departments of facilities. Prepares patients for the exams and procedures by providing appropriate instructions. Documents results from ordered tests/procedures. Notifies patients of results and documents in medical record appropriately. Performs point of care laboratory tests as directed by the physician. Accurately documents required information in patient's medical record. Coordinate admissions, referrals, facilitates prescriptions requests. Under the directions of the provider, provides patient and family with appropriate education regarding their care. Takes verbal, telephone and written orders for medications from physicians. Knowledgeably administers treatment as requested by the physician including dispensing ordered medications (may be oral, I.M., or s/q) and properly records all data. Maintains and reviews patient records, charts, and other pertinent information. Records test and assessment results in patient chart. Participates in performance improvement monitoring. Collects and collates data for monitoring quality of care and works to ensure all

delivered care meets appropriate standards. Uses the results of quality improvement activities to initiate changes in nursing practice. Assures proper communication back to other healthcare team members. Attends staff and other meetings as required. Participates in ongoing educational activities related to appropriate knowledge and professional issues. Maintains professional records that provide evidence of competency and continued ongoing educational activities. Assists in completion of miscellaneous forms (Workers Compensation, Disability, and State of Michigan) as required. Interacts with and contributes to the professional development of colleagues by knowledge sharing. Stocks supplies and maintains examination rooms. Familiar with various insurance and referral policies. Attends staff, educational, or other meetings as required. Performs other related duties as assigned. Shift First Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$5,000.00 Retention Bonus External Candidates Only, \$5,000.00 Scheduled Weekly Hours 40 Cost Center 8610 Bronson Womens Services Downtown (BMH) 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.

Staff Embedded Software Engineers – Stryker in Portage, MI (Mar 2026 - Active)

Staff Software Engineer- Medical Device Embedded SW (Hybrid)

Link to Live Job Posting: www.healthjobsnationwide.com

Location: Portage, MI

O*NET: 15-1252.00

Company: Stryker

Job Title: Staff Embedded Software Engineers

Work Flexibility:

Hybrid or Onsite We are seeking a highly experienced Staff Software Engineer to help design, develop, and maintain software for safety-critical medical devices. This role requires deep technical expertise in embedded and application software, strong technical leadership, and hands-on experience developing software in regulated medical device environments . You will play a key role in defining software architecture, guiding technical decisions, and ensuring compliance with applicable FDA and international medical device regulations and standards , while remaining actively involved in development. What You Will Do Lead the design, implementation, and testing of medical device software in compliance with regulatory standards Develop high-quality, maintainable software using C, C++, Linux, and Qt/QML Ensure software development activities comply with

IEC 62304

(Medical Device Software - Software Life Cycle Processes) Participate in and support risk management activities in accordance with

ISO 14971

, including hazard analysis and risk controls related to software Contribute to system-level requirements, software requirements, and traceability between requirements, design, implementation, and verification artifacts Collaborate with Quality, Regulatory, Systems Engineering, and Hardware teams to support FDA design controls (21 CFR 820 / Quality System Regulation) Support software verification and validation activities, including test planning, execution, and documentation Participate in design reviews, code reviews, and technical risk assessments Mentor engineers and establish best practices for compliant software development, documentation, and review processes What You Need (Required Qualifications) Bachelor's degree in Computer Engineering, Computer Science, Electrical Engineering or related disciplines 4+ years of experience in software engineering, with experience with embedded systems Extensive professional experience in software engineering with demonstrated staff-level technical leadership Strong proficiency in C and C++ for embedded and system-level software Hands-on experience with Qt and QML for application and user interface development Experience working within a regulated development environment requiring formal documentation, reviews, and traceability Preferred Qualifications Experience with Real-Time Operating Systems (RTOS) Knowledge of embedded and medical device communication protocols (e.g., UART, SPI, I²C, Ethernet, USB, CAN) Experience implementing and maintaining CI/CD pipelines in regulated or embedded development environments Experience with test automation , including unit, integration, and system testing Familiarity with: FDA Design Controls and submissions support (e.g., 510(k), PMA)

IEC 60601

considerations as they relate to software Cybersecurity guidance for medical devices (e.g., FDA premarket cybersecurity guidance)

Travel Percentage:

20% Stryker Corporation is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, sex, gender identity, sexual orientation, national origin, disability, or protected veteran status. Stryker is an EO employer - M/F/Veteran/Disability. Stryker Corporation will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Senior Principal Solution Architect, AI Enhanced Software Delivery (REMOTE)

Link to Live Job Posting: jobs.mitalent.org

Location: Kalamazoo, MI

O*NET: 15-1252.00

Company: Stryker

Job Title: Solution Architects/Principal Consultants

What you will do: The AI Enabled Delivery Engineer will select, implement, and operationalize tools that accelerate software delivery, reduce manual effort, improve code quality and reduce defects in productionized solutions. You will enable and support teams to update workflows, adopt best practices and implement tooling effectively, and support leaders in measuring KPIs across adoption, impact, and value. Solicit feedback from key stakeholders in Enterprise Digital Technology and divisional engineering teams to identify efficiency opportunities Create and establish buy-in for a software engineering strategy that implements AI tooling to address identified opportunities Responsible for evaluating/selecting tools aligned to strategy. Lead implementation, integration, and rollout of selected tools. Serve as technical lead for adoption of tooling for pilot projects. Support Agile coaching partners during pilot phases. Act as SME for selected tools and author enablement playbooks and enterprise-wide guidance documents. Identify KPIs to measure adoption, impact and value Coach resource managers on implementation and reporting. Participate in AI governance and collaborate with intranet team to publish guidance ('AI Hub'). Serve as domain expert in all aspects of the software delivery life cycle (SDLC), with an emphasis on Agile and modern development methodologies. Special projects/assignments as required. What you need:

Required:

Bachelor's Degree in Computer Science, Engineering, Computer Information Systems, or a similar degree required. 10+ years of professional experience. 5+ years of experience acting as a technical lead for projects and resources. 5+ years of experience as engineering practitioner in modern software development methodologies (Agile, Git, DevOps, CI/CD, VCS). 5+ years of experience with Cloud native technologies (PaaS, SaaS & Azure, AWS or GCP) and relative design concepts (distributed, event driven architectures). 5+ years of experience with writing code in multiple languages, frameworks and environments. 2+ years of experience using a coding agent such as

Github Co-Pilot, Cursor AI, Codex Preferred:

Master's degree in MIS, MBA or related technical disciplines preferred. Demonstrated expertise in a variety of the systems development concepts, practices, and procedures Experience designing and/or working with distributed, event-driven architectures. Demonstrated experience working with business stakeholders, mapping processes and identifying user requirements. Experience understanding, evaluating, and recommending changes to business processes is required. Experience developing business process methodologies that deliver measurable results. \$135,600 - \$293,700 salary plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors.

Posted Date:

03/27/2026 This role will be posted for a minimum of 3 days.

Back End Software Engineers — Stryker in Portage, MI (Mar 2026 - Apr 2026)

Senior Back-end Software Engineer

Link to Live Job Posting: Posting is no longer active

Location: Portage, MI

O*NET: 15-1252.00

Company: Stryker

Job Title: Back End Software Engineers

Stryker's Edge Product Engineering team is hiring a •Senior Software Engineer•focused on backend systems to build secure, scalable, and high-performance services for clinical communication and workflow solutions. As a senior engineer, you will help modernize our backend architecture, integrate distributed systems, and contribute to the foundation of mission-critical hospital operations. You will work across Java and Java-based frameworks, Kafka-based event systems, and deploy across multi-cloud environments including GCP, AWS, and Azure. While this role is backend-focused, you will collaborate closely with dedicated client engineering teams. •What You Will Do•+ Design, build, and maintain cloud-native microservices using Java based frameworks and Node.js. + Develop robust APIs and service contracts using gRPC, REST, or similar technologies. + Build and optimize Kafka-based event-driven architectures for high-throughput communication. + Investigate and resolve production escalations (T3) by working across logs, metrics, and distributed traces. + Collaborate on hotfixes and patch releases as part of incident management, including on-call rotations + Lead and support root cause analysis (RCA) efforts with clear documentation and stakeholder communication + Modernize and refactor legacy services into containerized and cloud-optimized components. + Deploy and monitor services in GCP, AWS, and/or Azure using CI/CD pipelines and observability frameworks. + Drive security, scalability, and performance improvements across services. + Collaborate with system architects, product owners, DevOps, and cross-functional teams to define architecture, APIs, and data contracts. •What You Need (Required Qualifications)•+ Bachelor's degree Computer Science, Software Engineering or related discipline. + 2+ years of experience developing software applications. + Hands on development in Java and Java based frameworks, performance tuning, and root cause analysis + Experience supporting critical production environments and participating in on-call rotations. + Strong understanding of SQL databases such as SQL Server or PostgreSQL •Preferred Qualifications (Strongly Desired)•+ Proficiency in OOP design patterns and best practices in Java and supporting frameworks like Spring/Sprint Boot/Hibernate + Strong understanding of API lifecycle, microservice patterns, and operational monitoring/logging. + Hands-on experience building and consuming APIs (REST/gRPC) and working in microservices environments. + Experience with SQL (Postgre

SQL, SQL

Server) and exposure to NoSQL (e.g., MongoDB) + Familiarity with cloud services (AWS, GCP and/or Azure), container orchestration (Docker, Kubernetes), and CI/CD (GitHub Actions, Azure DevOps, Jenkins). + Experience with performance profiling tools (JProfiler, or similar tools) + Experience with observability tools (tracing, metrics, logs) using Datadog and/or CloudWatch. + Exposure to infrastructure-as-code (Terraform). + Understanding of secure development practices, RBAC, OAuth2/SAML integrations. + Experience in a regulated industry, especially healthcare or medical devices. \$89,300 - \$193,400 salary plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors.

Posted Date:

03/26/2026 This role will be posted for a minimum of 3 days.

Health benefits include:

Medical and prescription drug insurance, dental insurance, vision insurance, critical illness insurance, accident insurance, hospital indemnity insurance, personalized healthcare support, wellbeing program and tobacco cessation program.

Financial benefits include:

Health Savings Account (HSA), Flexible Spending Accounts (FSAs), 401(k) plan, Employee Stock Purchase Plan (ESPP), basic life and AD&D insurance, and short-term disability insurance. Stryker offers innovative products and services in MedSurg, Neurotechnology, Orthopaedics and Spine that help improve patient and healthcare outcomes. Alongside its customers around the world, Stryker impacts more than 150 million patients annually. Depending on customer requirements employees and new hires in sales and field roles that require access to customer accounts as a function of the job may be required to obtain various vaccinations as an essential function of their role.

Stryker Corporation is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, sex, gender identity, sexual orientation, national origin, disability, or protected veteran status. Stryker is an EO employer - M/F/Veteran/Disability.

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

March 2026
St. Joseph County



Michigan

Parameters

Select Timeframe: Mar 2026 - Mar 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

57

Unique Postings
117 Total Postings


5

Companies Posting
305 Total Companies

23 Days

Median Posting Duration
Regional Average: 22 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

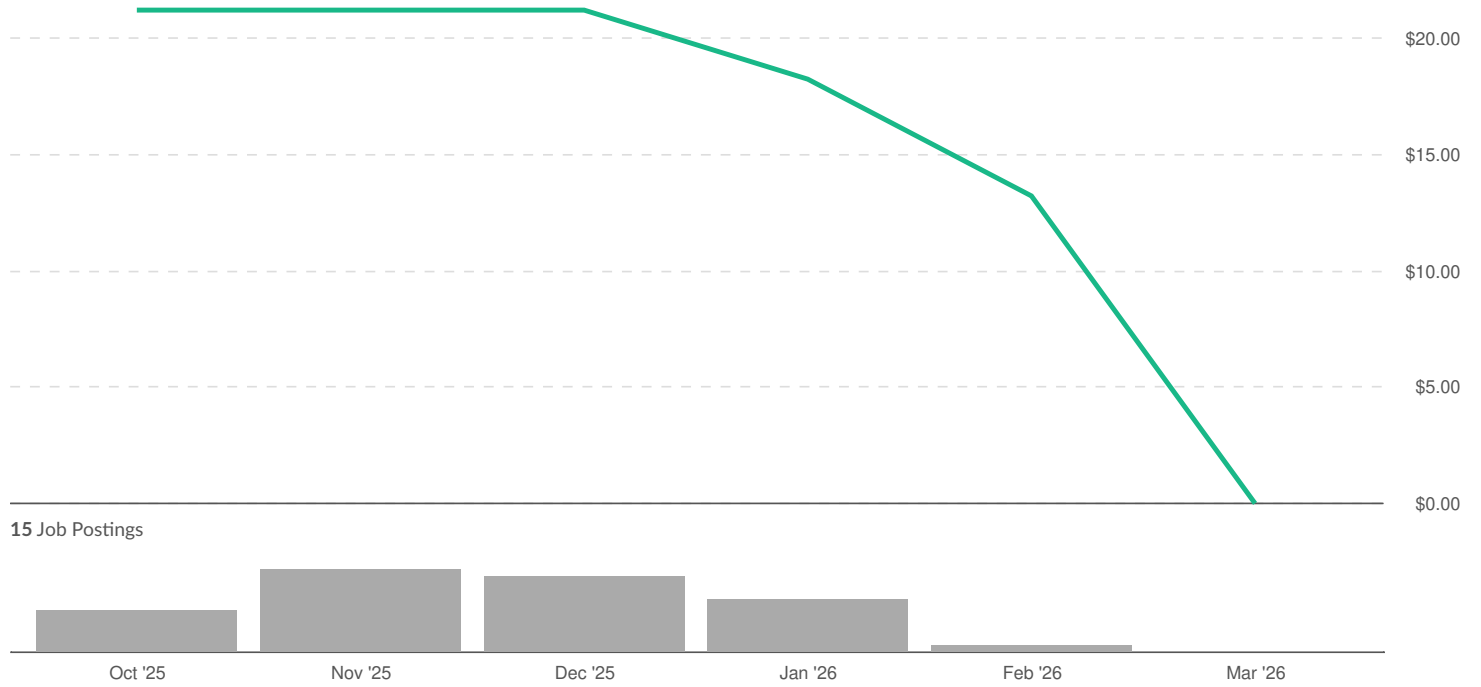
Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

▼ 100.0% Oct 2025 - Mar 2026

\$21.23 Median



Job Postings Regional Breakdown



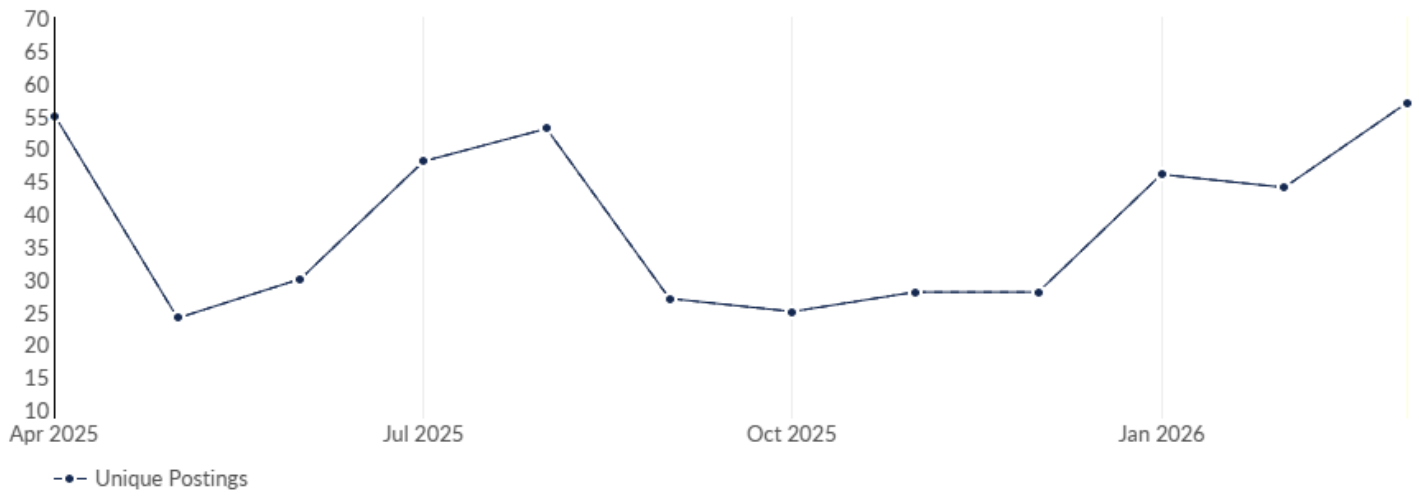
County

Unique Postings (Mar 2026)

St. Joseph County, MI

57

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Mar 2026	57	2 : 1
Feb 2026	44	2 : 1
Jan 2026	46	2 : 1
Dec 2025	28	2 : 1
Nov 2025	28	3 : 1
Oct 2025	25	3 : 1
Sep 2025	27	3 : 1
Aug 2025	53	2 : 1
Jul 2025	48	2 : 1
Jun 2025	30	2 : 1
May 2025	24	3 : 1
Apr 2025	55	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	8	14%
High school or GED	48	84%
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	48	0	84%
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	30	53%
0 - 1 Years	25	44%
2 - 3 Years	2	4%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%








Top Companies Posting

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Dollar General	70 / 46	2 : 1 	n/a
Meijer	36 / 6	6 : 1 	5 days
Birch Meadows Senior Care	2 / 2	1 : 1 	23 days
Arby's	8 / 2	4 : 1 	n/a
State of Michigan	1 / 1	1 : 1 	n/a



Top Cities Posting

City	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Three Rivers, MI	53 / 19	3 : 1 	23 days
Sturgis, MI	25 / 10	3 : 1 	n/a
Constantine, MI	7 / 6	1 : 1 	n/a
White Pigeon, MI	9 / 6	2 : 1 	n/a
Burr Oak, MI	6 / 4	2 : 1 	n/a
Centreville, MI	6 / 4	2 : 1 	n/a
Colon, MI	5 / 4	1 : 1 	n/a
Mendon, MI	6 / 4	2 : 1 	n/a








Top Posted Occupations

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	38 / 25	2 : 1 	n/a
Retail Salespersons	35 / 23	2 : 1 	5 days
Food Service Managers	8 / 2	4 : 1 	n/a
Home Health and Personal Care Aides	2 / 2	1 : 1 	23 days
Fast Food and Counter Workers	18 / 2	9 : 1 	n/a
Cashiers	15 / 2	8 : 1 	n/a
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a










Top Posted Occupations

Occupation (O*NET)	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	38 / 25	2 : 1 	n/a
Retail Salespersons	35 / 23	2 : 1 	5 days
Food Service Managers	8 / 2	4 : 1 	n/a
Personal Care Aides	2 / 2	1 : 1 	23 days
Fast Food and Counter Workers	18 / 2	9 : 1 	n/a
Cashiers	15 / 2	8 : 1 	n/a
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a





Top Posted Occupations

Occupation	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	38 / 25	2 : 1 	n/a
Retail Sales Associate	35 / 23	2 : 1 	5 days
Caregiver / Personal Care Aide	2 / 2	1 : 1 	23 days
Fast Food / Counter Worker	18 / 2	9 : 1 	n/a
Restaurant / Food Service Manager	8 / 2	4 : 1 	n/a
Cashier	15 / 2	8 : 1 	n/a
Field Service Technician	1 / 1	1 : 1 	n/a

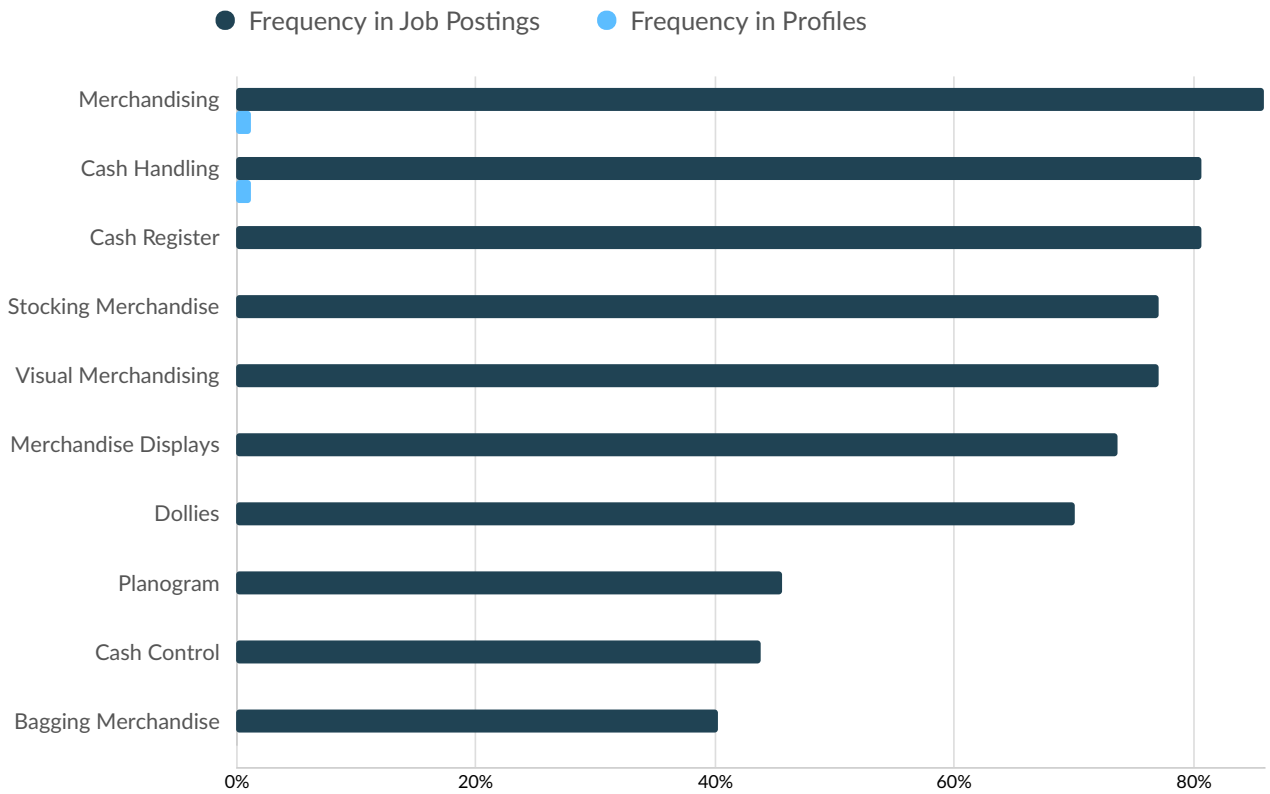
Top Posted Job Titles

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	32 / 21	2 : 1 	n/a
Sales Associates	23 / 12	2 : 1 	n/a
Associate Sales Managers	8 / 8	1 : 1 	n/a
Assistant Managers	8 / 2	4 : 1 	n/a
Caregivers	2 / 2	1 : 1 	23 days
Crew Members	3 / 2	2 : 1 	5 days
Store Perishables Managers	2 / 2	1 : 1 	n/a
MBA Candidates	4 / 2	2 : 1 	n/a
Food Clerks	8 / 1	8 : 1 	n/a
Farm Workers	1 / 1	1 : 1 	n/a

Top Industries

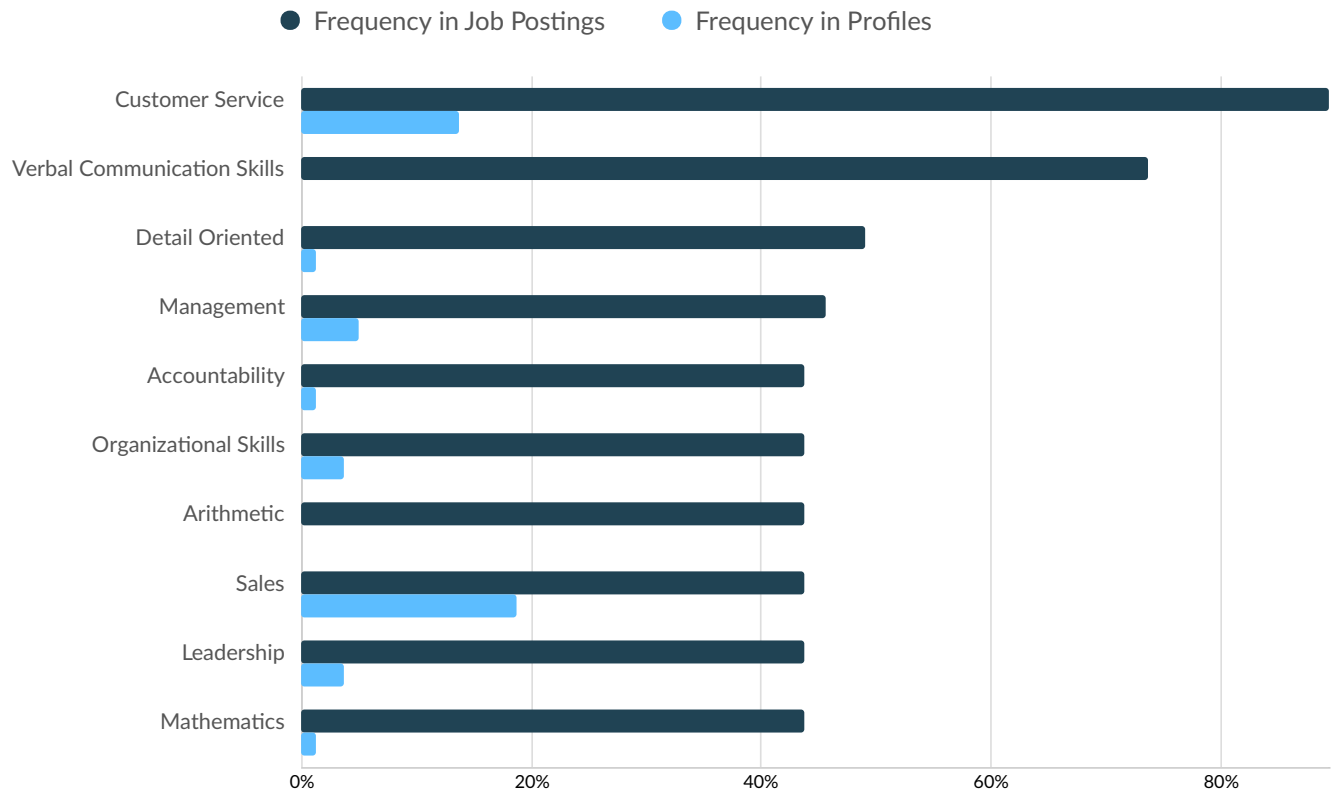
	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	70 / 46	2 : 1 	n/a
Department Stores	36 / 6	6 : 1 	5 days
Limited-Service Restaurants	8 / 2	4 : 1 	n/a
Police Protection	1 / 1	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	49	86%	1	1%	+15.0%	Growing
Cash Handling	46	81%	1	1%	+8.9%	Growing
Cash Register	46	81%	0	0%	+21.4%	Rapidly Growing
Stocking Merchandise	44	77%	0	0%	+18.0%	Growing
Visual Merchandising	44	77%	0	0%	+12.9%	Growing
Merchandise Displays	42	74%	0	0%	+22.0%	Rapidly Growing
Dollies	40	70%	0	0%	+16.7%	Growing
Planogram	26	46%	0	0%	+19.5%	Rapidly Growing
Cash Control	25	44%	0	0%	+25.1%	Rapidly Growing
Bagging Merchandise	23	40%	0	0%	+18.0%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	51	89%	11	14%	+5.2%	Stable
Verbal Communication Skills	42	74%	0	0%	+4.1%	Lagging
Detail Oriented	28	49%	1	1%	+7.1%	Stable
Management	26	46%	4	5%	+5.3%	Stable
Accountability	25	44%	1	1%	+18.7%	Growing
Organizational Skills	25	44%	3	4%	+14.3%	Growing
Arithmetic	25	44%	0	0%	+17.0%	Growing
Sales	25	44%	15	19%	+7.8%	Stable
Leadership	25	44%	3	4%	+8.5%	Stable
Mathematics	25	44%	1	1%	+20.2%	Rapidly Growing




Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
ServSafe Certification	2
Valid Driver's License	2

Top Advertised Benefits

	Total/Unique (Mar 2026)	Posting Intensity	Median Posting Duration
Paid Leave	44 / 8	6 : 1 	5 days
Education and Career Development	36 / 6	6 : 1 	5 days
Insurance	8 / 2	4 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Mar 2026)
mitalent.org	33
indeed.com	27
diversityjobs.com	6
myworkdayjobs.com	4
arbys.com	2
careerarc.com	1
dollargeneral.com	1

Appendix B

Sample Postings

Sales Associates – Dollar General in Colon, MI (Mar 2026 - Active)

SALES ASSOCIATE

Link to Live Job Posting: www.indeed.com

Location: Colon, MI

O*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

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

Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and

ESSENTIAL JOB FUNCTIONS

Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent preferred. Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

Sales Associates – Dollar General in Constantine, MI (Mar 2026 - Active)

SALES ASSOCIATE

Link to Live Job Posting: www.indeed.com

Location: Constantine, MI

O*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

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:

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Job Details:

GENERAL SUMMARY

The Sales Associate acts as a point of contact for our customers. The duties of the Sales Associate include assisting customers in locating and purchasing merchandise, operating the cash register, stocking merchandise, recovering merchandise, cleaning the store, and performing other duties as assigned by the Store Manager to maximize store profitability and customer satisfaction while protecting company assets. DUTIES and

ESSENTIAL JOB FUNCTIONS

Provide excellent customer service, greet and assist customers. Operate cash register and scanner to itemize and total customer's purchase, collect payment from customers and make change, bag merchandise, and assist customers with merchandise as necessary. Follow company merchandise processes; unpack, stock, restock, and rotate merchandise on shelves and build merchandise displays. Clean the store, take out trash, dust and mop store floors, clean restroom and receiving room, and help set up sidewalk displays.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow planogram and merchandise presentation guides. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform cash register functions. Ability to stock merchandise. WORK EXPERIENCE and/or

EDUCATION

EDUCATION

High school diploma or equivalent preferred.

WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Dollar General Corporation is an equal opportunity employer.

Store Perishables Managers – Dollar General in Constantine, MI (Mar 2026 - Active)

STORE PERISHABLE MANAGER - DGPP

Link to Live Job Posting: www.indeed.com

Location: Constantine, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Store Perishables Managers

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

Under general supervision of the Store Manager, manages the Perishable Departments including, produce, fresh meat, packaged meats, and dairy, frozen food, bread, and thaw and sell bakery products. Assists Store Manager with efficient and effective inventory management, appealing and profitable merchandise presentation and quality customer service. Assists the Store Manager in ensuring a safe working environment and provide protection for company assets according to required procedures. Assists the Store Manager in ensuring staff and store compliance with all food handling rules and regulations. DUTIES and

RESPONSIBILITIES

Assist Store Manager, as directed, in ensuring the financial integrity of the store through strict cash accountability, key control, and adherence to company security practices and cash control procedures. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications. Assist Store Manager in ensuring employee compliance. Maintain correct perishable stock levels based on store volume using the following tools Current Ads / Planners Produce Order guide Fresh Meat Recap and Order Guide Milk Sales history and order guide Vendor Order Guide Bread order planning and stales recap, Assist Store Manager, as directed, in training assigned associates in the proper presentation, freshness and pricing standards for all perishable areas. Assist Store Manager, as directed, in training assigned associates in the proper and safe handling of food in compliance with applicable rules and regulations. Train assigned associates in the proper stocking and rotation of Perishable products. Record Perishable Markdowns, while analyzing causes and taking corrective action to prevent recurrences. Train assigned associates in the proper grading and re-packaging standards in produce to minimize markdowns. Accurately record inventory levels as requested by the Store Support Center. Assist the Store Manager with ensuring that customers' needs and requests are routinely addressed in an efficient and timely manner. Maintain daily contact with customers to understand merchandise expectations and desires. Assist in ensuring compliance with sanitation standards and training

associates assigned in the Perishable departments using the Cleaning Schedule. Assist with other operational areas as directed by the Store Manager.

Qualifications:

KNOWLEDGE, SKILLS and

ABILITIES

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. Ability to learn and perform cash register functions to generate reports. Ability to review Operating Statements and identify business trends (including sales, profitability and turn) expense control opportunities, shrink and errors. Knowledge of cash handling procedures including cashier accountability and deposit control. Knowledge of cash, facility and safety control policies and practices. Knowledge of inventory management and merchandising practices. Good organization skills with attention to detail Effective interpersonal and oral & written communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of and willingness to comply with company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications. Ability and willingness to obtain required certifications in food handling.

WORK EXPERIENCE

&/or

EDUCATION

High school diploma or equivalent strongly preferred One year of experience in a retail environment and six months supervisory experience preferred Previous lead experience and/or grocery store experience preferred. Attainment of required local and state food handling certifications, if applicable. Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

Assistant Store Managers – Dollar General in Constantine, MI (Mar 2026 - Active)

ASST STORE MANAGER - DGPP

Link to Live Job Posting: www.indeed.com

Location: Constantine, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Assistant Store Managers

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:

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Job Details:

GENERAL SUMMARY

Under supervision of the Store Manager, manages the Non-Perishable Food and Merchandise Operations. Assists the Store Manager with efficient and effective inventory management, appealing and profitable merchandise presentation and quality customer service. Assists the Store Manager in ensuring a safe working environment and provides protection for company assets according to required procedures. Assists the Store Manager in ensuring staff and store compliance with all applicable food handling rules and regulations. DUTIES and

RESPONSIBILITIES

Follow company work processes to receive, open and unpack boxes, cartons and totes of merchandise. Stock merchandise, rotate and face merchandise on shelves, and build merchandise displays. Restock returned and recovered merchandise. Open the store a minimum of one day per week; close the store a minimum of one day per week. Authorize and sign for refunds and overrides; count register; drive to bank and deposit money in 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 with management of the store in the Store Manager's absence. Assist the Store Manager, as directed, with scheduling employees; enter payroll information into computer. As directed by the Store Manager, order drop-shipments. Assist the Store Manager with ordering; follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction, and inventory management issues on a weekly basis. Assist with the efficient staging, stocking and storage of merchandise. Ensure that merchandise is presented according to established practices and Store Manager direction; utilize merchandise fixtures properly including presentation, product pricing and signage. Assist in plan-o-gram implementation and maintenance. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Conduct safety meetings in absence of the Store Manager; help to maintain a clean, well-organized store and facilitate a safe and secure working and shopping environment. Provide superior customer service leadership. Comply with company policies and procedures; assist the

Store Manager in ensuring employee compliance. Assist Store Manager, as directed, in completing all paperwork and documentation according to guidelines and deadlines. Operate cash register and scanner to itemize and total customer's purchase; bag merchandise. Assist the Store Manager to ensure the execution of the stores 7 Day Workflow Plan as it relates to stocking standards and (Find -Fill - Fix) procedures. WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping, kneeling and reaching to run check out station and stock merchandise. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, rolltainers (four-wheel rolling merchandise carts) 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, attend meetings and travel to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. May be exposed to extreme cold in freezers.

Qualifications:

KNOWLEDGE, SKILLS and

ABILITIES

Ability to read and interpret operating statements and identify corrective actions to negative trends, if needed. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Ability to read and interpret documents such as diagrams, health regulations, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform cash register functions to generate reports. Knowledge of recruiting, interviewing, hiring, counseling and termination practices in compliance with applicable law and company requirements. Knowledge of all local and state food handling certifications and requirements. Basic knowledge of personal and network computer systems to communicate with corporate office, to create merchandise signage, to obtain and email data and information, etc. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Knowledge of inventory management and merchandising practices. Knowledge of food handling, safety and sanitation regulations. Ability to effectively communicate information and standards verbally and in writing to staff, suppliers and customers. Ability to interface with staff, suppliers and customers in a respectful and effective manner. Good organizational skills with attention to detail. Ability to solve problems and deal with a variety of situations relating to store operations and business relationships. Ability to obtain the required local and state food handling management certifications.

WORK EXPERIENCE

&/or

EDUCATION

High school diploma or equivalent strongly preferred. Three years of retail store experience preferred. Experience to include at least one to two years as a Department Head/Assistant Manager, or similar position in a retail grocery store or equivalent type operation or a current DG key carrier position with similar experience. Dollar General Corporation is an equal opportunity employer.

Sales Associates – Dollar General in Mendon, MI (Mar 2026 - Active)

SALES ASSOCIATE

Link to Live Job Posting: www.indeed.com

Location: Mendon, MI

O*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

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:

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Job Details:

GENERAL SUMMARY

The Sales Associate acts as a point of contact for our customers. The duties of the Sales Associate include assisting customers in locating and purchasing merchandise, operating the cash register, stocking merchandise, recovering merchandise, cleaning the store, and performing other duties as assigned by the Store Manager to maximize store profitability and customer satisfaction while protecting company assets. DUTIES and

ESSENTIAL JOB FUNCTIONS

Provide excellent customer service, greet and assist customers. Operate cash register and scanner to itemize and total customer's purchase, collect payment from customers and make change, bag merchandise, and assist customers with merchandise as necessary. Follow company merchandise processes; unpack, stock, restock, and rotate merchandise on shelves and build merchandise displays. Clean the store, take out trash, dust and mop store floors, clean restroom and receiving room, and help set up sidewalk displays.

Qualifications:

KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow planogram and merchandise presentation guides. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform cash register functions. Ability to stock merchandise. WORK EXPERIENCE and/or

EDUCATION

EDUCATION

High school diploma or equivalent preferred.

WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure 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.