



May 2008

Jobfox Top 25 Most Wanted U.S. Job Candidates: May 2008

**Demand for Workers Remains Strong, but Some Professionals
Willing to Take Lower Salary Offers with New Jobs**

About the Jobfox Rankings

The *Jobfox Top 25 Most Wanted U.S. Job Candidates: May 2008* rankings identify jobs — classified by specific professions — that are in greatest demand by recruiters and other employer agents who use Jobfox to search for and find new or replacement workers. These rankings reflect the most wanted U.S. professions during a 120-day period ending May 1, 2008.

For this 120-day period, Jobfox extracted a stratified random sample of more than 4,000 U.S. job openings from its database. From the sample, Jobfox identified more than 150 distinct professions for which employers were seeking candidates. This report focuses on the top 25 professions that were most often the targets of Jobfox employers.

Also captured in this report are the median salary ranges desired by candidates for the most wanted professions. Median salaries were determined from a stratified random sample of more than 100,000 Jobfox candidate profiles that were matched to specific professions during the 120-day period, including information about desired salary levels.

Finally, based on a stratified random sample of candidate profiles, the report also identifies professions with the greatest number of candidates vying for positions (in other words, the professions in greatest demand by job seekers).

This information is not intended to be a representative sample of all U.S. job openings or professionals, but the findings provide recruiters, employers, job candidates, researchers and others with a thoughtful look at profession trends shaping the U.S. job marketplace.

This is the third-consecutive month that Jobfox has ranked the most wanted professions. Demand for various professions continues to fluctuate with changes in organizational resource needs, as expected.

Sales Positions in Top Demand

For the second-straight month, demand for Sales Representative/Business Development professionals topped the list. General Accounting functions remained in the Top 5 and the Accounting/Finance Executive profession climbed four spots, from No. 8 last month to No. 4. The Top 5 is rounded out by Software Design/Development, and Networking/System Administration.

Rounding out the Top 10 were Nursing, Project/Engagement Management, Business Analysis (Software Implementation), Business Analysis (Research) and Administrative Assistant. New entrants this month included Mechanical Engineering and Retail Banking. Falling out of the Top 25 were Technical Customer Support and Health Information Management.

Salary Expectations Decline for Some

In the Jobfox Top 25 Most Wanted rankings, median salary ranges demanded by job seekers dipped \$10,000 for the following: Software Design Development, Networking/System Administration, Product Management, Corporate Finance and Government Contracts Administration. For the rest of the professions in the Top 25, the wage expectations of job seekers remained unchanged from April.

This data is consistent with national trends reported in the Labor Department's employment and unemployment statistics for April 2008. While the nation's unemployment rate dipped to 5 percent in April from 5.1 percent in March, the Labor Department also reported that average hourly wages are stagnating, rising just one cent in April. Average hourly earnings are up 3.4 percent over the past 12 months, lagging behind inflation.

Overall, workers remain confident, both about current employment and about their abilities to find new jobs," said Rob McGovern, the CEO of Jobfox. "However, like businesses, workers

realize that the economy is a bit bumpy and some are lowering their salary expectations slightly to land the jobs they want.”

There are both positive signs and negative signs in the job market.

According to the Labor Department, employment continued to decline in construction, manufacturing and retail trade. In the Jobfox rankings, this is reflected in the high number of candidates seeking positions in professions such as Sales Associate/Cashier/Stock Room, Store Management, General Trades/Labor and Construction/Craftsman.

On the positive side, jobs were added in health care and in professional and technical services, according to the Labor Department. Health care expanded by 37,000 jobs in April, with growth in jobs at hospitals, home health care and doctor’s offices. Professional and technical services added 27,000 jobs in April.

Employment in food services rose slightly in April, according to the Labor Department, but the pace of job growth has slowed in recent months.

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Rank	Prior Month's Rank	Profession	U.S. Median Salary**	Profession Description
1	1	Sales Representative/ Business Development	\$65-\$75K	Focus on the typical full-sales cycle and business development including inside or outside sales.
2	3	Software Design/ Development	\$85-\$95K	Design or development of software including architecture, user-interface design, applications, operating systems, device drivers, etc.
3	4	Accounting	\$45-\$55K	Accounting functions and processes within public or private organizations.
4	8	Accounting/Finance Executive	\$65-\$75K	Management or oversight of accounting/finance functions.
5	5	Networking/System Administration	\$65-\$75K	Installation and monitoring of computer networks including system administration roles.
6	2	Nursing	\$35-\$45K	Includes RNs, LPNs or nursing assistants at hospitals, residential facilities, private practices, home care, etc.
7	11	Project/Engagement Management	\$85-\$95K	Lifecycle project management from concept introduction to close-out.
8	7	Business Analysis (Software Implementation)	\$85-\$95K	Management, configuration and optimization of custom software in a corporate environment or with a consulting firm.
9	10	Business Analysis (Research)	\$75-\$85K	Collection and research that is turned into value-added information for organizations (includes work inside companies or with consulting firms).
10	6	Administrative Assistant	\$35-\$45K	Administrative and secretarial support of a department or individual (excludes Legal Administrative Assistant profession).
11	13	Technology Executive	\$115-\$125K	Management of a corporate IT department. Includes software managers for ISVs or consulting firms.
12	14	Product Management	\$85-\$95K	Management of an existing product or development of new products. Tasks include promotion and maximizing profitability.
13	9	Finance	\$65-\$75K	Involved with planning and budgeting, financial analysis, investor relations, reporting, partnerships, due diligence, investments and valuations.
14	12	Testing/Quality Assurance	\$65-\$75K	Testers, quality assurance engineers or testing managers who test applications, primarily software, using manual or automated testing tools.
15	18	Database Administration	\$75-\$85K	Administer and support company databases including database creation, monitoring and troubleshooting.

*Top 25 most wanted professions by employers during a 120-day period ending May 1, 2008.

**Defined by Jobfox candidates with matching profession profiles during a 120-day period ending May 1, 2008.

Jobfox Top 25 Most Wanted U.S. Job Candidates: May 2008*

Rank	Prior Month's Rank	Profession	U.S. Median Salary**	Profession Description
16	16	Account/Customer Support	\$35-\$45K	Non-technical customer service representatives in a call center or corporate environment. Includes account managers with assigned clients.
17	22	Electrical Engineering	\$65-\$75K	Design of electrical systems or complex electronic circuits within a structure, facility or power generating environment.
18	17	Sales Executive	\$85-\$95K	Managers of a team of sales representatives or an entire sales department. Responsible for territory assignments and commission structures.
19	NR	Mechanical Engineering	\$65-\$75K	Analyze, design or manufacture mechanical systems, including maintenance of these systems.
20	20	Government Contracts Administration	\$55-\$65K	Respond to and/or manage the government contracts process. Also covers some skills used by the military intelligence community.
21	21	Biotech and Pharma Research	\$65-\$75K	Anyone involved in scientific research in the areas of biotechnology or pharmaceuticals.
22	23	Training	\$55-\$65K	Creation or delivery of corporate or professional training programs.
23	15	Senior Executive Assistant	\$45-\$55K	Providing the highest levels of administrative/secretarial support to senior-level management.
24	24	Recruiting/Staffing	\$65-\$75K	Individuals who are involved with the recruiting/staffing functions within an organization.
25	NR	Retail Banking	\$35-\$45K	Work in a branch of a retail bank, including branch managers and tellers.

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About Jobfox

Jobfox gives job candidates and organizations complete controls to connect with each other — in real time — by providing intelligent skills matching and popular communication tools such as instant messaging and mobile text messaging alerts. Jobfox provides free Web pages for job seekers to showcase their unique skills, talents, work-styles, career desires and job-change receptivity. Visit www.jobfox.com today.

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Jobfox Top 25 Professions With the Most Job Seekers*

Rank	Prior Month	Profession
1	1	Sales Representative/Business Development
2	2	Sales Associate/Cashier/Stock Room
3	7	Accounting
4	6	Office/Facilities Management
5	3	Restaurant/Banquet Services
6	5	Sales Executive
7	8	Store Management
8	9	General Trades/Labor
9	4	Administrative Assistant
10	10	K-12 Education
11	12	Receptionist
12	15	Account/Customer Service
13	11	Construction/Craftsman
14	13	Senior Executive Assistant
15	14	Real Estate
16	16	Nursing
17	17	Hotel/Lodging
18	19	Call Center Operations
19	18	Project/Engagement Management
20	24	Logistics and Distribution
21	20	Training
22	21	Accounting/Finance Executive
23	22	Retail Banking
24	23	Loan Operations
25	NR	Operations Management

*Based on a stratified random sample of more than 100,000 Jobfox candidate profiles during a 120-day period ending May 1, 2008.