



**June 2008**

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

**Social Workers and Human Resource Managers in High  
Demand as Weak Economy Hits Home for Many**

### **About the Jobfox Rankings**

The ***Jobfox Top 25 Most Wanted U.S. Job Candidates: June 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 30, 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.

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).

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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 fourth-consecutive month that Jobfox has ranked the most wanted professions.

### **Social Workers and Counselors in High Demand**

The Counseling/Social Work profession jumped into the Top 25 for the first time since Jobfox has been tracking the most wanted U.S. professions, leaping all the way into the Top 10 at No. 7. The profession group covers a range of social workers who are involved with education, outreach and family services. The profession also covers counselors who are involved in the practice and delivery of cognitive, expressive or behavioral therapy.

Throughout the United States, mental health organizations are reporting increased usage of services provided by social workers and counselors. Financial pressures are a major contributor, leading to higher levels of anxiety and emotional problems. According to the American Psychiatric Association, nearly 60 percent of people name money and work as their top sources of stress.

Declining confidence in the U.S. economy is placing increased demands on mental health services, especially those in support of lower-income families confronted with rising food and gas prices and declining job opportunities. On June 6, the Labor Department reported that the nation's unemployment rate climbed to 5.5 percent in May — the sharpest one-month increase in 22 years. May's jobless rate was the highest since October 2004.

In addition to helping individuals and families cope with growing financial pressures, social workers and counselors are being called on to handle many ongoing issues such as Post Traumatic Stress Disorder and other mental diseases associated with today's war veterans, children's disorders, drug abuse, domestic violence and elderly behavioral problems associated with disease.

### **For Many Knowledge Workers, Job Growth Remains Stable**

While much of the economic news is negative, the current slump's impact is hitting some sectors harder than others. According to the Jobfox rankings, demand remains strong for the following Top 5 professions: (1) Software Design/Development, (2) Sales Representative/Business Development, (3) Accounting/Finance Executive, (4) Accounting and (5) Nursing.

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Rounding out the Top 10 are: (6) Networking/System Administration, (7) Counseling/Social Work, (8) Business Analysis — Research, (9) Business Analysis — Software Implementation and (10) Mechanical Engineering, moving up nine spots to No. 10 in June.

### **Demand for HR and Recruiting Professionals is Strong**

The Human Resource Executive profession made it into the Jobfox Top 25 for the first time, ranking No. 25 in the June report. Along with Recruiting/Staffing, ranked at No. 24, these are the positions that help employers attract and keep the most qualified professionals. The strong demand for HR and recruiting professionals suggests that companies — even in the face of an uncertain economy — continue to place a premium on recruitment and retention strategies.

“Steering an organization through a business downturn is never easy, but it can be an opportunity for HR professionals to help the enterprise thrive by maximizing core strengths — and minimizing weaknesses,” according to the Society for Human Resource Management’s HR Magazine, in a May 2008 article, “Managing a Downturn.”

In June, SHRM’s magazine reported that employers may be less likely than they were in the past to use only layoffs as a cost-cutting strategy (“Not a Time for Layoffs?”). Companies are already operating with lean payrolls, the magazine reported. Also, employers are still concerned about labor and talent shortages.

Employment of human resources, training and labor relations managers is projected to grow 17 percent between 2006 and 2016, according to the Bureau of Labor Statistics. The Jobfox rankings reflect increasing demand for HR professionals who are called on — especially in difficult economic times — to manage layoff strategies as well as to enhance the morale and productivity of remaining workers.

Long-term employment prospects are also favorable for the Recruiting/Staffing profession group. Talent management is the most urgent priority for U.S. employers, according to a recent survey of 5,000 executives in 83 countries conducted by the Boston Consulting Group, the World Federation of Personnel Management Associations and SHRM. This priority, in the United States and in other countries, is being driven by aging populations.

In the United States, the population of Baby Boomers (age 44 to 62 in 2008) is roughly 77 million strong compared to Generation X (ages 28-43 in 2008), with 40 percent fewer members at 48 million.

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In 2016, Baby Boomers will be mostly out of the workforce with the group ranging in age from 52 to 70, according to the Bureau of Labor Statistics. Replacement needs, due mostly to their retirement, are anticipated to generate 33.4 million jobs over the next decade. At the same time, job openings from economic growth are projected to generate 17.4 million job openings.

“For recruiting, the dominant issue across the next several years is likely to be the talent shortage; simply put, more people will be leaving the workforce than entering it for quite some time,” according to a 2003 Corporate Executive Board report, “Maximizing Returns on Recruiting Investments.”

### **Salary Expectations Remain Cautious**

In the May rankings, Jobfox reported that job seeker median salary expectations decreased slightly for the following: Software Design/Development, Networking/System Administration, Product Management, Finance and Government Contracts Administration. In June, median salary expectations rebounded for Finance professionals. Candidate salary expectations for Finance increased from a median range of \$65,000 to \$75,000 in May to a range of \$75,000 to \$85,000 in June. However, median salary expectations did not rebound for the other four professions.

In June, median salary ranges also dipped \$10,000 for Business Analysis (Software Implementation) and Recruiting/Staffing. For the rest of the Top 25, median salary expectations remained steady.

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## Jobfox Top 25 Most Wanted U.S. Job Candidates: June 2008\*

Rank	Prior Month's Rank	Profession	U.S. Median Salary**	Profession Description
1	2	<b>Software Design/Development</b>	<b>\$85-\$95K</b>	Design or development of software including architecture, user-interface design, applications, operating systems, device drivers, etc.
2	1	<b>Sales Representative/Business Development</b>	<b>\$65-\$75K</b>	Focus on the typical full-sales cycle and business development including inside or outside sales.
3	4	<b>Accounting/Finance Executive</b>	<b>\$65-\$75K</b>	Management or oversight of accounting/finance functions.
4	3	<b>Accounting</b>	<b>\$45-\$55K</b>	Accounting functions and processes within public or private organizations
5	6	<b>Nursing</b>	<b>\$35-\$45K</b>	Includes RNs, LPNs or nursing assistants at hospitals, residential facilities, private practices, home care, etc.
6	5	<b>Networking/System Administration</b>	<b>\$65-\$75K</b>	Installation and monitoring of computer networks including system administration roles.
7	NR	<b>Counseling/Social Work</b>	<b>\$35-\$45K</b>	The practice and delivery of cognitive, expressive or behavioral therapy including social workers.
8	9	<b>Business Analysis (Research)</b>	<b>\$65-\$75K</b>	Collection and research that is turned into value-added information for organizations (includes work inside companies or with consulting firms).
9	8	<b>Business Analysis (Software Implementation)</b>	<b>\$85-\$95K</b>	Management, configuration and customization of custom software in a corporate environment or with a consulting firm.
10	19	<b>Mechanical Engineering</b>	<b>\$65-\$75K</b>	Analyze, design or manufacture mechanical systems including maintenance of these systems.
11	10	<b>Administrative Assistant</b>	<b>\$35-\$45K</b>	Administrative and secretarial support of a department or individual (excludes Legal Administrative Assistant).
12	14	<b>Testing/Quality Assurance</b>	<b>\$65-\$75K</b>	Testers, quality assurance engineers or testing managers who test applications, primarily software, using manual or automated testing tools.
13	7	<b>Project/Engagement Management</b>	<b>\$85-\$95K</b>	Lifecycle project management from concept introduction to close-out.
14	15	<b>Database Administration</b>	<b>\$75-\$85K</b>	Administer and support company databases including database creation, monitoring and troubleshooting.
15	13	<b>Finance</b>	<b>\$75-\$85K</b>	Involved with planning and budgeting, financial analysis, investor relations, reporting, partnerships, due diligence, investments and valuations.

\*Top 25 most wanted professions by Jobfox employers during a 120-day period ending May 30, 2008.

\*\*Defined by Jobfox candidates with matching profession profiles during a 120-day period ending May 30, 2008.

## Jobfox Top 25 Most Wanted U.S. Job Candidates: June 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	17	Electrical Engineering	\$65-\$75K	Design of electrical systems or complex electronic circuits within a structure, facility or power generating environment.
18	18	Sales Executive	\$85-\$95K	Managers of a team of sales representatives or an entire sales department. Responsible for territory assignments and commission structures.
19	12	Product Management	\$85-\$95K	Management of an existing product or development of new products. Tasks include promotion and maximizing profitability.
20	NR	Logistics and Distribution	\$45-\$55K	Manages inbound and/or outbound transportation of raw materials and/or finished goods from supplier to end customer.
21	11	Technology Executive	\$115-\$125K	Management of corporate IT department. Includes software managers for ISVs or consulting firms.
22	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.
23	22	Training	\$55-\$65K	Creation or delivery of corporate or professional training programs.
24	24	Recruiting/Staffing	\$55-\$65K	Individuals who are involved with the recruiting/staffing functions within an organization.
25	NR	Human Resource Executive	\$85-95K	Management or oversight of the HR function.

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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](http://www.jobfox.com) today.

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## Jobfox Top 25 Professions With the Most Job Seekers\*

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

\*Based on a stratified random sample of more than 100,000 Jobfox candidate profiles during a 120-day period ending May 30, 2008.