

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:

39 items selected. See Appendix A for details.

Keyword Search:

Job Postings Overview

68,866

Unique Postings
204,644 Total Postings

2,254

Employers Competing
24,646 Total Employers

31 Days

Median Posting Duration
Regional Average: 30 Days

3 : 1

Posting Intensity



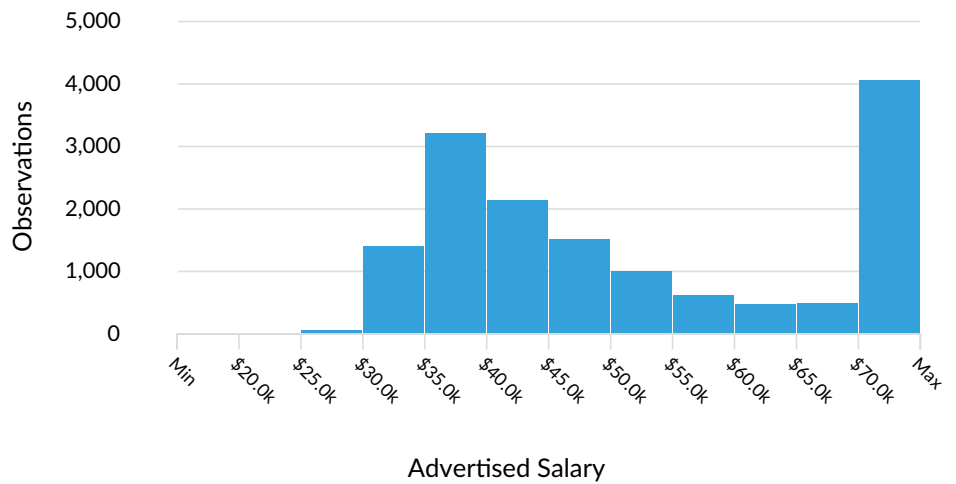
Regional Average: 3 : 1

Advertised Salary

There are 14,826 advertised salary observations (22% of the 68,866 matching postings).

\$46.7K

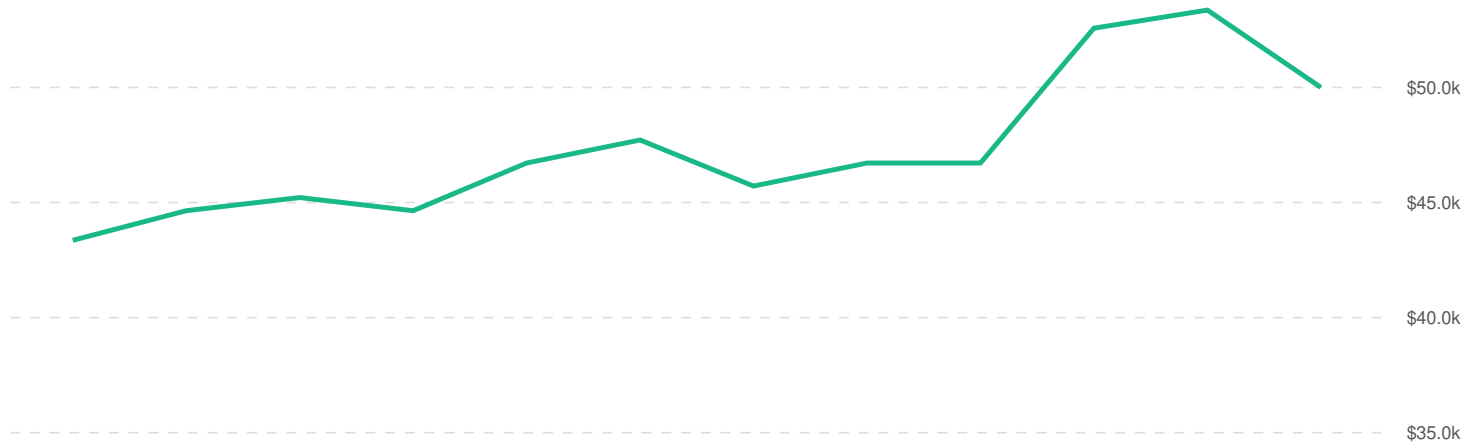
Median Advertised Salary



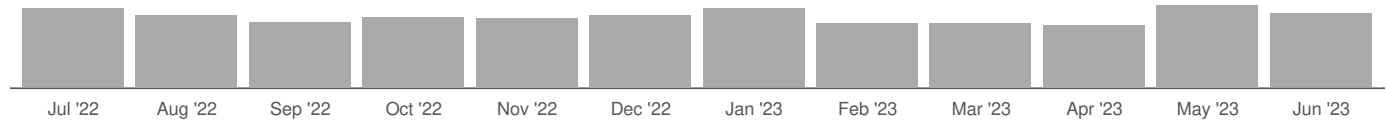
Advertised Wage Trend

▲ 15.3% Jul 2022 - Jun 2023

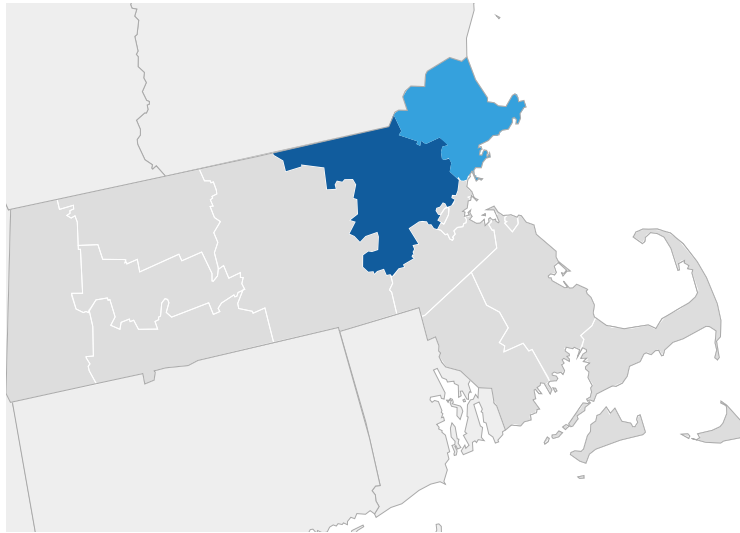
\$46.7k Median



14,826 Job Postings

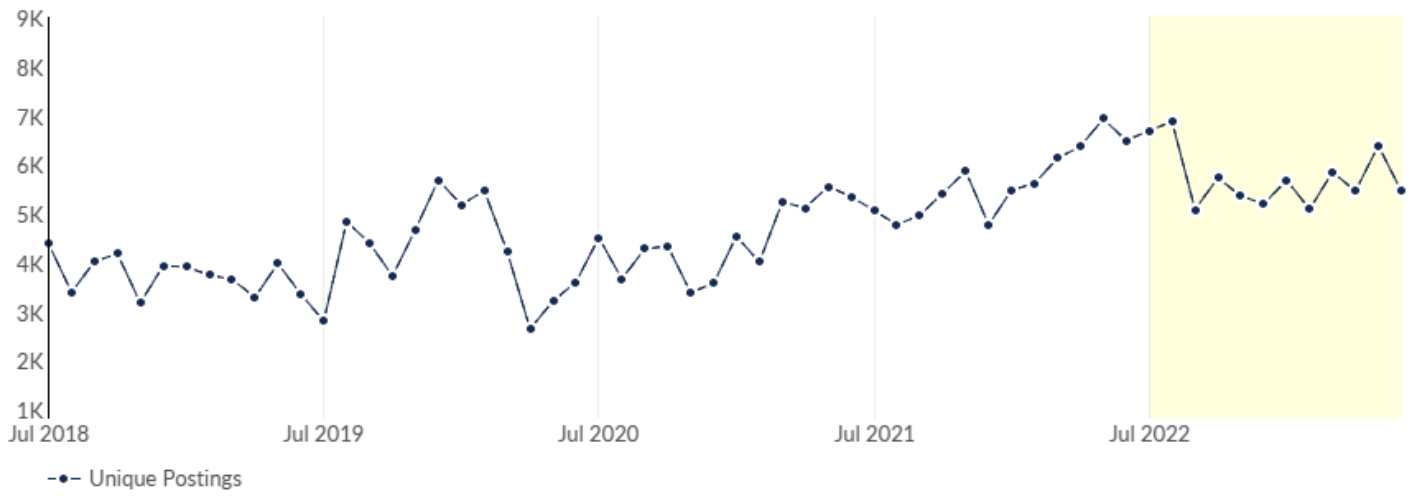


Job Postings Regional Breakdown



County	Unique Postings (Jul 2022 - Jun 2023)
Middlesex County, MA	50,054
Essex County, MA	18,812

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2023	5,459	3 : 1
May 2023	6,386	3 : 1
Apr 2023	5,461	3 : 1
Mar 2023	5,848	3 : 1
Feb 2023	5,088	3 : 1
Jan 2023	5,682	3 : 1
Dec 2022	5,200	4 : 1
Nov 2022	5,359	3 : 1
Oct 2022	5,728	3 : 1
Sep 2022	5,084	3 : 1
Aug 2022	6,878	3 : 1
Jul 2022	6,693	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	26,545	39%
High school or GED	18,153	26%
Associate degree	9,399	14%
Bachelor's degree	18,037	26%
Master's degree	7,675	11%
Ph.D. or professional degree	1,783	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	18,153	0	26%
Associate degree	6,412	2,036	9%
Bachelor's degree	13,084	4,511	19%
Master's degree	3,861	3,561	6%
Ph.D. or professional degree	811	972	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	36,678	53%
0 - 1 Years	15,884	23%
2 - 3 Years	11,829	17%
4 - 6 Years	3,284	5%
7 - 9 Years	610	1%
10+ Years	581	1%

Top Companies Posting











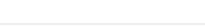











	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Mass General Brigham	17,073 / 7,307	2 : 1	36 days
Beth Israel Lahey Health	15,567 / 7,279	2 : 1	29 days
Cambridge Health Alliance	6,188 / 1,885	3 : 1	37 days
Emerson Hospital	5,074 / 1,549	3 : 1	32 days
Encompass Health	7,100 / 1,547	5 : 1	37 days
Boston Medical Center	1,366 / 1,202	1 : 1	19 days
YMCA	3,570 / 1,158	3 : 1	35 days
Fresenius	2,394 / 948	3 : 1	35 days
Tufts Medical Center	1,684 / 876	2 : 1	46 days
Atrius Health	1,753 / 858	2 : 1	40 days

Top Cities Posting











City	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Cambridge, MA	16,207 / 4,791	3 : 1	34 days
Burlington, MA	11,249 / 4,761	2 : 1	31 days
Newton, MA	13,000 / 4,374	3 : 1	32 days
Framingham, MA	9,972 / 3,292	3 : 1	31 days
Lowell, MA	11,302 / 2,930	4 : 1	36 days
Lawrence, MA	8,441 / 2,704	3 : 1	31 days
Somerville, MA	7,699 / 2,676	3 : 1	36 days
Salem, MA	6,235 / 2,444	3 : 1	30 days
Waltham, MA	5,895 / 2,294	3 : 1	33 days
Concord, MA	7,336 / 2,156	3 : 1	33 days

Top Posted Occupations

	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Registered Nurses	36,565 / 11,306	3 : 1	25 days
Home Health and Personal Care Aides	9,748 / 3,353	3 : 1	30 days
Nursing Assistants	9,494 / 3,053	3 : 1	28 days
Medical and Health Services Managers	7,008 / 2,875	2 : 1	33 days
Licensed Practical and Licensed Vocational Nurses	6,539 / 2,002	3 : 1	30 days
Preschool Teachers, Except Special Education	6,097 / 1,941	3 : 1	33 days
Medical Assistants	4,649 / 1,807	3 : 1	35 days
Health Technologists and Technicians, All Other	5,142 / 1,789	3 : 1	36 days
Medical Secretaries and Administrative Assistants	6,003 / 1,778	3 : 1	32 days
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	4,741 / 1,505	3 : 1	37 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,587 / 1,133	2 : 1	32 days
Physical Therapists	3,393 / 1,055	3 : 1	32 days
Nurse Practitioners	1,921 / 911	2 : 1	26 days
Managers, All Other	2,062 / 907	2 : 1	33 days
Clinical Laboratory Technologists and Technicians	2,704 / 898	3 : 1	32 days
Recreation Workers	2,196 / 701	3 : 1	34 days
Dental Assistants	2,234 / 578	4 : 1	32 days
Radiologic Technologists and Technicians	2,368 / 565	4 : 1	31 days
Teaching Assistants, Except Postsecondary	1,308 / 498	3 : 1	36 days
Maids and Housekeeping Cleaners	1,568 / 486	3 : 1	31 days
Human Resources Specialists	1,115 / 471	2 : 1	30 days
Social Workers, All Other	1,796 / 462	4 : 1	36 days
Speech-Language Pathologists	1,978 / 456	4 : 1	33 days
Healthcare Social Workers	1,073 / 452	2 : 1	34 days
Medical Records Specialists	1,019 / 448	2 : 1	36 days
Phlebotomists	1,163 / 440	3 : 1	34 days
Occupational Therapists	1,450 / 390	4 : 1	28 days
Dietitians and Nutritionists	898 / 389	2 : 1	31 days

Receptionists and Information Clerks	963 / 380	3 : 1		33 days
Physical Therapist Assistants	2,967 / 372	8 : 1		37 days
Social and Human Service Assistants	1,102 / 349	3 : 1		39 days
Residential Advisors	1,416 / 347	4 : 1		32 days
Software Developers	782 / 342	2 : 1		37 days
Marriage and Family Therapists	1,175 / 325	4 : 1		30 days
Customer Service Representatives	867 / 325	3 : 1		34 days
Cooks, Restaurant	850 / 324	3 : 1		31 days
Clinical and Counseling Psychologists	1,238 / 300	4 : 1		31 days
Fast Food and Counter Workers	804 / 299	3 : 1		32 days
Physician Assistants	742 / 298	2 : 1		35 days
First-Line Supervisors of Office and Administrative Support Workers	707 / 297	2 : 1		35 days
Pharmacy Technicians	716 / 293	2 : 1		38 days
Social and Community Service Managers	810 / 288	3 : 1		31 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	992 / 286	3 : 1		39 days
Physicians, All Other	800 / 281	3 : 1		33 days
Surgical Technologists	731 / 275	3 : 1		35 days
Magnetic Resonance Imaging Technologists	726 / 260	3 : 1		28 days
Medical Scientists, Except Epidemiologists	697 / 251	3 : 1		29 days
Occupational Therapy Assistants	704 / 247	3 : 1		28 days
Computer Occupations, All Other	506 / 245	2 : 1		33 days
Pharmacists	425 / 238	2 : 1		32 days

Top Posted Occupations







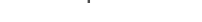



Occupation (O*NET)	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Registered Nurses	34,469 / 10,597	3 : 1 	26 days
Nursing Assistants	9,494 / 3,053	3 : 1 	28 days
Medical and Health Services Managers	7,008 / 2,875	2 : 1 	33 days
Licensed Practical and Licensed Vocational Nurses	6,539 / 2,002	3 : 1 	30 days
Preschool Teachers, Except Special Education	6,097 / 1,941	3 : 1 	33 days
Medical Assistants	4,649 / 1,807	3 : 1 	35 days
Medical Secretaries and Administrative Assistants	6,003 / 1,778	3 : 1 	32 days
Personal Care Aides	4,770 / 1,679	3 : 1 	31 days
Home Health Aides	4,978 / 1,674	3 : 1 	28 days
Mental Health Counselors	4,366 / 1,367	3 : 1 	37 days

Top Posted Occupations











Occupation	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Registered Nurse	28,388 / 8,954	3 : 1 	23 days
Nursing Assistant	7,671 / 2,357	3 : 1 	27 days
Medical Assistant	5,878 / 2,271	3 : 1 	33 days
Caregiver / Personal Care Aide	4,816 / 1,787	3 : 1 	29 days
Licensed Practical / Vocational Nurse	6,036 / 1,787	3 : 1 	30 days
Preschool / Childcare Teacher	5,017 / 1,643	3 : 1 	33 days
Nursing Manager / Supervisor	4,370 / 1,603	3 : 1 	28 days
Home Health Aide	3,951 / 1,280	3 : 1 	28 days
Physician	3,944 / 1,262	3 : 1 	36 days
Office / Administrative Assistant	2,804 / 1,227	2 : 1 	33 days
Healthcare Administrator	2,714 / 1,203	2 : 1 	35 days
Physical Therapist	3,528 / 1,083	3 : 1 	31 days
Registrar / Patient Service Representative	2,837 / 936	3 : 1 	36 days
Medical Secretary	2,261 / 864	3 : 1 	32 days
Receptionist	2,936 / 818	4 : 1 	32 days
Nurse Practitioner	1,710 / 786	2 : 1 	28 days
Mental / Behavioral Health Counselor	2,243 / 699	3 : 1 	31 days
Teacher Assistant	1,829 / 680	3 : 1 	32 days
Family / School / General Social Worker	2,706 / 675	4 : 1 	35 days
Program Manager	2,202 / 639	3 : 1 	36 days
Mental / Behavioral Health Social Worker	1,802 / 625	3 : 1 	32 days
Recreation / Activities Worker	2,059 / 623	3 : 1 	37 days
Behavior Analyst	2,134 / 612	3 : 1 	26 days
Case Worker	1,411 / 606	2 : 1 	31 days
Dental Assistant	2,571 / 574	4 : 1 	31 days
Family / Behavioral Therapist	2,261 / 551	4 : 1 	30 days

Maid / Housekeeping Staff	1,641 / 534	3 : 1		32 days
Social / Human Services Specialist	1,342 / 460	3 : 1		34 days
Radiologic Technician / Technologist	2,068 / 448	5 : 1		31 days
Speech Language Pathologist	1,933 / 438	4 : 1		32 days
Laboratory Technician	1,148 / 438	3 : 1		32 days
Scheduler / Operations Coordinator	1,254 / 432	3 : 1		32 days
Waiter / Waitress	1,519 / 424	4 : 1		32 days
Healthcare Social Worker	1,039 / 406	3 : 1		37 days
Residential Assistant / Advisor	3,303 / 392	8 : 1		36 days
Customer Service Representative	1,112 / 387	3 : 1		35 days
Occupational Therapist	1,085 / 373	3 : 1		28 days
Physical Therapy Assistant	2,938 / 363	8 : 1		38 days
Cook	983 / 359	3 : 1		32 days
Psychologist	1,245 / 344	4 : 1		30 days
Phlebotomist	966 / 344	3 : 1		34 days
Human Resources / Labor Relations Specialist	937 / 332	3 : 1		29 days
Health Technician / Technologist (Other)	983 / 328	3 : 1		28 days
Laboratory Technologist	918 / 324	3 : 1		31 days
Medical Director	855 / 314	3 : 1		32 days
Pharmacy Technician	744 / 305	2 : 1		36 days
Social / Human Service Assistant	833 / 285	3 : 1		36 days
MRI / CT Technician / Technologist	780 / 283	3 : 1		28 days
College / University Administrator	917 / 279	3 : 1		33 days
Operations Manager / Supervisor	599 / 277	2 : 1		35 days

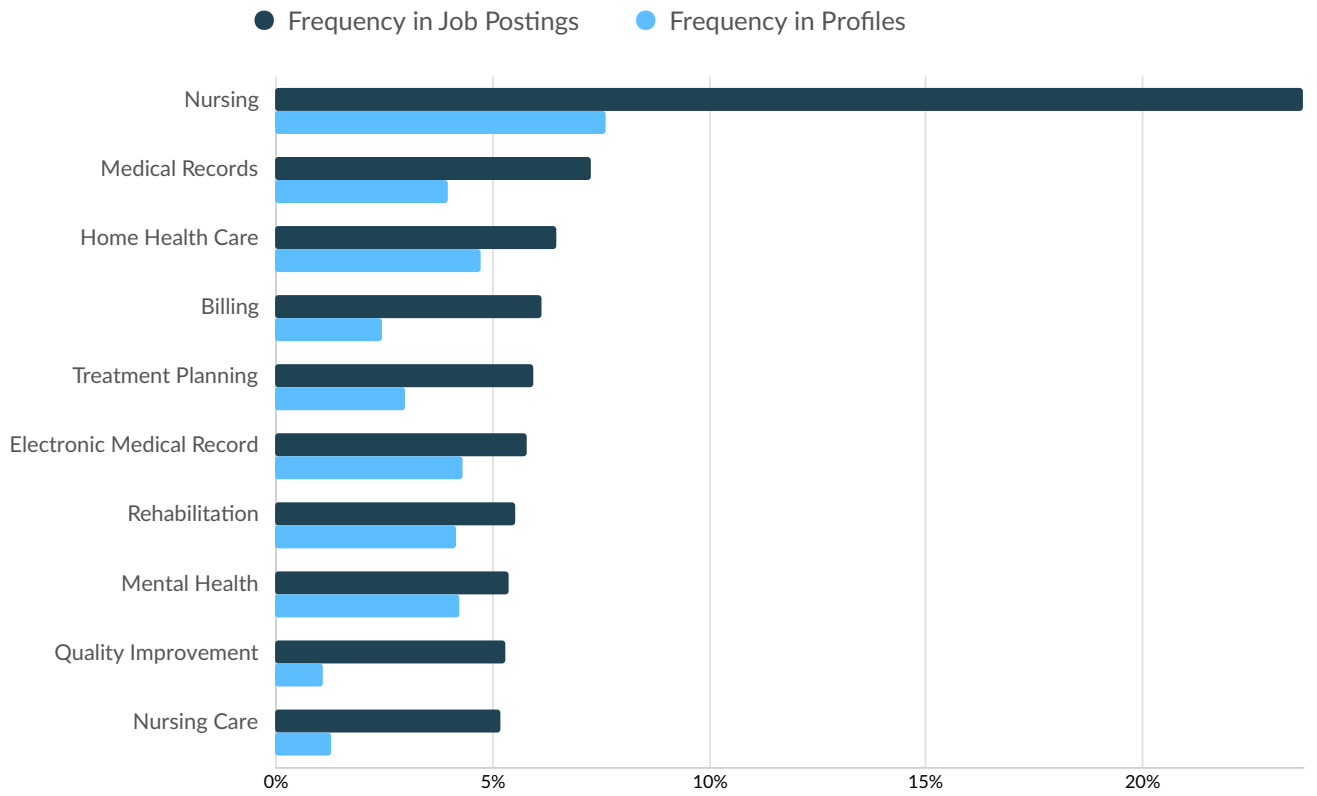
Top Posted Job Titles

	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
Registered Nurses	6,019 / 1,410	4 : 1 	29 days
Medical Assistants	2,390 / 830	3 : 1 	36 days
Physical Therapists	2,358 / 662	4 : 1 	31 days
Licensed Practical Nurses	2,224 / 657	3 : 1 	31 days
Home Health Aides	1,447 / 514	3 : 1 	28 days
Caregivers	1,380 / 476	3 : 1 	29 days
Medical Surgical Registered Nurses	1,073 / 453	2 : 1 	19 days
Patient Care Associates	1,194 / 443	3 : 1 	39 days
Direct Support Professionals	1,379 / 375	4 : 1 	30 days
Behavior Technicians	978 / 356	3 : 1 	24 days

Top Industries

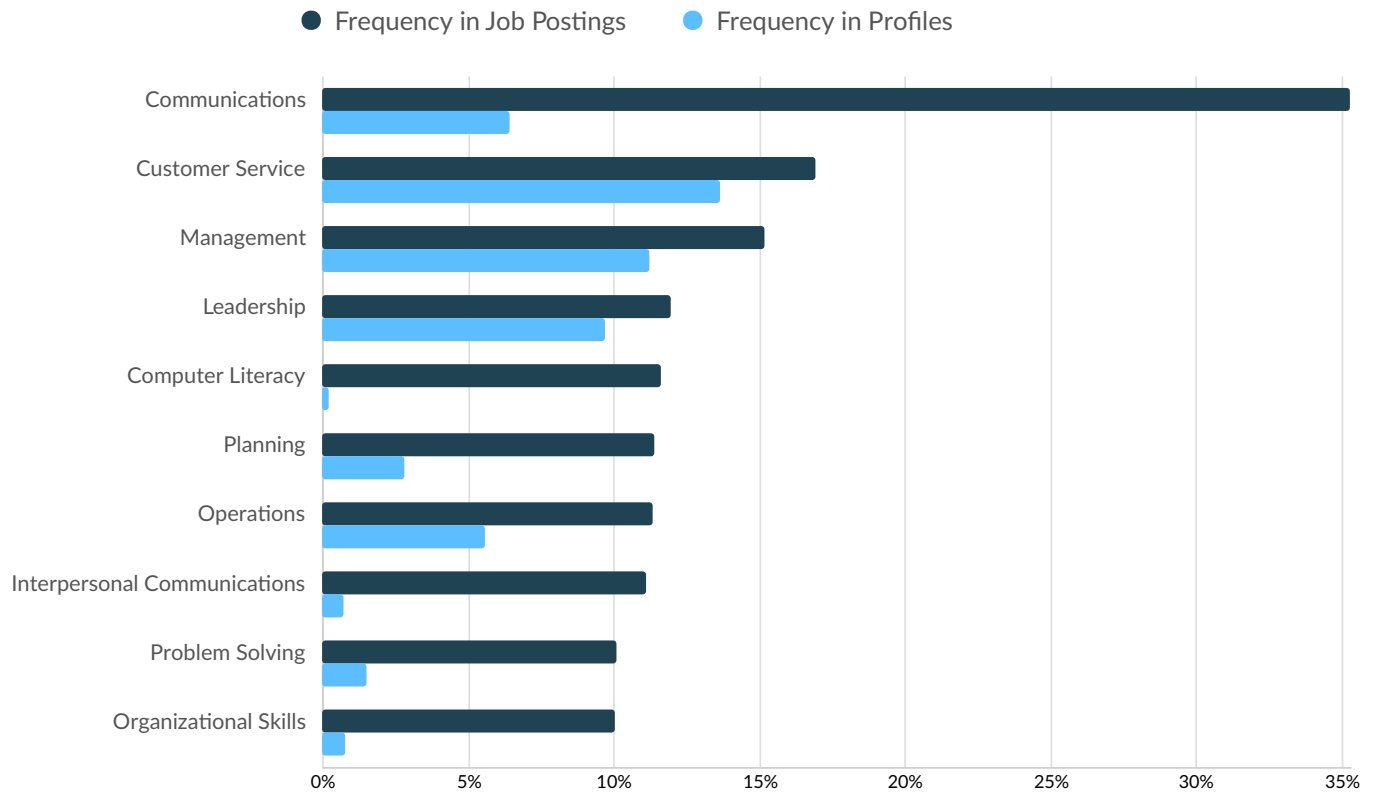
	Total/Unique (Jul 2022 - Jun 2023)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	46,736 / 18,284	3 : 1 	25 days
Offices of All Other Miscellaneous Health Practitioners	19,059 / 8,045	2 : 1 	35 days
Home Health Care Services	14,189 / 5,111	3 : 1 	31 days
Offices of Physicians (except Mental Health Specialists)	14,211 / 4,694	3 : 1 	37 days
Nursing Care Facilities (Skilled Nursing Facilities)	16,895 / 4,091	4 : 1 	32 days
Assisted Living Facilities for the Elderly	10,801 / 3,382	3 : 1 	30 days
Child Day Care Services	8,987 / 3,251	3 : 1 	33 days
Other Individual and Family Services	11,246 / 2,414	5 : 1 	33 days
Offices of Dentists	7,331 / 1,795	4 : 1 	31 days
Vocational Rehabilitation Services	4,587 / 1,795	3 : 1 	35 days

Top Specialized Skills



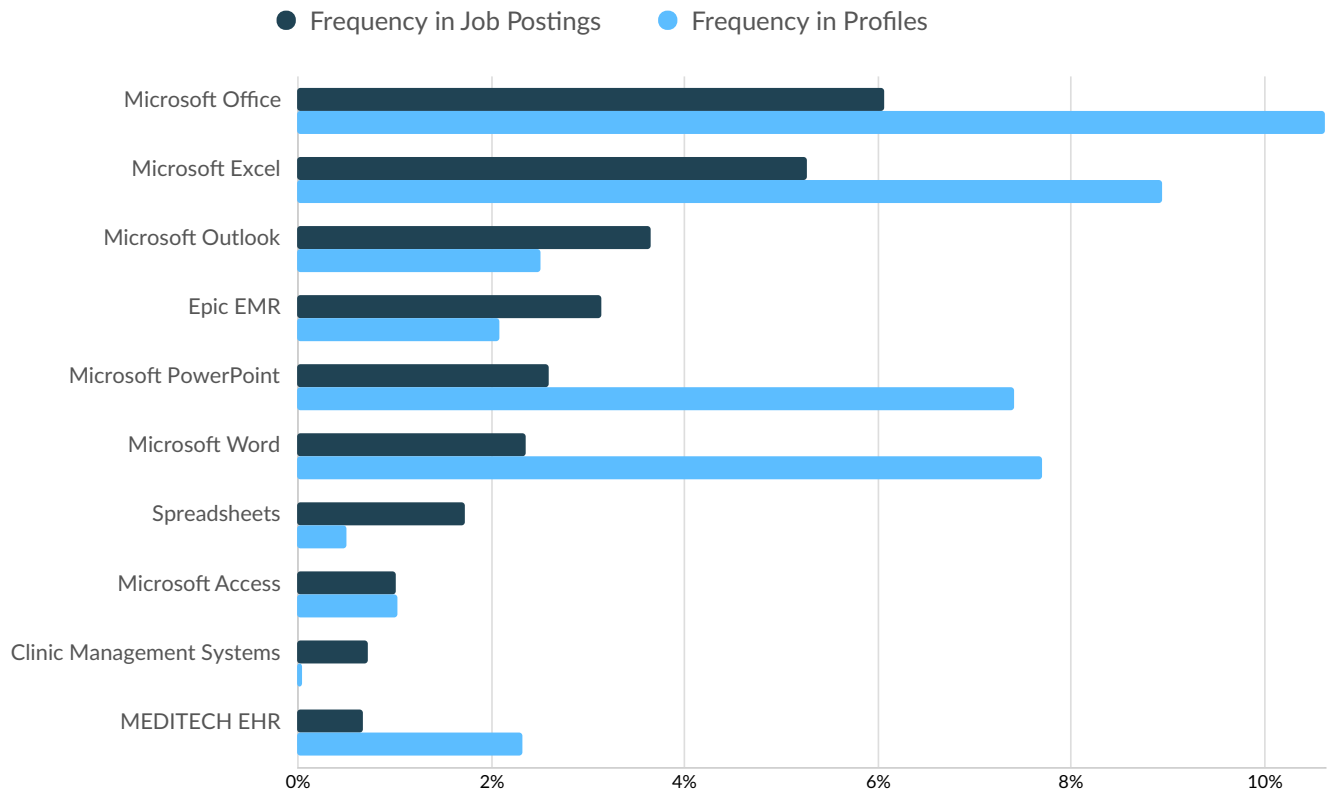
	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	16,328	24%	5,121	8%
Medical Records	5,020	7%	2,669	4%
Home Health Care	4,455	6%	3,192	5%
Billing	4,243	6%	1,669	2%
Treatment Planning	4,109	6%	2,017	3%
Electronic Medical Record	3,997	6%	2,914	4%
Rehabilitation	3,825	6%	2,801	4%
Mental Health	3,708	5%	2,867	4%
Quality Improvement	3,664	5%	731	1%
Nursing Care	3,570	5%	876	1%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	24,311	35%	4,343	6%
Customer Service	11,654	17%	9,182	14%
Management	10,475	15%	7,555	11%
Leadership	8,260	12%	6,543	10%
Computer Literacy	8,020	12%	141	0%
Planning	7,869	11%	1,915	3%
Operations	7,810	11%	3,771	6%
Interpersonal Communications	7,678	11%	479	1%
Problem Solving	6,982	10%	1,030	2%
Organizational Skills	6,936	10%	534	1%

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Office	4,180	6%	7,146	11%
Microsoft Excel	3,625	5%	6,012	9%
Microsoft Outlook	2,518	4%	1,687	3%
Epic EMR	2,162	3%	1,403	2%
Microsoft PowerPoint	1,794	3%	4,989	7%
Microsoft Word	1,627	2%	5,178	8%
Spreadsheets	1,192	2%	346	1%
Microsoft Access	703	1%	693	1%
Clinic Management Systems	507	1%	32	0%
MEDITECH EHR	467	1%	1,571	2%

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	15,345
Basic Life Support (BLS) Certification	7,565
Valid Driver's License	6,574
Cardiopulmonary Resuscitation (CPR) Certification	5,921
Advanced Cardiovascular Life Support (ACLS) Certification	3,996
Licensed Practical Nurse (LPN)	3,717
Certified Nursing Assistant (CNA)	2,969
First Aid Certification	1,755
Licensed Independent Clinical Social Worker	1,689
Nurse Practitioner (APRN-CNP)	1,456

Appendix A - Industries

Code	Description
621111	Offices of Physicians (except Mental Health Specialists)
621112	Offices of Physicians, Mental Health Specialists
621210	Offices of Dentists
621310	Offices of Chiropractors
621320	Offices of Optometrists
621330	Offices of Mental Health Practitioners (except Physicians)
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists
621391	Offices of Podiatrists
621399	Offices of All Other Miscellaneous Health Practitioners
621410	Family Planning Centers
621420	Outpatient Mental Health and Substance Abuse Centers
621491	HMO Medical Centers
621492	Kidney Dialysis Centers
621493	Freestanding Ambulatory Surgical and Emergency Centers
621498	All Other Outpatient Care Centers
621511	Medical Laboratories
621512	Diagnostic Imaging Centers
621610	Home Health Care Services
621910	Ambulance Services
621991	Blood and Organ Banks

Code	Description
621999	All Other Miscellaneous Ambulatory Health Care Services
622110	General Medical and Surgical Hospitals
622210	Psychiatric and Substance Abuse Hospitals
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals
623110	Nursing Care Facilities (Skilled Nursing Facilities)
623210	Residential Intellectual and Developmental Disability Facilities
623220	Residential Mental Health and Substance Abuse Facilities
623311	Continuing Care Retirement Communities
623312	Assisted Living Facilities for the Elderly
623990	Other Residential Care Facilities
624110	Child and Youth Services
624120	Services for the Elderly and Persons with Disabilities
624190	Other Individual and Family Services
624210	Community Food Services
624221	Temporary Shelters
624229	Other Community Housing Services
624230	Emergency and Other Relief Services
624310	Vocational Rehabilitation Services
624410	Child Day Care Services

Appendix B

Top Posting Sources

Website	Postings on Website (Jul 2022 - Jun 2023)
simplyhired.com	19,825
indeed.com	15,454
mass.gov	11,601
recruitenetworks.com	10,588
dejobs.org	8,750
taleo.net	7,297
careerarc.com	3,969
careerbuilder.com	2,136
arkansasjobboard.com	1,990
bilh.org	1,913
ziprecruiter.com	1,678
disabledperson.com	1,633
icims.com	1,606
lahey.org	1,273
worcesterrecruiter.com	1,249
myworkdayjobs.com	1,184
careerjet.com	1,177
adp.com	1,160
latpro.com	1,126
healthcaresource.com	841
dayforcehcm.com	837
chacareers.org	799
tuftsmedicine.org	788
monster.com	652
healthcareers.com	594

Appendix C

Sample Postings

Outpatient PT Per Diem	
Link to Live Job Posting: www.simplyhired.com	
Location: Framingham, MA	O*NET: 29-1123.00
Company: MetroWest Medical Center	Job Title: Unclassified
<p>Outpatient PT Per Diem Metrowest Medical Center - 3.6 Town of Framingham, MA Job Details Full-time Per diem</p> <p>Estimated:</p> <p>\$82.6K - \$105K a year 4 hours ago Qualifications CPR Certification Physical Therapy Bachelor of Science Master's degree Bachelor's degree Physical Therapy License Documentation review Full Job Description MetroWest Medical Center is the largest community health care system between Worcester and Boston. MetroWest Medical Center is committed to providing high quality, comprehensive care, at a location close to home. The 307-bed regional healthcare system includes Framingham Union Hospital, Leonard Morse Hospital in Natick and the MetroWest Wellness Center. MetroWest Medical Center has been named to the 2019 Americas 100 Best Hospitals List by Healthgrades. Metro West Medical Center is seeking a full-time physical therapist to join our Framingham Union Hospital team location. Be part of a 7-therapist team where you will find the tools and training needed to advance your career. Some of the benefits for joining our team include one on one treatment with therapist - no double booking. 45-minute treatment model in outpatient allows for documentation time Focus on clinical excellence, evidence-based treatment, professional growth and development Mentorship opportunities for new graduates Team oriented environment, working with</p> <p>OT and SLP Summary:</p> <p>Reporting to the Program Manager and under written referral of a physician and in collaboration with other rehab staff, is responsible for the evaluation of patients clinical status, assessment of their rehabilitation potential according to age appropriate guidelines and the design and implementation of age appropriate treatment programs to maximize patients level of function. Counsels and educates inpatients and outpatients in the rehabilitation setting.</p> <p>Onboarding Process:</p> <p>Please be advised that candidates must successfully complete a background check and pre-employment health screening which includes a drug screen.</p> <p>Requirements:</p> <p>1. BS/MS in Physical Therapy from an accredited program. 2. Valid Massachusetts PT license and AHA CPR certification. 3. Positive attitude 2105010077 Employment practices will not be influenced or affected by an applicants or employees race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, sexual orientation, gender identity or expression, veteran status or any other legally protected status. Tenet will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship.</p>	

Interventional Radiology Tech full time days

Link to Live Job Posting: partners.taleo.net

Location: Newton, MA

O*NET: 29-2034.00

Company: Mass General Brigham

Job Title: Interventional Radiology Technicians

Interventional Radiology Tech full time days Newton-Wellesley Hospital(NWH)•4.1

Newton, MA Job Details Full-time Estimated:

\$65K•\$82.3K a year 4 hours ago Benefits Free parking Qualifications CPR Certification Military BLS Certification Medical imaging ARRT Certification Associate's degree Hospital experience Full Job Description Interventional Radiology Tech full time days•(3250467) \$5000 SIGN

ON BONUS

paid after 90 days Free Parking and New Rates! Great Benefits that start on day one•no waiting period! Come join the team! NWH provides a 3-month intensive training period for qualified individuals. You will be on a fast path of learning about all diagnostic and medical supplies needed for all IR/CVC cases. The IR Technologist is a licensed Radiologic Technologist who performs all designated interventional procedures and duties under the direct supervision of a qualified physician and/or the Lead IR Technologist. The IR Technologist will work in the Cardiovascular Center (CVC) as well as in the OR for designated cases requiring fluoroscopy with the C-arm. This role supports multi-specialties including Cardiology, Electrophysiology, Pulmonary, Vascular and Interventional Radiology.

Essential Functions:

Responsible to check the patient schedule to ensure efficiencies to include the coordinating of patient care in collaboration with the Proceduralist and /or the Lead Technologist. Demonstrates working knowledge of the Fluoroscopy imaging equipment. Responsible to turn on the imaging equipment (when applicable) and ensures that it is fully operational prior to the start of each case. Notifies appropriate personnel of equipment malfunctions and/or needed repairs. Responsible to prepare the contrast power injector and operate the injector as each case requires. Responsible to validate all patient orders. Active participant in Universal Protocol (i.e. time out) for each procedure with documentation in the EMR. Maintains aseptic conditions when preparing patients for procedures and participating in cases. Follows Hospital Universal Precautions and utilizes/wears proper PPE as needed. Verifies two forms of patient identification specified by hospital policy. Demonstrates care and concern for the patients safety and comfort and responds to their needs in a timely manner. Wears appropriate Lead Protection and Dosimeter badge and stores them appropriately when not in use. Performs patient procedures in a manner which ensures the least amount of radiation exposure to the patients and employees in accordance with the ALARA (as low as reasonably achievable) standards. Responsible to send all images to PACS and document dose report at the completion of each procedure. Responsible to document all pertinent information for each case in the EMR. With proper training and documentation performs sheath removal and dressing. Responds to emergency situation/codes immediately and performs in a calm and professional manner. Responsible for scrubbing in as a second operator to assist the primary physician including catheter/wire management, accessing venous lines and devices, administration of contrast, and assisting the physician to expedite the case and improve the quality of care. Assists physicians as necessary during the exam, i.e. Positioning table/c-arm. Responsible for scrubbing in as a second operator to assist the Radiologist for cases that are deemed necessary to be performed bedside. Responsible to set up the Ultrasound Unit for the Proceduralist to include technical factors as needed. Verifies, draws up, measures and prepares contrast medium for administration for each procedure. Assist physicians during procedures including needle, catheter and wire manipulation. Able to make suggestions for alternative ways to conventional methods. Provides technical support to the surgeon for cases performed in the OR including C-ARM imaging guidance. Disposes of all sharps and syringes in accordance with hospital policy and procedures and OSHA regulations. Delivers patient care under scope of license/training. Maintain inventory tracking, by obtaining item(s)

from the inventory cabinet and is responsible to scan into the EMR or may need to scan item into the inventory cabinet first then the EMR. Maintains all licensure, certification and/or registration and completes all HLCs required for this position. Assists with ensuring compliance with State, Federal and TJC requirements, regulations and standards. Identifies and reports safety concerns/hazards to supervisor. Cleans all equipment and room post procedure. Oversees and instructs various personnel and technology students within the department. Maintains imaging and patient care areas in an orderly manner, prepares equipment, and stocks room supplies for daily use. Participates in a rotating on-call schedule for evening, weekend and holiday coverage. Demonstrates professional and effective communications with all departmental and hospital personnel. Responds to disaster plan staffing needs as per department disaster plan. Provides proper notification of absence and tardiness. Other duties as assigned. Education Associates Degree in Radiologic Technology or equivalent military training in Radiologic Technology required. Experience Two years of experience as a Radiologic Technologist in a hospital setting preferred. Recent experience in interventional procedure setting preferred. Will consider new grads. Licenses, Certifications, and/or Registrations Radiologic Technologist License issued by the Massachusetts Department of Public Health Radiation Control Board required. Registered by the American Registry of Radiologic Technologists in Radiology required. Registered by the American Registry of Radiologic Technologists in Vascular Interventional Radiography preferred. CPR/BLS certification/training required. ACLS required within six months of hire. Knowledge and Skills Competency in use of all IR imaging equipment in addition to the C-arm, Angiojet and ultrasound machine. Knowledge of the special needs and behaviors of child, adolescent, adult, and geriatric patients. Maintain all annual competencies per department policy. EEO Statement Newton-Wellesley Hospital will provide equal employment opportunities to all applicants and employees without regard to race, color, religion, gender age, national origin, disability, marital status, genetic information, veteran or active military status, gender identity or expression, or sexual orientation Primary Location MA-Newton-NWH Main Campus Work Locations NWH Main Campus 2014 Washington Street Newton 02462 Job Interventional Organization Newton-Wellesley Hospital(NWH) Schedule Full-time Standard Hours 40 Shift Day Job Posted Shift Description Budgeted position 2023 Employee Status Regular Recruiting Department NWH Imaging Services Job Posting Jun 30, 2023

Observer Behavioral Float Pool FT Nights

Link to Live Job Posting: jobquest.dcs.eol.mass.gov

Location: Natick, MA

O*NET: 31-1131.00

Company: MetroWest Medical Center

Job Title: Directors of Behavioral Health

Observer Behavioral Float Pool FT Nights Metrowest Medical Center - 3.6

Town of Natick, MA Job Details Full-time Estimated:

\$37.2K - \$47.1K a year 1 hour ago Qualifications CPR Certification High school diploma or GED Patient observation Full Job Description MetroWest Medical Center is the largest community health care system between Worcester and Boston. MetroWest Medical Center is committed to providing high quality, comprehensive care, at a location close to home. The 307-bed regional healthcare system includes Framingham Union Hospital, Leonard Morse Hospital in Natick and the MetroWest Wellness Center. MetroWest Medical Center has been named to the 2019 Americas 100 Best Hospitals List by Healthgrades.

GENERAL SUMMARY

Under general supervision of Charge Nurse or a Registered Nurse and according to established department policies and procedures, maintains appropriate level of supplies and cleaning of equipment. Assists with observation and moving and restraining of patients as necessary. Provides services to adult, geriatric, and pediatric patients as instructed. Ensures quality and safe delivery of care to patients in the following age groups: All ages; School age; Adolescent; Adult; Geriatric.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Observation Checks in with charge nurse for assignment Obtains report from patients nurse prior to starting assignment to include reasons for constant observation, level of constant observation, precautions, level of awareness, communication status, mobility, dietary restrictions, safety concerns, status for visitors Able to follow and understand level of constant observation for patient assigned by nurse Maintains constant visual contact including if going with patient to other departments for tests or diagnostics, while patient in bathroom and when visitors are present Does not leave patient unattended or out of view (constant observer will schedule breaks with the patients nurse and stay with patient until another constant observer comes to take your place while on break) When in room, keeps patient in view at all times Does not shut door to bathroom when patient using it, keeps patient in view Does not leave room to get supplies or anything else Documents on constant observer flow sheet every 15 minutes or more often as nurse instructs Calls for assistance as nurse instructs per hospital policy 2. Safety Keeps patient door will be open/partly open at all times Maintains level of constant observation at all times Keeps sharp/dangerous items out of room (plastic cutlery only, no lighters, no guns/knives) Assists nurse to inspect all items brought in by visitors, nurse will instruct you if assistance is needed Does not keep scissors in your pocket Does not have items around your neck (ID badge, stethoscope) Does not allow patient to leave room unless the nurse allows it Does not try to physically restrain patient, do not physically block a patient attempting to leave, follows at a safe distance, calls for help using instructions given by nurse. If a patient leaves the room, calls for help immediately. Does not follow a patient without calling for help. Follows hospital specific code to call for this situation Does not allow patient to leave area including to go to other departments unless nurse allows, if a transporter arrives to take patient off the area, asks nurse if this will be allowed Assists patients in/out of bed and to/from bathroom as ordered activity level permits Informs nurse immediately if patient expresses desire to harm self 3. Patient Privacy Maintains confidentiality of all patient information Refrains from discussing patient and information with anyone other than staff assigned to patient or patients physician Respects the patients rights with concern for safety as a priority Listens and acknowledges patients feelings Conveys compassion, empathy and understanding 4. Conduct Patient has control of the choice of TV station Do not have personal electronics or anything that takes your attention from patient (iPod, CD player, Game boy, phone, books, magazines) Do

not make personal phone calls, eat food, close eyes, sleep Always have someone in the room to observe the patient before you take any breaks Notify the charge nurse for any issues/concerns

Onboarding Process:

Please be advised that candidates must successfully complete a background check and pre-employment health screening which includes a drug screen.

KNOWLEDGE, EXPERIENCE AND OTHER JOB REQUIREMENTS

1. The level of knowledge equivalent to that ordinarily acquired through completion of a High School Diploma with formal training for the team approach to patient intervention. 2. CPR certification required. 3. Completes all required online courses on duties of the constant observer, on restraint and seclusion. 4. Completes hospital approved training in managing patient behaviors and de-escalation techniques (i.e.

CPI, SAMA

). 5. Constant observer providing patient care must have completed all applicable competencies. Night shift is 11 pm - 7 am and includes every other weekend and every other holiday 2105041370 Employment practices will not be influenced or affected by an applicants or employees race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, sexual orientation, gender identity or expression, veteran status or any other legally protected status. Tenet will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship.

ED Tech PT Days

Link to Live Job Posting: Posting is no longer active

Location: Framingham, MA

O*NET: 29-2042.00

Company: MetroWest Medical Center

Job Title: Dayside Crews

ED Tech PT Days Metrowest Medical Center - 3.6

Town of Framingham, MA Job Details Part-time Estimated:

\$34.8K - \$44K a year 3 hours ago Qualifications CPR Certification High school diploma or GED Patient observation Under 1 year Full Job Description MetroWest Medical Center is the largest community health care system between Worcester and Boston. MetroWest Medical Center is committed to providing high quality, comprehensive care, at a location close to home. The 307-bed regional healthcare system includes Framingham Union Hospital, Leonard Morse Hospital in Natick and the MetroWest Wellness Center. MetroWest Medical Center has been named to the 2019 Americas 100 Best Hospitals List by Healthgrades.

GENERAL SUMMARY

Under general supervision of Charge Nurse or a Registered Nurse and according to established Emergency Department policies and procedures, maintains appropriate level of supplies and cleaning of equipment for the Emergency Department. Assists with observation and moving and restraining of patients as necessary. Provides emergency services to adult, geriatric, and pediatric patients as instructed. Also transports patients or specimens to appropriate departments. Ensures quality and safe delivery of care to patients in the following age groups: All ages; Neonate; Infancy; Toddler; Preschool; School age; Adolescent; Adult; Geriatric.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1.

Assists with patient care:

transports patients; performs stat duties as situations necessitate; performs EKG's as needed, appropriately placing electrodes and securing a hard copy of the patient's permanent record and assuring it is properly marked with patients name and number; takes patients pulse ox and/or vital signs, referring problems to nursing staff as situation necessitates. Assists with positioning and/or moving patients from stretchers to wheelchairs. Assists in the restraining of patients, using the team approach. Also responsible for the observation of disruptive patients in restraints, watching for escalation of behavior. Assists with other patient care as required. Applies Nasal Cannula Oxygen as directed by RN, obtains specimens, such as urine, as directed, performs bedside testing and quality control, also performs noninvasive oxygen saturations and peak flow measurements on patients in need of respiratory readings, performs visual acuities as directed. Makes up stretchers and beds as necessary. Maintains area in clean and orderly condition, following all sterile procedures. Observes universal precautions as required. Performs phlebotomy duties as needed, following all sterile procedures and proper labeling techniques. At all times observes patient for negative reactions and takes appropriate measures to allay patient anxiety. Disposes of used needles or equipment according to established safety procedures. 2. Each shift is responsible for stocking the Emergency Department supply areas and for checking equipment and cleaning or sterilizing as necessary. Performs other related duties as needed. Maintains and ensures adequate and appropriate levels of supplies or equipment at all times. 3. Transports specimens to appropriate lab area as needed. Obtains supplies from Distribution, Central Supply, Medical Records, or Dietary as required by shift procedures for the Department. 4. Assists with other duties, such as answering telephones and/or other patient related duties as needed. 5. May assist with resuscitation of patients as situation necessitates under direction of RN.

Onboarding Process:

Please be advised that candidates must successfully complete a background check and pre-employment health screening which includes a drug screen.

KNOWLEDGE, EXPERIENCE AND OTHER JOB REQUIREMENTS

1. The level of knowledge equivalent to that ordinarily acquired through completion of a High School Diploma with specialized courses in phlebotomy procedures, formal training for the team approach to patient intervention, EKG training, and basic training for vital signs and related patient care. Yearly certification required. CPR certification required. 2. Minimum of 6 months experience as an Emergency Technician or related experience. 2105041361 Employment practices will not be influenced or affected by an applicants or employees race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, sexual orientation, gender identity or expression, veteran status or any other legally protected status. Tenet will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship.

Hospice Director of Clinical Services

Link to Live Job Posting: Posting is no longer active

Location: Woburn, MA

O*NET: 11-9111.00

Company: Helping Hands And Hearts Hospice

Job Title: Directors of Clinical Services

Hospice Director of Clinical Services Hands and Hearts Hospice Woburn, MA Job Details Full-time \$83,945

- \$91,655 a year 22 hours ago Benefits Wellness program Disability insurance Health insurance Dental insurance Flexible spending account Paid time off Vision insurance Employee discount Flexible schedule Life insurance Qualifications Nursing Medicare Resident's rights RN License Hospice care Master's degree Bachelor's degree Care plans 2 years Communication skills Full Job Description About us Hands and Hearts Hospice is a locally owned and operated Hospice company based in Wellesley, MA that services patients inside the 495 beltway.

We are a professional, customer-centric, and forward thinking organization that promotes from within. Our goal is to hire experienced and empathetic team members to best serve our Hospice patients and families. We place an emphasis on ensuring our team members have a comfortable work-life balance while providing all the necessary resources to them, so they can excel in their respective roles.

Our work environment includes:

Modern office setting Growth opportunities Safe work environment Director of Clinical Services (Hospice)

Duties:

- Oversee and manage all aspects of clinical services within the organization
- Develop and implement Hospice policies and procedures to ensure compliance with resident rights and Medicare regulations
- Provide leadership and guidance to the clinical team, including nurses, therapists, and other healthcare professionals
- Coordinate and collaborate with other departments to ensure seamless delivery of care
- Monitor and evaluate the quality of clinical services provided, identifying areas for improvement and implementing necessary changes
- Conduct regular staff meetings and trainings to promote professional development and ensure adherence to best practices
- Serve as a resource for staff regarding clinical issues, providing guidance and support as needed
- Participate in interdisciplinary team meetings to develop individualized care plans for residents
- Collaborate with external healthcare providers, such as physicians and specialists, to coordinate care for residents
- Stay up-to-date with industry trends and advancements in clinical practices

Requirements:

- Bachelor's degree in Nursing or related field (Master's degree preferred)
- Current state licensure as a Registered Nurse (RN)
- Minimum of 2 years of experience in a clinical leadership role
- Strong knowledge of resident rights and Hospice Medicare regulations
- Excellent leadership and communication skills
- Ability to effectively manage a diverse team of healthcare professionals
- Strong problem-solving and decision-making abilities
- Proficient in electronic medical record systems and billing
- Strong knowledge of Hospice Medicare/commercial compliance timelines and regulations
- Senior living and nursing home relationships are a plus This is an exciting opportunity for an experienced healthcare professional to lead

our clinical team and ensure the highest quality of care for our residents.

We offer competitive compensation and benefits packages. To apply, please submit your resume and cover letter detailing your qualifications for this position.

Job Type:

Full-time Pay:

\$83,945.00

- \$91,655.

00 per year

Benefits:

Dental insurance Disability insurance Employee discount Flexible schedule Flexible spending account Health insurance Life insurance Paid time off Vision insurance Wellness program Medical specialties: Hospice & Palliative Medicine Physical setting:

Outpatient Schedule:

Monday to Friday On call Weekend availability Supplemental pay types: Bonus pay Yearly bonus

Experience:

2 years (Required)

Work Location:

In person

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.