Job Posting Analytics

Lightcast Q2 2023 Data Set

July 2023

MassHire Lowell Career Center

Parameters

Select Timeframe: Jul 2022 - Jun 2023

Regions:

Code	Description	Code	Description
25009	Essex County, MA	25017	Middlesex County, MA

Industries:
360 items selected. See Appendix A for details.

Keyword Search:

Job Postings Overview

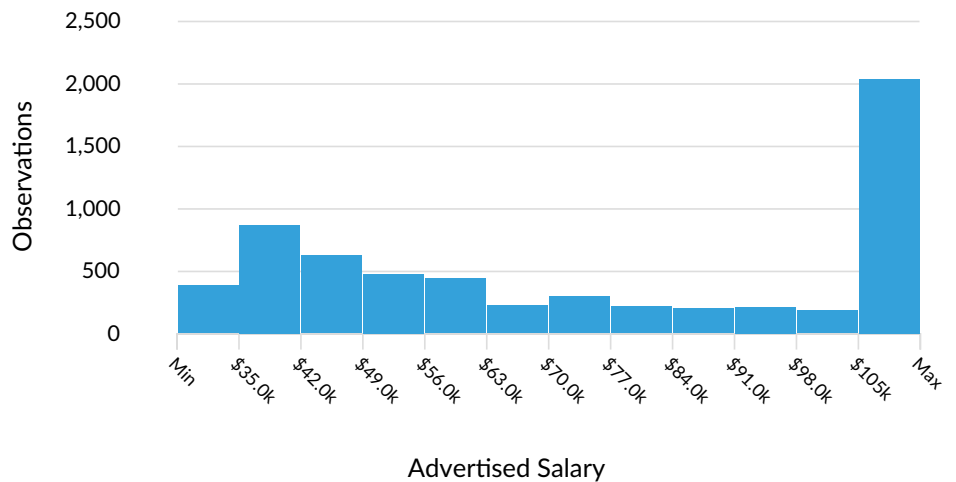|	
48,825	**1,669**
Unique Postings	Employers Competing
119,246 Total Postings	24,646 Total Employers
32 Days	**2 : 1**
Median Posting Duration	Posting Intensity
Regional Average: 30 Days	Regional Average: 3 : 1

Advertised Salary

There are **6,126** advertised salary observations (13% of the 48,825 matching postings).

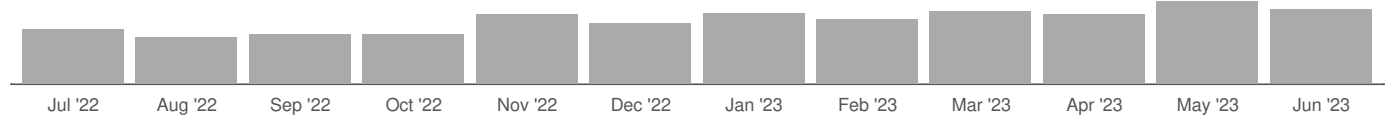**$71.6K**

Median Advertised Salary
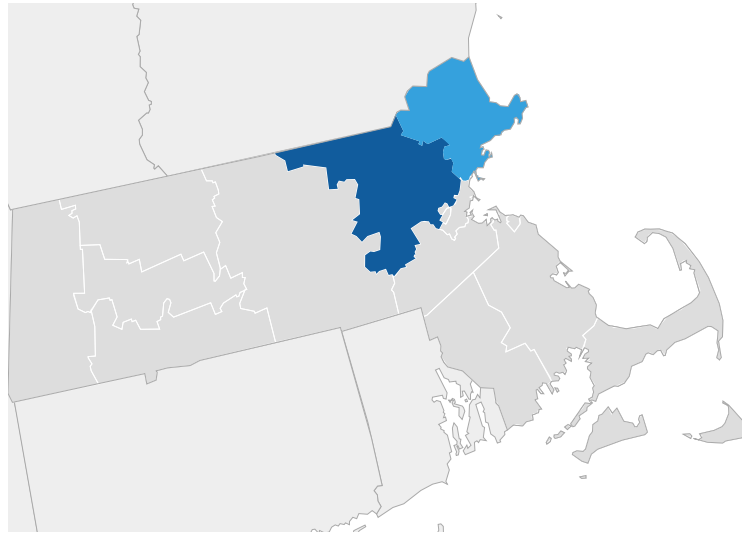
Advertised Wage Trend

▲ **66.2%** Jul 2022 – Jun 2023

$71.6k Median

$90.0k

$80.0k

$70.0k

$60.0k

$50.0k

$40.0k

6,126 Job Postings

| Jul '22 | Aug '22 | Sep '22 | Oct '22 | Nov '22 | Dec '22 | Jan '23 | Feb '23 | Mar '23 | Apr '23 | May '23 | Jun '23 |

Job Postings Regional Breakdown

County	Unique Postings (Jul 2022 - Jun 2023)
Middlesex County, MA	39,055
Essex County, MA	9,770

Unique Postings Trend

- Unique Postings

Month	Unique Postings	Posting Intensity
Jun 2023	3,376	2 : 1
May 2023	3,732	3 : 1
Apr 2023	3,843	3 : 1
Mar 2023	3,635	2 : 1
Feb 2023	3,483	2 : 1
Jan 2023	3,478	2 : 1
Dec 2022	3,332	2 : 1
Nov 2022	3,991	2 : 1
Oct 2022	3,959	2 : 1
Sep 2022	4,418	2 : 1
Aug 2022	5,299	2 : 1
Jul 2022	6,279	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	14,078	29%
High school or GED	6,775	14%
Associate degree	3,023	6%
Bachelor's degree	23,938	49%
Master's degree	12,548	26%
Ph.D. or professional degree	6,436	13%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	6,775	0	14%
Associate degree	1,884	701	4%
Bachelor's degree	21,529	1,825	44%
Master's degree	2,367	7,804	5%
Ph.D. or professional degree	2,192	4,244	4%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	20,181	41%
0 - 1 Years	3,653	7%
2 - 3 Years	7,933	16%
4 - 6 Years	9,187	19%
7 - 9 Years	4,133	8%
10+ Years	3,738	8%

Top Companies Posting

	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity		Median Posting Duration
Raytheon Technologies	7,297 / 2,927	2 : 1		39 days
Sanofi	7,793 / 2,613	3 : 1		33 days
Takeda Pharmaceutical Company	7,158 / 2,605	3 : 1		22 days
Bristol-Myers Squibb	3,753 / 1,305	3 : 1		39 days
Thermo Fisher Scientific	3,173 / 1,207	3 : 1		30 days
Pfizer	3,521 / 1,127	3 : 1		28 days
Biogen	2,194 / 864	3 : 1		38 days
AstraZeneca	1,549 / 847	2 : 1		33 days
Analog Devices	1,168 / 775	2 : 1		20 days
Boston Scientific	2,292 / 755	3 : 1		38 days

Top Cities Posting

City	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity		Median Posting Duration
Cambridge, MA	23,511 / 8,641	3 : 1		36 days
Waltham, MA	6,350 / 3,171	2 : 1		35 days
Marlborough, MA	7,149 / 2,946	2 : 1		34 days
Andover, MA	6,924 / 2,735	3 : 1		31 days
Wilmington, MA	4,855 / 2,163	2 : 1		31 days
Burlington, MA	4,227 / 1,933	2 : 1		34 days
Woburn, MA	4,126 / 1,636	3 : 1		31 days
Lexington, MA	4,672 / 1,472	3 : 1		35 days
Ayer, MA	3,542 / 1,469	2 : 1		32 days
Tewksbury, MA	3,260 / 1,392	2 : 1		33 days

Top Posted Occupations

	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Software Developers	5,064 / 2,272	2 : 1	31 days
Computer Occupations, All Other	3,621 / 1,531	2 : 1	33 days
Operations Research Analysts	3,676 / 1,459	3 : 1	37 days
Managers, All Other	3,358 / 1,433	2 : 1	29 days
Marketing Managers	2,875 / 1,230	2 : 1	34 days
Industrial Engineers	2,993 / 1,213	2 : 1	29 days
Medical and Health Services Managers	2,166 / 954	2 : 1	37 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,028 / 937	2 : 1	35 days
Mechanical Engineers	2,147 / 916	2 : 1	33 days
Medical Scientists, Except Epidemiologists	2,534 / 907	3 : 1	30 days
Natural Sciences Managers	2,008 / 852	2 : 1	28 days
Chemical Engineers	2,093 / 844	2 : 1	31 days
Industrial Engineering Technologists and Technicians	2,559 / 808	3 : 1	34 days
Electrical Engineers	1,852 / 714	3 : 1	28 days
Industrial Production Managers	1,674 / 705	2 : 1	30 days
General and Operations Managers	1,501 / 650	2 : 1	35 days
First-Line Supervisors of Retail Sales Workers	1,606 / 649	2 : 1	34 days
Sales Managers	1,170 / 612	2 : 1	34 days
Retail Salespersons	1,638 / 593	3 : 1	31 days
Production Workers, All Other	2,063 / 580	4 : 1	32 days
Maintenance and Repair Workers, General	1,358 / 577	2 : 1	28 days
Biological Scientists, All Other	1,621 / 534	3 : 1	30 days
Architectural and Engineering Managers	1,223 / 533	2 : 1	32 days
Customer Service Representatives	1,117 / 529	2 : 1	32 days
Data Scientists	1,099 / 516	2 : 1	26 days
Chemists	1,220 / 494	2 : 1	25 days
Inspectors, Testers, Sorters, Samplers, and Weighers	1,081 / 480	2 : 1	26 days
First-Line Supervisors of Production and Operating Workers	1,303 / 474	3 : 1	31 days

Software Quality Assurance Analysts and Testers	1,019 / 450	2 : 1	34 days
Laborers and Freight, Stock, and Material Movers, Hand	1,196 / 445	3 : 1	27 days
Automotive Service Technicians and Mechanics	1,040 / 440	2 : 1	23 days
Life, Physical, and Social Science Technicians, All Other	1,033 / 438	2 : 1	34 days
Statisticians	928 / 425	2 : 1	28 days
Engineers, All Other	950 / 419	2 : 1	37 days
Project Management Specialists	903 / 412	2 : 1	28 days
Information Security Analysts	891 / 390	2 : 1	30 days
Buyers and Purchasing Agents	888 / 378	2 : 1	33 days
Administrative Services Managers	841 / 371	2 : 1	29 days
Financial Managers	703 / 364	2 : 1	33 days
Computer User Support Specialists	739 / 358	2 : 1	33 days
Financial and Investment Analysts	727 / 352	2 : 1	30 days
Logisticians	703 / 340	2 : 1	34 days
Computer Systems Analysts	764 / 340	2 : 1	36 days
Registered Nurses	675 / 331	2 : 1	40 days
Civil Engineers	976 / 325	3 : 1	38 days
Management Analysts	665 / 292	2 : 1	35 days
Electronics Engineers, Except Computer	675 / 288	2 : 1	36 days
Production, Planning, and Expediting Clerks	600 / 281	2 : 1	33 days
Human Resources Specialists	656 / 276	2 : 1	34 days
Accountants and Auditors	649 / 276	2 : 1	36 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Software Developers	5,064 / 2,272	2 : 1	31 days
Operations Research Analysts	3,676 / 1,459	3 : 1	37 days
Marketing Managers	2,875 / 1,230	2 : 1	34 days
Managers, All Other	2,442 / 1,105	2 : 1	30 days
Computer Systems Engineers/Architects	2,422 / 1,039	2 : 1	30 days
Medical and Health Services Managers	2,166 / 954	2 : 1	37 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,028 / 937	2 : 1	35 days
Mechanical Engineers	2,134 / 910	2 : 1	33 days
Medical Scientists, Except Epidemiologists	2,534 / 907	3 : 1	30 days
Chemical Engineers	2,093 / 844	2 : 1	31 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity		Median Posting Duration
Software Developer / Engineer	4,629 / 2,124	2 : 1		30 days
Computer Systems Engineer / Architect	2,413 / 993	2 : 1		28 days
Mechanical Engineer	2,086 / 940	2 : 1		30 days
Sales Representative	2,093 / 932	2 : 1		34 days
Business Development / Sales Manager	1,587 / 886	2 : 1		37 days
Quality Inspector / Technician	1,941 / 788	2 : 1		32 days
Researcher / Research Associate	2,019 / 740	3 : 1		35 days
Industrial Engineer	1,704 / 711	2 : 1		33 days
Production Worker	2,241 / 688	3 : 1		36 days
Medical Scientist	1,696 / 606	3 : 1		36 days
Operations Manager / Supervisor	1,624 / 605	3 : 1		29 days
Project Manager	1,474 / 591	2 : 1		31 days
Product Manager	1,404 / 576	2 : 1		43 days
Marketing Manager	1,258 / 575	2 : 1		32 days
Customer Service Representative	1,170 / 563	2 : 1		33 days
Electrical Engineer	1,199 / 553	2 : 1		32 days
Quality Control Systems Manager	1,315 / 553	2 : 1		28 days
Engineering Manager	1,317 / 547	2 : 1		30 days
Production Plant Manager	1,343 / 534	3 : 1		31 days
Chemist	1,300 / 524	2 : 1		28 days
Retail Sales Associate	1,481 / 511	3 : 1		29 days
Production Supervisor	1,418 / 504	3 : 1		34 days
Biologist	1,401 / 481	3 : 1		27 days
Healthcare Administrator	1,069 / 479	2 : 1		29 days
Business / Management Analyst	1,009 / 474	2 : 1		32 days
Laborer / Warehouse Worker	1,148 / 462	2 : 1		27 days

Role	Active / Unique	Ratio		Time to fill
Manufacturing Engineer	1,114 / 457	2 : 1		31 days
Computer Support Specialist	984 / 451	2 : 1		31 days
Logistician / Supply Chain Specialist	1,000 / 446	2 : 1		34 days
Manufacturing / Production Technician	1,386 / 435	3 : 1		38 days
Data Scientist	881 / 415	2 : 1		23 days
Medical Director	1,029 / 404	3 : 1		31 days
Building and General Maintenance Technician	1,107 / 390	3 : 1		32 days
Manufacturing Machine Operator	1,088 / 375	3 : 1		31 days
General Manager	924 / 374	2 : 1		35 days
Communications / Public Relations Manager	730 / 365	2 : 1		37 days
Financial Analyst	828 / 364	2 : 1		35 days
Statistician	745 / 357	2 : 1		37 days
IT Manager / Director	822 / 350	2 : 1		34 days
Hardware Engineer	914 / 348	3 : 1		21 days
Automotive Service Technician / Mechanic	814 / 346	2 : 1		23 days
Cyber / Information Security Engineer / Analyst	711 / 334	2 : 1		34 days
Validation Engineer	710 / 326	2 : 1		31 days
Registered Nurse	661 / 317	2 : 1		45 days
Human Resources Manager	711 / 316	2 : 1		38 days
Program Manager	697 / 305	2 : 1		34 days
Supply Chain / Logistics Manager	696 / 303	2 : 1		35 days
Retail Store Manager / Supervisor	774 / 291	3 : 1		28 days
Repair / Service Technician	780 / 287	3 : 1		33 days
Regulatory Affairs Manager	821 / 279	3 : 1		25 days

Top Posted Job Titles

	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Principal Scientists	1,269 / 456	3 : 1	26 days
Software Engineers	659 / 307	2 : 1	33 days
Manufacturing Engineers	733 / 290	3 : 1	23 days
Principal Software Engineers	674 / 255	3 : 1	22 days
Scientists	750 / 242	3 : 1	28 days
Manufacturing Technicians	817 / 226	4 : 1	38 days
Mechanical Engineers	490 / 220	2 : 1	30 days
Material Handlers	526 / 208	3 : 1	22 days
Associate Scientists	516 / 201	3 : 1	37 days
Principal Systems Engineers	469 / 189	2 : 1	30 days

Top Industries

	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Pharmaceutical Preparation Manufacturing	28,185 / 11,320	2 : 1	31 days
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	9,010 / 3,527	3 : 1	36 days
Biological Product (except Diagnostic) Manufacturing	9,772 / 3,435	3 : 1	33 days
Analytical Laboratory Instrument Manufacturing	7,327 / 2,912	3 : 1	33 days
Surgical and Medical Instrument Manufacturing	5,875 / 2,504	2 : 1	35 days
Semiconductor and Related Device Manufacturing	4,527 / 2,268	2 : 1	28 days
Automobile Manufacturing	2,967 / 1,358	2 : 1	27 days
Electronic Computer Manufacturing	2,320 / 1,045	2 : 1	23 days
Turbine and Turbine Generator Set Units Manufacturing	1,920 / 868	2 : 1	27 days
Plastics Material and Resin Manufacturing	1,656 / 686	2 : 1	32 days

Top Specialized Skills

Legend: ● Frequency in Job Postings ● Frequency in Profiles
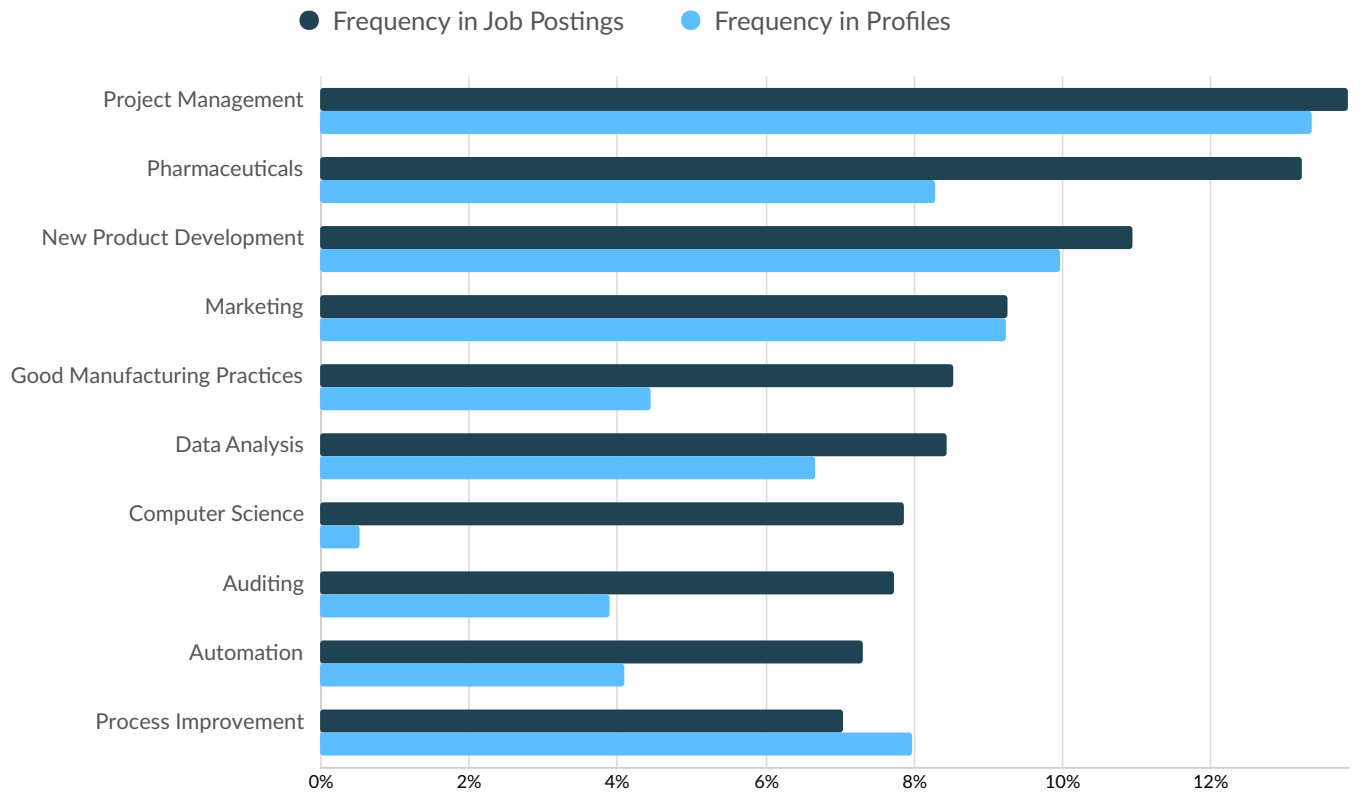
	Postings	% of Total Postings	Profiles	% of Total Profiles
Project Management	6,767	14%	11,963	13%
Pharmaceuticals	6,466	13%	7,424	8%
New Product Development	5,350	11%	8,941	10%
Marketing	4,529	9%	8,276	9%
Good Manufacturing Practices	4,167	9%	3,991	4%
Data Analysis	4,129	8%	5,965	7%
Computer Science	3,842	8%	471	1%
Auditing	3,777	8%	3,489	4%
Automation	3,571	7%	3,679	4%
Process Improvement	3,441	7%	7,145	8%

Top Common Skills

Legend: ● Frequency in Job Postings ● Frequency in Profiles
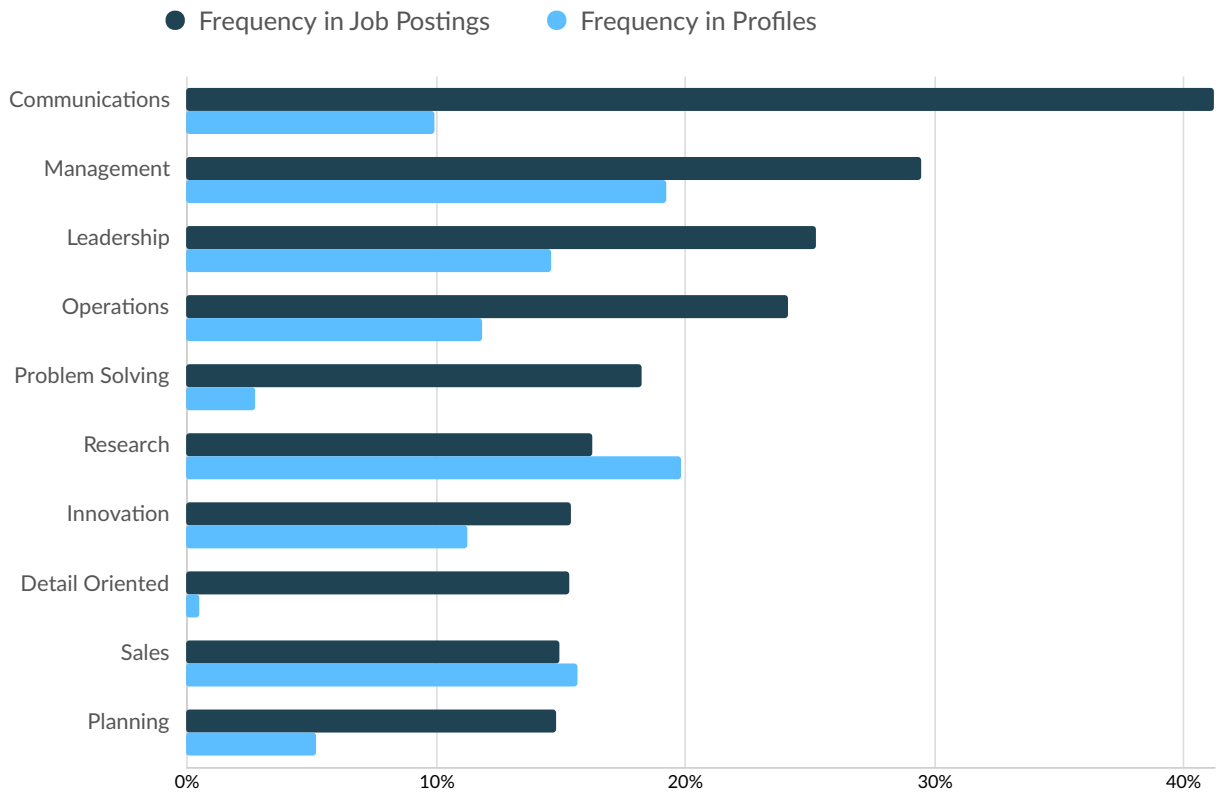
	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	20,142	41%	8,911	10%
Management	14,394	29%	17,278	19%
Leadership	12,333	25%	13,118	15%
Operations	11,802	24%	10,639	12%
Problem Solving	8,916	18%	2,456	3%
Research	7,965	16%	17,759	20%
Innovation	7,530	15%	10,074	11%
Detail Oriented	7,520	15%	469	1%
Sales	7,316	15%	14,065	16%
Planning	7,267	15%	4,645	5%

Top Software Skills

● Frequency in Job Postings   ● Frequency in Profiles
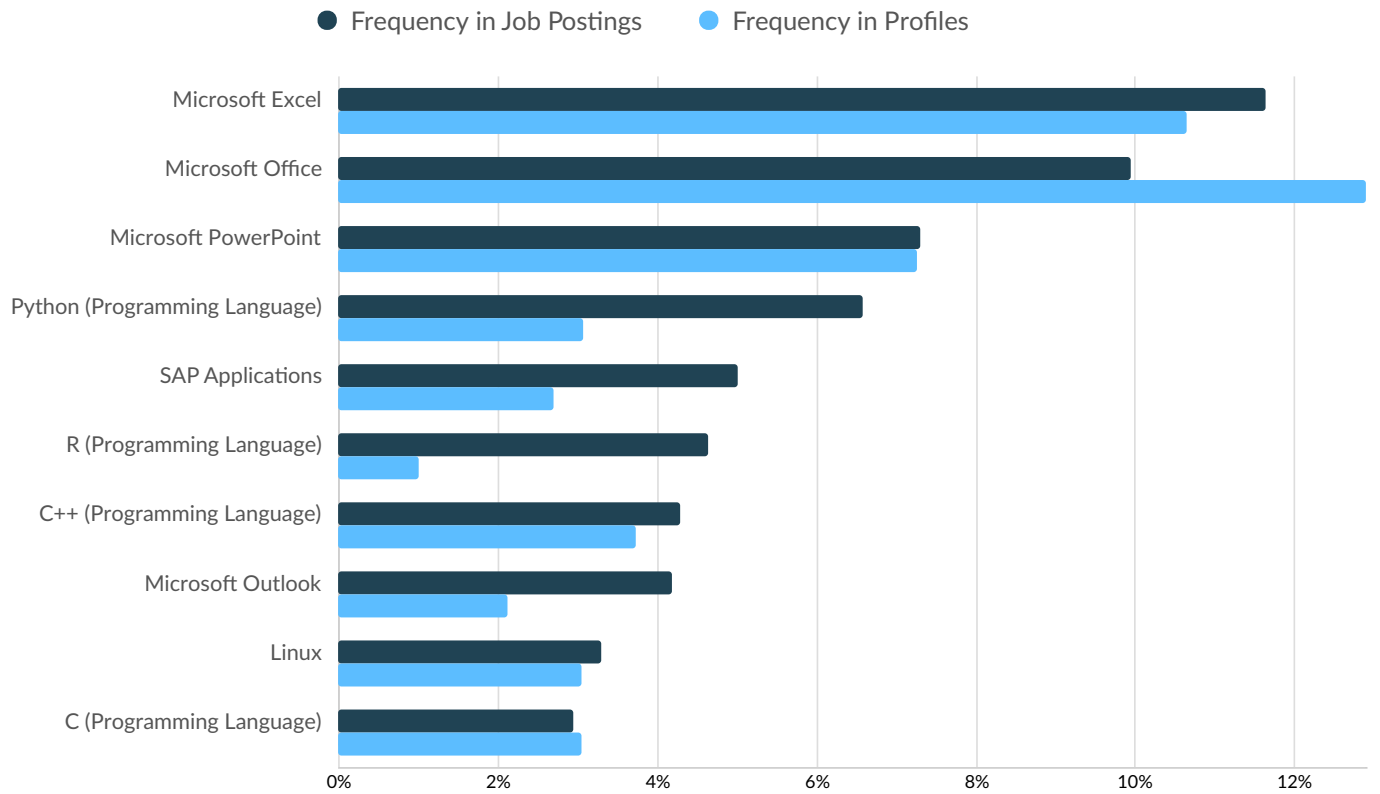
	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Excel	5,680	12%	9,531	11%
Microsoft Office	4,862	10%	11,547	13%
Microsoft PowerPoint	3,563	7%	6,501	7%
Python (Programming Language)	3,213	7%	2,753	3%
SAP Applications	2,454	5%	2,418	3%
R (Programming Language)	2,269	5%	908	1%
C++ (Programming Language)	2,092	4%	3,335	4%
Microsoft Outlook	2,043	4%	1,912	2%
Linux	1,616	3%	2,730	3%
C (Programming Language)	1,437	3%	2,734	3%

Top Qualifications

	Postings with Qualification
Security Clearance	2,903
Valid Driver's License	2,145
Master Of Business Administration (MBA)	1,798
Secret Clearance	862
Project Management Professional Certification	488
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	464
Registered Nurse (RN)	436
Top Secret Clearance	274
Certified Public Accountant	260
Certified Information Systems Security Professional	257

Appendix A - Industries

Code	Description
311111	Dog and Cat Food Manufacturing
311119	Other Animal Food Manufacturing
311211	Flour Milling
311212	Rice Milling
311213	Malt Manufacturing
311221	Wet Corn Milling
311224	Soybean and Other Oilseed Processing
311225	Fats and Oils Refining and Blending
311230	Breakfast Cereal Manufacturing
311313	Beet Sugar Manufacturing
311314	Cane Sugar Manufacturing
311340	Nonchocolate Confectionery Manufacturing
311351	Chocolate and Confectionery Manufacturing from Cacao Beans
311352	Confectionery Manufacturing from Purchased Chocolate
311411	Frozen Fruit, Juice, and Vegetable Manufacturing
311412	Frozen Specialty Food Manufacturing
311421	Fruit and Vegetable Canning
311422	Specialty Canning
311423	Dried and Dehydrated Food Manufacturing
311511	Fluid Milk Manufacturing
311512	Creamery Butter Manufacturing
311513	Cheese Manufacturing
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing

Code	Description
331491	Nonferrous Metal (except Copper and Aluminum) Rolling, Drawing, and Extruding
331492	Secondary Smelting, Refining, and Alloying of Nonferrous Metal (except Copper and Aluminum)
331511	Iron Foundries
331512	Steel Investment Foundries
331513	Steel Foundries (except Investment)
331523	Nonferrous Metal Die-Casting Foundries
331524	Aluminum Foundries (except Die-Casting)
331529	Other Nonferrous Metal Foundries (except Die-Casting)
332111	Iron and Steel Forging
332112	Nonferrous Forging
332114	Custom Roll Forming
332117	Powder Metallurgy Part Manufacturing
332119	Metal Crown, Closure, and Other Metal Stamping (except Automotive)
332215	Metal Kitchen Cookware, Utensil, Cutlery, and Flatware (except Precious) Manufacturing
332216	Saw Blade and Handtool Manufacturing
332311	Prefabricated Metal Building and Component Manufacturing
332312	Fabricated Structural Metal Manufacturing
332313	Plate Work Manufacturing
332321	Metal Window and Door Manufacturing
332322	Sheet Metal Work Manufacturing
332323	Ornamental and Architectural Metal Work Manufacturing

311520	Ice Cream and Frozen Dessert Manufacturing	332410	Power Boiler and Heat Exchanger Manufacturing
311611	Animal (except Poultry) Slaughtering	332420	Metal Tank (Heavy Gauge) Manufacturing
311612	Meat Processed from Carcasses	332431	Metal Can Manufacturing
311613	Rendering and Meat Byproduct Processing	332439	Other Metal Container Manufacturing
311615	Poultry Processing	332510	Hardware Manufacturing
311710	Seafood Product Preparation and Packaging	332613	Spring Manufacturing
311811	Retail Bakeries	332618	Other Fabricated Wire Product Manufacturing
311812	Commercial Bakeries	332710	Machine Shops
311813	Frozen Cakes, Pies, and Other Pastries Manufacturing	332721	Precision Turned Product Manufacturing
311821	Cookie and Cracker Manufacturing	332722	Bolt, Nut, Screw, Rivet, and Washer Manufacturing
311824	Dry Pasta, Dough, and Flour Mixes Manufacturing from Purchased Flour	332811	Metal Heat Treating
311830	Tortilla Manufacturing	332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers
311911	Roasted Nuts and Peanut Butter Manufacturing	332813	Electroplating, Plating, Polishing, Anodizing, and Coloring
311919	Other Snack Food Manufacturing	332911	Industrial Valve Manufacturing
311920	Coffee and Tea Manufacturing	332912	Fluid Power Valve and Hose Fitting Manufacturing
311930	Flavoring Syrup and Concentrate Manufacturing	332913	Plumbing Fixture Fitting and Trim Manufacturing
311941	Mayonnaise, Dressing, and Other Prepared Sauce Manufacturing	332919	Other Metal Valve and Pipe Fitting Manufacturing
311942	Spice and Extract Manufacturing	332991	Ball and Roller Bearing Manufacturing
311991	Perishable Prepared Food Manufacturing	332992	Small Arms Ammunition Manufacturing
311999	All Other Miscellaneous Food Manufacturing	332993	Ammunition (except Small Arms) Manufacturing
312111	Soft Drink Manufacturing	332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing
312112	Bottled Water Manufacturing	332996	Fabricated Pipe and Pipe Fitting Manufacturing
312113	Ice Manufacturing		
312120	Breweries		

312130	Wineries		332999	All Other Miscellaneous Fabricated Metal Product Manufacturing
312140	Distilleries		333111	Farm Machinery and Equipment Manufacturing
312230	Tobacco Manufacturing		333112	Lawn and Garden Tractor and Home Lawn and Garden Equipment Manufacturing
313110	Fiber, Yarn, and Thread Mills		333120	Construction Machinery Manufacturing
313210	Broadwoven Fabric Mills		333131	Mining Machinery and Equipment Manufacturing
313220	Narrow Fabric Mills and Schiffli Machine Embroidery		333132	Oil and Gas Field Machinery and Equipment Manufacturing
313230	Nonwoven Fabric Mills		333241	Food Product Machinery Manufacturing
313240	Knit Fabric Mills		333242	Semiconductor Machinery Manufacturing
313310	Textile and Fabric Finishing Mills		333243	Sawmill, Woodworking, and Paper Machinery Manufacturing
313320	Fabric Coating Mills		333244	Printing Machinery and Equipment Manufacturing
314110	Carpet and Rug Mills		333249	Other Industrial Machinery Manufacturing
314120	Curtain and Linen Mills		333314	Optical Instrument and Lens Manufacturing
314910	Textile Bag and Canvas Mills		333316	Photographic and Photocopying Equipment Manufacturing
314994	Rope, Cordage, Twine, Tire Cord, and Tire Fabric Mills		333318	Other Commercial and Service Industry Machinery Manufacturing
314999	All Other Miscellaneous Textile Product Mills		333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing
315110	Hosiery and Sock Mills		333414	Heating Equipment (except Warm Air Furnaces) Manufacturing
315190	Other Apparel Knitting Mills		333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing
315210	Cut and Sew Apparel Contractors			
315220	Men's and Boys' Cut and Sew Apparel Manufacturing		333511	Industrial Mold Manufacturing
315240	Women's, Girls', and Infants' Cut and Sew Apparel Manufacturing		333514	Special Die and Tool, Die Set, Jig, and Fixture Manufacturing
315280	Other Cut and Sew Apparel Manufacturing		333515	Cutting Tool and Machine Tool Accessory Manufacturing
315990	Apparel Accessories and Other Apparel Manufacturing			
316110	Leather and Hide Tanning and Finishing			
316210	Footwear Manufacturing			

316992	Women's Handbag and Purse Manufacturing	333517	Machine Tool Manufacturing
316998	All Other Leather Good and Allied Product Manufacturing	333519	Rolling Mill and Other Metalworking Machinery Manufacturing
321113	Sawmills	333611	Turbine and Turbine Generator Set Units Manufacturing
321114	Wood Preservation	333612	Speed Changer, Industrial High-Speed Drive, and Gear Manufacturing
321211	Hardwood Veneer and Plywood Manufacturing	333613	Mechanical Power Transmission Equipment Manufacturing
321212	Softwood Veneer and Plywood Manufacturing	333618	Other Engine Equipment Manufacturing
321213	Engineered Wood Member (except Truss) Manufacturing	333912	Air and Gas Compressor Manufacturing
321214	Truss Manufacturing	333914	Measuring, Dispensing, and Other Pumping Equipment Manufacturing
321219	Reconstituted Wood Product Manufacturing	333921	Elevator and Moving Stairway Manufacturing
321911	Wood Window and Door Manufacturing	333922	Conveyor and Conveying Equipment Manufacturing
321912	Cut Stock, Resawing Lumber, and Planing	333923	Overhead Traveling Crane, Hoist, and Monorail System Manufacturing
321918	Other Millwork (including Flooring)	333924	Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing
321920	Wood Container and Pallet Manufacturing	333991	Power-Driven Handtool Manufacturing
321991	Manufactured Home (Mobile Home) Manufacturing	333992	Welding and Soldering Equipment Manufacturing
321992	Prefabricated Wood Building Manufacturing	333993	Packaging Machinery Manufacturing
321999	All Other Miscellaneous Wood Product Manufacturing	333994	Industrial Process Furnace and Oven Manufacturing
322110	Pulp Mills	333995	Fluid Power Cylinder and Actuator Manufacturing
322121	Paper (except Newsprint) Mills	333996	Fluid Power Pump and Motor Manufacturing
322122	Newsprint Mills	333997	Scale and Balance Manufacturing
322130	Paperboard Mills	333999	All Other Miscellaneous General Purpose Machinery Manufacturing
322211	Corrugated and Solid Fiber Box Manufacturing	334111	Electronic Computer Manufacturing
322212	Folding Paperboard Box Manufacturing		

322219	Other Paperboard Container Manufacturing		334112	Computer Storage Device Manufacturing
322220	Paper Bag and Coated and Treated Paper Manufacturing		334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing
322230	Stationery Product Manufacturing		334210	Telephone Apparatus Manufacturing
322291	Sanitary Paper Product Manufacturing		334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing
322299	All Other Converted Paper Product Manufacturing		334290	Other Communications Equipment Manufacturing
323111	Commercial Printing (except Screen and Books)		334310	Audio and Video Equipment Manufacturing
323113	Commercial Screen Printing		334412	Bare Printed Circuit Board Manufacturing
323117	Books Printing		334413	Semiconductor and Related Device Manufacturing
323120	Support Activities for Printing			
324110	Petroleum Refineries		334416	Capacitor, Resistor, Coil, Transformer, and Other Inductor Manufacturing
324121	Asphalt Paving Mixture and Block Manufacturing		334417	Electronic Connector Manufacturing
324122	Asphalt Shingle and Coating Materials Manufacturing		334418	Printed Circuit Assembly (Electronic Assembly) Manufacturing
324191	Petroleum Lubricating Oil and Grease Manufacturing		334419	Other Electronic Component Manufacturing
324199	All Other Petroleum and Coal Products Manufacturing		334510	Electromedical and Electrotherapeutic Apparatus Manufacturing
325110	Petrochemical Manufacturing		334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing
325120	Industrial Gas Manufacturing			
325130	Synthetic Dye and Pigment Manufacturing		334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use
325180	Other Basic Inorganic Chemical Manufacturing			
325193	Ethyl Alcohol Manufacturing		334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables
325194	Cyclic Crude, Intermediate, and Gum and Wood Chemical Manufacturing			
			334514	Totalizing Fluid Meter and Counting Device Manufacturing
325199	All Other Basic Organic Chemical Manufacturing		334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals
325211	Plastics Material and Resin Manufacturing		334516	Analytical Laboratory Instrument Manufacturing

325212	Synthetic Rubber Manufacturing		334517	Irradiation Apparatus Manufacturing
325220	Artificial and Synthetic Fibers and Filaments Manufacturing		334519	Other Measuring and Controlling Device Manufacturing
325311	Nitrogenous Fertilizer Manufacturing		334613	Blank Magnetic and Optical Recording Media Manufacturing
325312	Phosphatic Fertilizer Manufacturing		334614	Software and Other Prerecorded Compact Disc, Tape, and Record Reproducing
325314	Fertilizer (Mixing Only) Manufacturing		335110	Electric Lamp Bulb and Part Manufacturing
325320	Pesticide and Other Agricultural Chemical Manufacturing		335121	Residential Electric Lighting Fixture Manufacturing
325411	Medicinal and Botanical Manufacturing		335122	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing
325412	Pharmaceutical Preparation Manufacturing		335129	Other Lighting Equipment Manufacturing
325413	In-Vitro Diagnostic Substance Manufacturing		335210	Small Electrical Appliance Manufacturing
325414	Biological Product (except Diagnostic) Manufacturing		335220	Major Household Appliance Manufacturing
325510	Paint and Coating Manufacturing		335311	Power, Distribution, and Specialty Transformer Manufacturing
325520	Adhesive Manufacturing		335312	Motor and Generator Manufacturing
325611	Soap and Other Detergent Manufacturing		335313	Switchgear and Switchboard Apparatus Manufacturing
325612	Polish and Other Sanitation Good Manufacturing		335314	Relay and Industrial Control Manufacturing
325613	Surface Active Agent Manufacturing		335911	Storage Battery Manufacturing
325620	Toilet Preparation Manufacturing		335912	Primary Battery Manufacturing
325910	Printing Ink Manufacturing		335921	Fiber Optic Cable Manufacturing
325920	Explosives Manufacturing		335929	Other Communication and Energy Wire Manufacturing
325991	Custom Compounding of Purchased Resins		335931	Current-Carrying Wiring Device Manufacturing
325992	Photographic Film, Paper, Plate, and Chemical Manufacturing		335932	Noncurrent-Carrying Wiring Device Manufacturing
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing		335991	Carbon and Graphite Product Manufacturing
326111	Plastics Bag and Pouch Manufacturing		335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing
326112	Plastics Packaging Film and Sheet (including Laminated) Manufacturing			

326113	Unlaminated Plastics Film and Sheet (except Packaging) Manufacturing
326121	Unlaminated Plastics Profile Shape Manufacturing
326122	Plastics Pipe and Pipe Fitting Manufacturing
326130	Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing
326140	Polystyrene Foam Product Manufacturing
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing
326160	Plastics Bottle Manufacturing
326191	Plastics Plumbing Fixture Manufacturing
326199	All Other Plastics Product Manufacturing
326211	Tire Manufacturing (except Retreading)
326212	Tire Retreading
326220	Rubber and Plastics Hoses and Belting Manufacturing
326291	Rubber Product Manufacturing for Mechanical Use
326299	All Other Rubber Product Manufacturing
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing
327120	Clay Building Material and Refractories Manufacturing
327211	Flat Glass Manufacturing
327212	Other Pressed and Blown Glass and Glassware Manufacturing
327213	Glass Container Manufacturing
327215	Glass Product Manufacturing Made of Purchased Glass
327310	Cement Manufacturing
327320	Ready-Mix Concrete Manufacturing

336111	Automobile Manufacturing
336112	Light Truck and Utility Vehicle Manufacturing
336120	Heavy Duty Truck Manufacturing
336211	Motor Vehicle Body Manufacturing
336212	Truck Trailer Manufacturing
336213	Motor Home Manufacturing
336214	Travel Trailer and Camper Manufacturing
336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing
336330	Motor Vehicle Steering and Suspension Components (except Spring) Manufacturing
336340	Motor Vehicle Brake System Manufacturing
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing
336360	Motor Vehicle Seating and Interior Trim Manufacturing
336370	Motor Vehicle Metal Stamping
336390	Other Motor Vehicle Parts Manufacturing
336411	Aircraft Manufacturing
336412	Aircraft Engine and Engine Parts Manufacturing
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing
336414	Guided Missile and Space Vehicle Manufacturing
336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing
336419	Other Guided Missile and Space Vehicle Parts and Auxiliary Equipment Manufacturing

327331	Concrete Block and Brick Manufacturing
327332	Concrete Pipe Manufacturing
327390	Other Concrete Product Manufacturing
327410	Lime Manufacturing
327420	Gypsum Product Manufacturing
327910	Abrasive Product Manufacturing
327991	Cut Stone and Stone Product Manufacturing
327992	Ground or Treated Mineral and Earth Manufacturing
327993	Mineral Wool Manufacturing
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing
331110	Iron and Steel Mills and Ferroalloy Manufacturing
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel
331221	Rolled Steel Shape Manufacturing
331222	Steel Wire Drawing
331313	Alumina Refining and Primary Aluminum Production
331314	Secondary Smelting and Alloying of Aluminum
331315	Aluminum Sheet, Plate, and Foil Manufacturing
331318	Other Aluminum Rolling, Drawing, and Extruding
331410	Nonferrous Metal (except Aluminum) Smelting and Refining
331420	Copper Rolling, Drawing, Extruding, and Alloying

336510	Railroad Rolling Stock Manufacturing
336611	Ship Building and Repairing
336612	Boat Building
336991	Motorcycle, Bicycle, and Parts Manufacturing
336992	Military Armored Vehicle, Tank, and Tank Component Manufacturing
336999	All Other Transportation Equipment Manufacturing
337110	Wood Kitchen Cabinet and Countertop Manufacturing
337121	Upholstered Household Furniture Manufacturing
337122	Nonupholstered Wood Household Furniture Manufacturing
337124	Metal Household Furniture Manufacturing
337125	Household Furniture (except Wood and Metal) Manufacturing
337127	Institutional Furniture Manufacturing
337211	Wood Office Furniture Manufacturing
337212	Custom Architectural Woodwork and Millwork Manufacturing
337214	Office Furniture (except Wood) Manufacturing
337215	Showcase, Partition, Shelving, and Locker Manufacturing
337910	Mattress Manufacturing
337920	Blind and Shade Manufacturing
339112	Surgical and Medical Instrument Manufacturing
339113	Surgical Appliance and Supplies Manufacturing
339114	Dental Equipment and Supplies Manufacturing

339115	Ophthalmic Goods Manufacturing
339116	Dental Laboratories
339910	Jewelry and Silverware Manufacturing
339920	Sporting and Athletic Goods Manufacturing
339930	Doll, Toy, and Game Manufacturing
339940	Office Supplies (except Paper) Manufacturing
339950	Sign Manufacturing
339991	Gasket, Packing, and Sealing Device Manufacturing
339992	Musical Instrument Manufacturing
339993	Fastener, Button, Needle, and Pin Manufacturing
339994	Broom, Brush, and Mop Manufacturing
339995	Burial Casket Manufacturing
339999	All Other Miscellaneous Manufacturing

Appendix B

Top Posting Sources

Website	Postings on Website (Jul 2022 - Jun 2023)
mass.gov	10,439
indeed.com	9,463
simplyhired.com	7,783
myworkdayjobs.com	6,092
recruiternetworks.com	6,033
dejobs.org	5,585
careerbuilder.com	1,881
clearancejobs.com	1,383
biospace.com	1,369
icims.com	1,321
sanofi.com	1,297
energyjobline.com	1,049
latpro.com	993
ziprecruiter.com	917
disabledperson.com	794
rtx.com	770
worcesterrecruiter.com	761
dice.com	745
careercast.com	735
smartrecruiters.com	706
taleo.net	685
thermofisher.com	666
arkansasjobboard.com	617
bostonscientific.com	568
monster.com	565

Appendix C

Sample Postings

Senior Principal Scientist, Lab Head - In Vitro Antibody Discovery

Link to Live Job Posting: sanofi.wd3.myworkdayjobs.com

Location: Cambridge, MA

O*NET: 19-1042.00

Company: Sanofi

Job Title: Principal Scientists

Senior Principal Scientist, Lab Head - In Vitro Antibody DiscoverySenior Principal Scientist, Lab Head - In Vitro Antibody DiscoverylocationsCambridge, MAtime typeFull timeposted onPosted Yesterdayjob requisition id

R2702069

Job DescriptionThe Large Molecule Research organization at Sanofi (Cambridge, USA) is seeking a Senior Principal Scientist, Lab Head to lead a research group composed of PhD and non-PhD scientists focused on two key activities: (1) generation of novel antibody drugs using in vitro antibody discovery platforms delivering into and enriching a competitive pipeline in Oncology, Immunology & Inflammation, and Rare & Neuroscience; and (2) developing new technologies to advance the discovery and lead optimization of antibodies contributing to our First-in-Class, Best-in-Class portfolio. The successful candidate will be seen as a highly experienced scientific leader with deep expertise in discovering antibodies involving phage-to-yeast libraries coupled with machine learning and other in silico tools. The candidate will lead his/her research teams and collaborate across all therapeutic areas at Sanofi, as well as other Research Platforms (e.g., Nanobody, Translational Sciences, etc.).ResponsibilitiesLead a team of PhD and non-PhD scientists directly as well as via matrix management to execute on discovering antibodies and or other biologic building blocks to support Sanofi's pipeline of biologic drugs.Provide scientific leadership and technical guidance to build a robust biotherapeutics portfolio, including guidance on discovery campaign screening strategies, triaging across discovery platforms, setting criteria for molecule progression, and management of external/internal partners.Continuously look at opportunities to improve the efficiency and success of antibody discovery workflows.Develop new technologies and platforms to stay at the cutting edge, incorporate new technologies. and support integration of new technical innovations across the global antibody discovery teams.Oversee continuous modernization of lab infrastructure, including establishment of streamlined lab and data workflows, and supporting data management objectives.Support the further development of computational expertise within the team and workflows.Offer scientific leadership and guidance cross-functionally, especially with the Therapeutic Areas, the interplay between understanding the biology of the disease and the molecule platforms.Assist business development in assessing in and out-licensing opportunities.Contribute to patent filings and publications and present research finding to various audiences.Identify opportunities for growth of the group and department into new areas to foster efficiency.Present findings in different forums with clarity and line of sightMust have qualificationsPh.D. and postdoctoral work in Biochemistry, Immunology , Molecular & Cell Biology or similar fields with 8+ years of experience leading a high performing multidisciplinary antibody drug discovery team.Extensive experience working with all major in vitro antibody discovery and optimization platforms.Recognized scientific leader in the field of antibody discovery with consistent publications in top-tier journals, presentations at key scientific conferences.Exceptional communication skills, innovative mindset and ready to step out of the box for creating and exploring new ideas, engaged and passionate about antibody drug discovery with a zeal to take ownership and accountability.Knowledgeable in computational methods employed during antibody discovery and engineering (e.g., NGS sequence and analysis, computational library design, use of in silico developability prediction methods, etc.).Strong publication history and active networking within the antibody discovery and engineering community.Hands-on experience with high throughput methods employed end-to-end to discover and characterize antibodies.Additional qualificationsExperience with and/or interest for artificial intelligence-based discovery of antibodies.Experience in alternative to antibody scaffolds as biologic drugs or as building blocks for multi-specific antibody generation.Sanofi Inc. and its U.S. affiliates are Equal Opportunity and Affirmative Action employers committed to a culturally diverse workforce. All qualified applicants will receive consideration for employment without regard to race; color; creed; religion; national origin; age; ancestry; nationality; marital, domestic partnership or civil union status; sex, gender, gender identity or expression; affectional or sexual orientation; disability; veteran or military status or liability for military status; domestic violence victim status; atypical cellular or blood trait; genetic information (including the refusal to submit to genetic testing) or any other characteristic protected by law.#GD-SG #LI-GZAt Sanofi diversity and inclusion is foundational to how we operate and embedded in our Core Values. We recognize to truly tap into the richness diversity brings we must lead with inclusion and have a workplace where those differences can thrive and be leveraged to empower the lives of our colleagues, patients and customers. We respect and celebrate the diversity of our people, their backgrounds and experiences and provide equal opportunity for all.

Quality Control Specialist for large food manufacturer

Link to Live Job Posting: www.simplyhired.com

Location: Lynn, MA	**O*NET:** 19-4099.01
Company: Demakes Enterprises	**Job Title:** Quality Control Specialists

Quality Control Specialist for large food manufacturer Demakes Enterprises, Inc. Lynn, MA Job Details Full-time $46,000 - $62,000 a year 1 hour ago Benefits Health insurance Dental insurance 401(k) Paid time off 401(k) matching Life insurance Qualifications Bilingual Biology Food production Spanish Sanitation English Food Science Bachelor's degree Quality control Manufacturing Associate's degree Food safety Full Job Description Quality Control Specialist Great Opportunity for Quality Control Specialist at Old Neighborhood Foods. Old Neighborhoods Foods celebrating its 108th year in business as a 4th generation family owned company. We strive on supplying our customers with superior products which starts with using superior ingredients with a state of the art plant and equipment. As we continue to grow our business and product line we seek a Quality Control Assistant.

Quality Control Specialist Purpose:

Performs professional work inspecting, coordinating and monitoring quality control, sanitation and food safety.

Quality Control Specialist Job Duties:

Inspects and monitors quality of in-process food production batches such as temperatures, consistencies, counts, weights, compliance with food quality control and sanitation standards and procedures. Assists in developing and monitors the HACCP program; maintains standardized recipes and other related records related to HACCP. Monitors all production areas of the plant to ensure compliance with established HACCP policies and procedures; stops any operation not meeting quality control standards.

Submits product samples for microbiological testing; evaluates the results of this testing and communicates with the VP of quality control on results and recommended corrective actions to be taken.

Monitors sanitation inspections of all food production areas and equipment.

Work on production floor ensuring compliance with USDA regulations, GMPs, Global Food Safety Standards, company SOPs and training employees.

Education and Qualifications Preferred:

Bachelor's degree in Food Science, Biology or Chemistry with knowledge of quantity food production methods, quality control, sanitation, safety standards and procedures. Ability to interact tactfully and effectively with co-workers by communicating effectively, both orally and in writing with being bilingual (English/Spanish) is a plus. Occasional weekend work required. This position is fully eligible for benefits, including excellent health insurance through Harvard Pilgrim. Other benefits include dental insurance, paid time off, and 401(k) savings plan.

Job Type:

Full-time Pay:

$46,000.00 - $62,000.00 per year

Benefits:

401(k) 401(k) matching Dental insurance Health insurance Life insurance Paid time off

Schedule:

Monday to Friday Work setting: In-person Ability to commute/relocate: Lynn, MA 01905: Reliably commute or planning to relocate before starting work (Required)

Education:

Associate (Preferred)

Experience:

Manufacturing:

1 year (Preferred) Food production: 1 year (Preferred) Food safety: 1 year (Preferred) Shift availability: Day Shift (Preferred)

Work Location:

In person

Data Scientist - NLP

Link to Live Job Posting: dejobs.org

Location: Cambridge, MA	**O*NET:** 15-2051.00
Company: Sanofi	**Job Title:** Data Scientists

Data Scientist - NLP Sanofi Cambridge, MA Sanofi 4,656 reviews Read what people are saying about working here. Overview From Research and Development to Sales and Marketing, Sanofi offers a wide range of possibilities. Discover our open positions and become a health journey partner. Success Profile Do you have what it takes for a successful career with Sanofi? Courageous Results-driven Proactive Problem-Solver Leadership Team player

Culture:

Play to Win Growth Innovation Efficiency Collaboration Benefits Health & Wellness Comprehensive coverage including medical, dental, vision, and health and wellness programs. Financial Sanofi wants to ensure employees are equipped for financial health, Sanofi provides a competitive 401K Match program and Financial Wel-Being Tools and Programs. Culture At Sanofi, we demonstrate our commitment to inclusion and diversity through Culture groups and programs. There are many ways to make a difference and connect with other Sanofi employees: including ERG groups and 2 PAID days off to Volunteer. Work/Life Balance Sanofi provides significant Work/Life benefits to help you excel beyond the workday. Including Workplace Flexibility through parttime, remote work, flextime and job share options. Quote "At Sanofi, We are guided by a deep appreciation and understanding of what it means to live with a rare blood disorder, and we learn by listening to the community patients, caregivers physicians, and other healthcare professionals." Shannon Resetich US Head Rare Diseases & Blood Disorders Responsibilities About the Company Sanofi is a global life sciences company committed to improving access to healthcare and supporting the people we serve throughout the continuum of care. From prevention to treatment, Sanofi transforms scientific innovation into healthcare solutions, in human vaccines, rare diseases, multiple sclerosis, oncology, immunology, infectious diseases, diabetes and cardiovascular solutions and consumer healthcare. More than 110,000 people in over 100 countries at Sanofi are dedicated to make a difference on patients daily life, wherever they live and enable them to enjoy a healthier life. As a company with a global vision of drug development and a highly-regarded corporate culture, Sanofi is recognized as one of the best pharmaceutical companies in the world and is pioneering the application of Artificial Intelligence (AI) in the R D organization including drug discovery, chemical manufacturing and control, translational research, clinical development, and regulatory document management and submission. Details of the organization and the companys mission and goals can be found on our website (https://www.sanofi.us/en/). Overview Artificial Intelligence (AI) and Machine Learning (ML) algorithms can significantly speed up drug discovery and shorten drug development and identification of patients for clinical trials thereby creating better medicines that save lives. AI and Deep Analytics (AIDA) is a critical group in Digital and Data Science (DDS) organization at Sanofi focused on applications of AI/ML and Deep Learning (DL) in drug design, diseases modeling, drug development, and analysis of outcomes of clinical trials with multimodal data. Our existing research and development areas include Biologics and Molecular Drug Design; Natural Language Processing (NLP) applied to deep document understanding, summarization, information extraction, generation of automated reports, search and translation; Deep Learning-based Imaging applied to histological images of cancer tissues and bioimaging-based diseases modeling using high-resolution microscopy; Bioinformatics applied to single-cell sequences, multi-omics data, and real word data (RWD); digital signal processing (DSP) and machine learning applied to digital health and patient-generated data from wearables during digital clinical trials. Scientists in our team come from diverse backgrounds in computational sciences and engineering with deep expertise in AI/ML, deep learning, and algorithmic analysis of data. We are looking for a Data Scientist with a strong background in deep learning and its applications modeling and analysis of unstructured text and documents in our AI and Deep Analytics (AIDA) group at Sanofi R D. The responsibilities of the data scientist in AI and Deep Analytics will include: Applying AI/ML for modeling and embedding of data plus performing tasks such as classification, clustering, prediction, generation, relationship discovery, and causal inference. Close interactions with data engineers, subject matter experts (SMEs), and business stakeholders Update and report relevant results to interdisciplinary project teams and

stakeholders Maintain a keen awareness of recent developments in data science and cloud computing infrastructures and state-of-the-art of

AI/ML/DL

algorithms and research results Active engagement in evaluation and coordination of both academic and startup collaborations Qualifications & Requirements A PhD degree or Masters in Computer Science, Information and Engineering Sciences, Computational Linguistics, Applied Mathematics or Applied Sciences with an emphasis on machine learning and deep learning 1-3 year(s) of post-doctorate or industry experience for Ph.D or 7-10 years for MS with a strong record of accomplishments and project experience in applications of AI/ML and NLP Strong familiarity with Deep Learning, neural network architectures including CNNs, RNNs, Embeddings, Transfer Learning, Language Models, Attention-based Networks, Transformers and Reinforcement Learning. Familiarity with Data Visualization tools/libraries and dimensionality reduction algorithms Proficient in Python, SQL, and NoSQL databases Familiarity with some of deep learning libraries such as PyTorch, Keras, TensorFlow, Gensim, SpaCy, OpenCV The ability to work with APIs and multi-GPU machines on the cloud A change agent with a combination of business, science & technology, and diplomatic skills Sanofi Inc. and its U.S. affiliates are Equal Opportunity and Affirmative Action employers committed to a culturally diverse workforce. All qualified applicants will receive consideration for employment without regard to race; color; creed; religion; national origin; age; ancestry; nationality; marital, domestic partnership or civil union status; sex, gender, gender identity or expression; affectional or sexual orientation; disability; veteran or military status or liability for military status; domestic violence victim status; atypical cellular or blood trait; genetic information (including the refusal to submit to genetic testing) or any other characteristic protected by law. #GD-SA #LI-SA At Sanofi diversity and inclusion is foundational to how we operate and embedded in our Core Values. We recognize to truly tap into the richness diversity brings we must lead with inclusion and have a workplace where those differences can thrive and be leveraged to empower the lives of our colleagues, patients and customers. We respect and celebrate the diversity of our people, their backgrounds and experiences and provide equal opportunity for all.

Director/Senior Director, Therapeutic Area Clinical Operations Lead

Link to Live Job Posting: www.disabledperson.com

Location: Waltham, MA	**O*NET:** 11-9111.00
Company: Alkermes	**Job Title:** Therapeutic Recreation Directors

Director/Senior Director, Therapeutic Area Clinical Operations Lead at Alkermes, Inc.Director/Senior Director, Therapeutic Area Clinical Operations Lead at Alkermes, Inc. in Waltham, MassachusettsPosted in Research 1 day ago.

Type:

Full Time

Job Description:

On Nov. 2, 2022, Alkermes plc announced its intention to explore separation of its oncology assets, including nemvaleukin alfa, IL-12 and IL-18. Alkermes plc intends to create a new, publicly-traded company to develop and commercialize such oncology assets. Referred to herein as "Mural Oncology." Alkermes, Inc., a subsidiary of Alkermes plc, is recruiting the position of Clinical Operations for Mural Oncology in advance of its establishment as a publicly-traded company on The Nasdaq Stock Market.As Director/Senior Director, Therapeutic Area Clinical Operations Lead, Oncology you will be responsible for the effective leadership, strategic planning, and oversight of Alkermes Oncology assets in Clinical Trial Management ensuring the operational execution of a portfolio of clinical development studies through:Global Operational Strategy and PlanningClinical Study Execution and OversightCross functional Leadership to ensure deliverables metDelivery of reliable, timely and high-quality dataManaging a team of Clinical Operation Leaders, Clinical trial managers and Clinical Trial AssociatesIn this role you will work with the SVP of Clinical Development Operations and the clinical development operational teams to direct clinical operational activities and decisions including quality, timelines, and costs related to the conduct of clinical research studies in accordance with applicable regulations, ICH/GCP guidelines and company Standard Operating Procedures. This role will be responsible to lead and manage the CTM team and interface with senior leadership in cross-functional groups, oversee external vendors, collaborate with partners and clinical study personnel.

RESPONSIBILITIES

Responsible and accountable for the successful operational delivery of one or more studies in the Oncology therapeutic area within the Clinical development planResponsible for directing clinical operations activities and decisions (quality, cost, timelines) related to conduct of studiesDefine global operational strategy and planning and ensuring adequate resource support for programEnsures delivery of quality deliverables whilst ensuring consistency of process and approachesResponsible for resource forecasting and resource allocation for the clinical studiesResponsible to oversee and manage CRO partnership and delivery of outsourced servicesResponsible to ensure that CTM staff provide an appropriate and documented level of oversight to clinical sites and CROsResponsible for analysis of Key Performance Indicators (KPI), operational metrics, study reporting of performance and ensuring execution against action plans and study plan (e.g., identified risk management plan) etc.Build internal and external stakeholder relationships to help drive successful study execution and strategyDefine innovation needs and introduce industry best practices to enable better executionInterfaces with senior management to report on milestones and performance metrics and high-risk issuesEnsures study teams are collaborating on inspection readiness and liaise with Quality to manage inspections

QUALIFICATIONS

MS with a minimum of 10 years or BS with a minimum of 15 years of experience (Director) or MS with a minimum of 15 years or BS with a minimum of 20 years of experience (Senior Director) in a pharmaceutical industry or other clinical research setting with clinical trialsExperience in Oncology therapeutic area preferredDemonstrated experience in KPI management, contract negotiations, clinical business financial modelsAbility to effectively establish priorities and develop objectives, goals and action plans to meet or exceed expectations within a fast-paced matrixed environmentExcellent verbal/written communication skills and ability to influence at all levels across functions and build effective relationshipsStrong leadership skills with a passion for people development and an ability to prioritize and provide clear direction to team members in a highly dynamic environmentStrong continuous improvement and change management skillsStrong understanding of regulations and GCP requirements for drug development, advanced knowledge of clinical operations and industry standards, and advanced skills partnering with CROs and other third-party vendorsExperience working on Phase I-IV studies#LI-MB1PDN-99314b70-60f7-4b61-a8cc-85108294ca80

R&D Engineering Battery Co-op (July-Dec 2023)

Link to Live Job Posting: Posting is no longer active

Location: Woburn, MA	**O*NET:** 15-1221.00
Company: Ionic Materials	**Job Title:** Unclassified

R D Engineering Battery Co-op (July-Dec 2023)

IONIC MATERIALS INC

Woburn, MA Job Details Internship Estimated:

$42.4K - $53.7K a year 2 hours ago Qualifications Chemical Engineering Laboratory experience Microsoft Office Organizational skills Chemistry Computer skills Communication skills

Full Job Description SUMMARY:

The R D Engineering Battery Co-op will work with the Ionic Materials Battery team focused on developing solid-state polymer electrolytes for lithium-ion energy storage across one or more sub-projects. The role involves hands on work in the lab as well as data analysis and communication of results. This may include preparing polymer-based battery materials, component characterization, rheological evaluation, and other experiments as required to support the project. The R D Engineering Battery Co-op should be pursuing a degree in chemistry, chemical engineering, materials science, or a similarly related field. This program will run from July 2023 through December 2023.

QUALIFICATIONS

Currently pursuing a degree in chemistry, chemical engineering, materials science, or a similarly related field Demonstrated strong academic track record. Experience working in a lab setting. Ability to follow experimental procedures and carefully document results. Good computer skills (Microsoft Office Suite) Solid communication and organizational skills Experience with polymer synthesis, battery materials, or electrochemistry, preferred.

ROLES AND RESPONSIBILITIES

Preparation of polymers and polymer-based battery materials Analytical characterization of battery materials Rheological evaluation of battery materials Analysis of experimental data and communication of results to staff scientists and engineers. Follow all safety protocols while at work in a laboratory setting. Taking part in continuous improvement ideas Ability to work in a glove box and dry room. Follow, maintain, and improve SOPs in a laboratory setting.

WORK ENVIRONMENT & PHYSICAL REQUIREMENTS

Work in a dry room up to several hours per day Intermittent use of glove box Work with hazardous chemicals while wearing proper PPE and using engineering controls. Mixture of standing and sitting when working at lab benches, fume hoods, and operating equipment.

Appendix D - 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.