# **Job Posting Analytics**

Lightcast Q2 2024 Data Set

March 2025

## **Parameters**

Select Timeframe: Mar 2024 - Feb 2025

Regions:

Code Description

E06000049 Cheshire East

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Company Type:

**Non-Staffing Companies** 

Keyword Search:

Posting Type: Active Postings

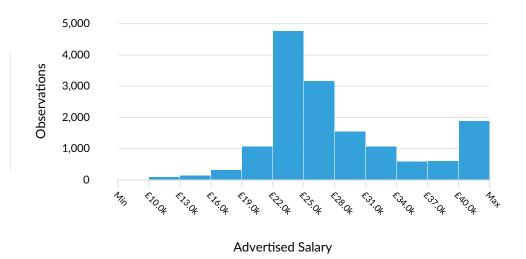
## **Job Postings Overview**



## **Advertised Salary**

There are 15,045 advertised salary observations (48% of the 31,246 matching postings).

£26.0k
Median Advertised Salary



## **Advertised Salary Trend**



Sep '24

Oct '24

Nov '24

Dec '24

Jan '25

Feb '25

Mar '24

Apr '24

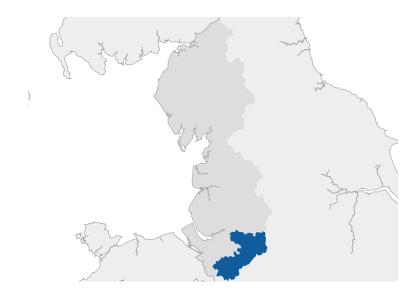
May '24

Jun '24

Jul '24

Aug '24

## Job Postings Regional Breakdown

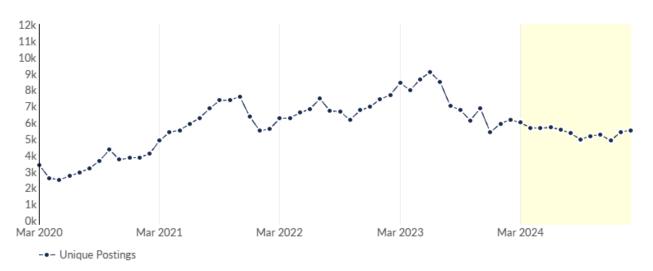


**Local Authority** 

Unique Postings (Mar 2024 - Feb 2025)

Cheshire East 31,246

## **Unique Postings Trend**



Month	Unique Postings	Posting Intensity
Feb 2025	5,519	2:1
Jan 2025	5,400	2:1
Dec 2024	4,872	2:1
Nov 2024	5,243	2:1
Oct 2024	5,164	2:1
Sep 2024	4,955	3:1
Aug 2024	5,320	3:1
Jul 2024	5,563	3:1
Jun 2024	5,679	3:1
May 2024	5,647	2:1
Apr 2024	5,668	2:1
Mar 2024	5,975	2:1
Feb 2024	6,162	3:1
Jan 2024	5,920	3:1
Dec 2023	5,381	3:1
Nov 2023	6,854	3:1
Oct 2023	6,119	3:1
Sep 2023	6,759	3:1
Aug 2023	7,009	3:1
Jul 2023	8,452	3:1

Jun 2023	9,073	3:1
May 2023	8,643	3:1
Apr 2023	7,954	3:1
Mar 2023	8,414	3:1
Feb 2023	7,667	3:1
Jan 2023	7,409	3:1
Dec 2022	6,944	3:1
Nov 2022	6,734	3:1
Oct 2022	6,142	3:1
Sep 2022	6,661	3:1
Aug 2022	6,692	3:1
Jul 2022	7,444	3:1
Jun 2022	6,811	3:1
May 2022	6,582	3:1
Apr 2022	6,262	3:1
Mar 2022	6,248	3:1
Feb 2022	5,593	4:1
Jan 2022	5,477	4:1
Dec 2021	6,340	4:1
Nov 2021	7,580	4:1
Oct 2021	7,354	4:1
Sep 2021	7,349	4:1
Aug 2021	6,843	4:1
Jul 2021	6,274	4:1
Jun 2021	5,895	4:1
May 2021	5,520	4:1
Apr 2021	5,393	4:1
Mar 2021	4,874	4:1
Feb 2021	4,068	4:1
Jan 2021	3,855	5:1
Dec 2020	3,810	5:1
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Nov 2020	3,714	4:1
Oct 2020	4,315	4:1
Sep 2020	3,636	4:1
Aug 2020	3,175	4:1
Jul 2020	2,918	4:1
Jun 2020	2,705	3:1
May 2020	2,482	3:1
Apr 2020	2,588	3:1
Mar 2020	3,369	2:1

## **Education Breakdown**

Education Level	Unique Postings	% of Total
Up to GCSEs or equivalent	2,744	9%
No Education Listed	25,027	80%
A-levels or equivalent	1,376	4%
Foundation/HNC/HND or equivalent	527	2%
Bachelor's or equivalent	2,096	7%
Master's or equivalent	796	3%
Ph.D. or equivalent	212	1%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
Up to GCSEs or equivalent	2,744	0	9%
A-levels or equivalent	848	457	3%
Foundation/HNC/HND or equivalent	328	123	1%
Bachelor's or equivalent	1,876	207	6%
Master's or equivalent	347	420	1%
Ph.D. or equivalent	76	136	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	22,033	71%
0 - 1 Years	4,188	13%
2 - 3 Years	3,002	10%
4 - 6 Years	1,351	4%
7 - 9 Years	183	1%
10+ Years	489	2%

## **Top Companies Posting**

NHS         7,734 / 2,303         3:1         Image: contract of the contrac	Median Posting Duration
AstraZeneca       732 / 404       2:1         Radius Payment Solutions Limited       704 / 365       2:1         Cheshire East Council       649 / 338       2:1         Bentley Motors       299 / 243       1:1         Maria Mallaband Care Group       1,019 / 237       4:1         Royal London Mutual Insurance Society       413 / 196       2:1         Bupa       784 / 184       4:1         Cheshire East Cab Limited       243 / 176       1:1         Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 /	22 days
Radius Payment Solutions Limited       704 / 365       2:1         Cheshire East Council       649 / 338       2:1         Bentley Motors       299 / 243       1:1         Maria Mallaband Care Group       1,019 / 237       4:1         Royal London Mutual Insurance Society       413 / 196       2:1         Bupa       784 / 184       4:1         Cheshire East Cab Limited       243 / 176       1:1         Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Mitchells & Butters       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	16 days
Cheshire East Council         649 / 338         2:1           Bentley Motors         299 / 243         1:1           Maria Mallaband Care Group         1,019 / 237         4:1           Royal London Mutual Insurance Society         413 / 196         2:1           Bupa         784 / 184         4:1           Cheshire East Cab Limited         243 / 176         1:1           Tesco         692 / 164         4:1           Kids Planet Day Nurseries         351 / 161         2:1           ALDI         430 / 153         3:1           Cwp-Gmbh         437 / 133         3:1           Costa Coffee         285 / 125         2:1           JD Wetherspoon         290 / 124         2:1           Loungers Ltd         733 / 122         6:1           Waters         235 / 121         2:1           Citation Group         377 / 120         3:1           Barchester         265 / 119         2:1           Sodexo         738 / 118         6:1           PeoplePlus Group Ltd         640 / 112         6:1           Mitchells & Butlers         233 / 105         2:1           Cheshire College - South and West         203 / 101         2:1	23 days
Bentley Motors       299 / 243       1:1         Maria Mallaband Care Group       1,019 / 237       4:1         Royal London Mutual Insurance Society       413 / 196       2:1         Bupa       784 / 184       4:1         Cheshire East Cab Limited       243 / 176       1:1         Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	28 days
Maria Mallaband Care Group       1,019 / 237       4:1         Royal London Mutual Insurance Society       413 / 196       2:1         Bupa       784 / 184       4:1         Cheshire East Cab Limited       243 / 176       1:1         Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	26 days
Royal London Mutual Insurance Society       413/196       2:1         Bupa       784/184       4:1         Cheshire East Cab Limited       243/176       1:1         Tesco       692/164       4:1         Kids Planet Day Nurseries       351/161       2:1         ALDI       430/153       3:1         Cwp-Gmbh       437/133       3:1         Costa Coffee       285/125       2:1         JD Wetherspoon       290/124       2:1         Loungers Ltd       733/122       6:1         Waters       235/121       2:1         Citation Group       377/120       3:1         Barchester       265/119       2:1         Sodexo       738/118       6:1         PeoplePlus Group Ltd       640/112       6:1         Care Uk       360/111       3:1         Mitchells & Butlers       233/105       2:1         Cheshire College - South and West       203/101       2:1	15 days
Bupa       784 / 184       4:1         Cheshire East Cab Limited       243 / 176       1:1         Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	28 days
Cheshire East Cab Limited       243 / 176       1:1         Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	19 days
Tesco       692 / 164       4:1         Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	30 days
Kids Planet Day Nurseries       351 / 161       2:1         ALDI       430 / 153       3:1         Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	27 days
ALDI Cwp-Gmbh 437 / 133 3 : 1  Costa Coffee 285 / 125 2 : 1  JD Wetherspoon 290 / 124 2 : 1  Loungers Ltd 733 / 122 6 : 1  Waters 235 / 121 2 : 1  Citation Group 377 / 120 3 : 1  Barchester 265 / 119 2 : 1  Sodexo 738 / 118 6 : 1  PeoplePlus Group Ltd 640 / 112 6 : 1  Mitchells & Butlers Cheshire College - South and West 203 / 101 2 : 1	16 days
Cwp-Gmbh       437 / 133       3:1         Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	25 days
Costa Coffee       285 / 125       2:1         JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	22 days
JD Wetherspoon       290 / 124       2:1         Loungers Ltd       733 / 122       6:1         Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	21 days
Loungers Ltd       733 / 122       6:1       +         Waters       235 / 121       2:1       +         Citation Group       377 / 120       3:1       +         Barchester       265 / 119       2:1       +         Sodexo       738 / 118       6:1       +         PeoplePlus Group Ltd       640 / 112       6:1       +         Care Uk       360 / 111       3:1       +         Mitchells & Butlers       233 / 105       2:1       +         Cheshire College - South and West       203 / 101       2:1       +	28 days
Waters       235 / 121       2:1         Citation Group       377 / 120       3:1         Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	26 days
Citation Group       377 / 120       3 : 1         Barchester       265 / 119       2 : 1         Sodexo       738 / 118       6 : 1         PeoplePlus Group Ltd       640 / 112       6 : 1         Care Uk       360 / 111       3 : 1         Mitchells & Butlers       233 / 105       2 : 1         Cheshire College - South and West       203 / 101       2 : 1	34 days
Barchester       265 / 119       2:1         Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	26 days
Sodexo       738 / 118       6:1         PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	32 days
PeoplePlus Group Ltd       640 / 112       6:1         Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	22 days
Care Uk       360 / 111       3:1         Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	31 days
Mitchells & Butlers       233 / 105       2:1         Cheshire College - South and West       203 / 101       2:1	34 days
Cheshire College - South and West 203 / 101 2:1	19 days
	19 days
Maid2Clean 220 / 98 2 : 1	20 days
	15 days
Currentbody LTD. 169 / 98 2:1	23 days
Absolute Interpreting And Translations 124 / 96 1:1	21 days

The Boots Company	246 / 92	3:1	26 days
Alternative Futures Group Ltd	223 / 91	2:1	22 days
McDonald's	254 / 90	3:1	20 days
Cygnet Health Care	373 / 89	4:1	30 days
Spire Healthcare Group Plc	175 / 83	2:1	31 days
Radius Telematics Limited	100 / 79	1:1	n/a
Macclesfield College	150 / 75	2:1	28 days
Doorco Ltd	113 / 74	2:1	30 days
Ansa Environmental Services Limited	161 / 74	2:1	29 days
Champneys Eastwell Ltd	164 / 70	2:1	29 days
Disability Positive	81 / 67	1:1	27 days
Hickorys Smokehouse	125 / 67	2:1	40 days
National Trust	168 / 67	3:1	17 days
The Compleat Food Group	133 / 66	2:1	32 days
Spicerhaart Group Limited	267 / 64	4:1	31 days
Royal London	73 / 63	1:1	11 days
Superbike Factory Limited	173 / 63	3:1	29 days
Cottons Hotel & Spa	157 / 62	3:1	42 days
Wincanton	159 / 60	3:1	19 days
David Lewis Company	98 / 59	2:1	30 days
Bakkavor	105 / 59	2:1	27 days
Gusto	502 / 58	9:1	26 days

## **Top Cities Posting**

City	Total/Unique (Mar 2024 - Feb 2025)	Posting Intensity	Median Posting Duration
Crewe, Cheshire East	20,016 / 9,276	2:1	25 days
Macclesfield, Cheshire East	15,947 / 7,056	2:1	25 days
Knutsford, Cheshire East	7,703 / 3,223	2:1	25 days
Wilmslow, Cheshire East	6,013 / 3,086	2:1	27 days
Nantwich, Cheshire East	3,893 / 2,107	2:1	25 days
Congleton, Cheshire East	3,967 / 2,030	2:1	26 days
Sandbach, Cheshire East	2,781 / 1,458	2:1	24 days
Middlewich, Cheshire East	2,139 / 1,107	2:1	26 days
Alderley Edge, Cheshire East	2,674 / 1,083	2:1	26 days
Poynton, Cheshire East	1,147 / 543	2:1	27 days

## **Top Posted Occupations**

	Total/Unique (Mar 2024 - Feb 2025)	Posting Intensity	Median Posting Duration
Care Workers and Home Carers	4,568 / 1,787	3:1	30 days
Cleaners and Domestics	3,229 / 1,416	2:1	26 days
Sales Related Occupations n.e.c.	2,277 / 1,096	2:1	27 days
Kitchen and Catering Assistants	1,841 / 813	2:1	26 days
Customer Service Occupations n.e.c.	1,670 / 719	2:1	25 days
Sales and Retail Assistants	1,527 / 643	2:1	24 days
Teaching Assistants	1,120 / 603	2:1	28 days
Other Registered Nursing Professionals	1,429 / 515	3:1	22 days
Chefs	1,566 / 506	3:1	28 days
Programmers and Software Development Professionals	1,219 / 461	3:1	19 days

## **Top Posted Occupations**

Occupation	Total/Unique (Mar 2024 - Feb 2025)	Posting Intensity	Median Posting Duration
Janitor / Cleaner	2,684 / 1,261	2:1	26 days
Home Health Aide	3,017 / 1,105	3:1	29 days
Office / Administrative Assistant	1,991 / 842	2:1	23 days
Retail Sales Associate	1,647 / 709	2:1	24 days
Registered Nurse	1,963 / 703	3:1	22 days
Caregiver / Personal Care Aide	1,552 / 683	2:1	31 days
Teacher Assistant	1,244 / 672	2:1	28 days
Customer Service Representative	1,494 / 664	2:1	25 days
Preschool / Childcare Teacher	1,047 / 570	2:1	27 days
Chef	1,566 / 506	3:1	28 days
Sales Representative	1,020 / 502	2:1	27 days
Maid / Housekeeping Staff	1,189 / 453	3:1	27 days
Kitchen Staff	1,003 / 440	2:1	28 days
Retail Store Manager / Supervisor	1,029 / 437	2:1	22 days
Tractor-Trailer Truck Driver	834 / 426	2:1	29 days
Bartender	635 / 354	2:1	30 days
Waiter / Waitress	619 / 320	2:1	30 days
Receptionist	550 / 318	2:1	23 days
Laborer / Warehouse Worker	464 / 312	1:1	23 days
Sales Delivery Driver	748 / 291	3:1	25 days
Software Developer / Engineer	868 / 287	3:1	17 days
Sales Assistant	655 / 281	2:1	22 days
Bookkeeper / Accounting Clerk	414 / 253	2:1	26 days
Barista	520 / 242	2:1	26 days
Nurse Practitioner	773 / 237	3:1	24 days
Operations Manager / Supervisor	466 / 227	2:1	26 days
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Special Education Teacher	377 / 215	2:1	31 days
Project Manager	361 / 211	2:1	22 days
Restaurant / Food Service Manager	540 / 210	3:1	22 days
Healthcare Administrator	509 / 209	2:1	26 days
Family / School / General Social Worker	431 / 206	2:1	27 days
Fast Food / Counter Worker	440 / 206	2:1	24 days
Physician	668 / 205	3:1	23 days
Customer Service Manager	416 / 199	2:1	26 days
Automotive Service Technician / Mechanic	450 / 199	2:1	30 days
Business Development / Sales Manager	341 / 199	2:1	26 days
Youth Counselor / Worker	450 / 190	2:1	27 days
Mental Health Assistant	334 / 185	2:1	30 days
Dishwasher	339 / 174	2:1	30 days
Nursing Home / Home Health Administrator	379 / 173	2:1	27 days
Restaurant / Food Service Supervisor	384 / 171	2:1	27 days
Tutor	288 / 169	2:1	26 days
Busser / Banquet Worker / Cafeteria Attendant	398 / 167	2:1	20 days
Landscaping / Groundskeeping Worker	244 / 156	2:1	23 days
Computer Support Specialist	299 / 155	2:1	22 days
Financial Manager	266 / 142	2:1	23 days
Account Executive	283 / 142	2:1	28 days
Coach	239 / 139	2:1	24 days
Elementary School Teacher	192 / 138	1:1	33 days
Interpreter / Translator	213 / 137	2:1	21 days

## **Top Posted Job Titles**

Cleaners Support Workers Care Assistants Teaching Assistants Health Care Assistants Kitchen Assistants Early Years Teachers Team Members	1,343 / 604 1,400 / 572 1,584 / 520 562 / 324 427 / 198 403 / 186 357 / 182 380 / 174 337 / 173 457 / 170 290 / 164	2:1 · 2:1 · 3:1 · 2:1 · 2:1 · 2:1 · 2:1 · 3:1 · 3:1 ·		28 days 30 days 31 days 29 days 24 days 31 days 31 days 38 days 31 days
Care Assistants  Teaching Assistants  Health Care Assistants  Kitchen Assistants  Early Years Teachers	1,584 / 520 562 / 324 427 / 198 403 / 186 357 / 182 380 / 174 337 / 173 457 / 170	3:1 · 2:1 ·		31 days 29 days 24 days 31 days 28 days 31 days
Teaching Assistants  Health Care Assistants  Kitchen Assistants  Early Years Teachers	562 / 324 427 / 198 403 / 186 357 / 182 380 / 174 337 / 173 457 / 170	2:1 · 2:1 ·		29 days 24 days 31 days 28 days 31 days
Health Care Assistants  Kitchen Assistants  Early Years Teachers	427 / 198 403 / 186 357 / 182 380 / 174 337 / 173 457 / 170	2:1 · 2:1 · 2:1 · 2:1 · 2:1 ·		24 days 31 days 28 days 31 days
Kitchen Assistants Early Years Teachers	403 / 186 357 / 182 380 / 174 337 / 173 457 / 170	2:1 · 2:1 · 2:1 ·	 	31 days 28 days 31 days
Early Years Teachers	357 / 182 380 / 174 337 / 173 457 / 170	2:1		28 days 31 days
	380 / 174 337 / 173 457 / 170	2:1		31 days
Team Members	337 / 173 457 / 170	2:1		
	457 / 170			30 days
Kitchen Porters		3:1		
Delivery Drivers	290 / 164		<del></del>	31 days
Receptionists	2,0 / 10-1	2:1		22 days
Housekeepers	432 / 159	3:1	-	28 days
Cleaning Operatives	292 / 154	2:1		27 days
Registered Nurses	451 / 153	3:1		29 days
Personal Care Assistants	523 / 144	4:1		33 days
Catering Assistants	346 / 139	2:1	<del></del>	20 days
Bar Staff	235 / 139	2:1	-	30 days
Customer Service Advisors	338 / 138	2:1		28 days
Warehouse Operatives	227 / 137	2:1	<del></del>	23 days
Nursery Practitioners	230 / 132	2:1		28 days
Wait Staff	271 / 132	2:1		25 days
Sales Assistants	322 / 126	3:1		24 days
Team Leads	279 / 126	2:1		25 days
Sous Chefs	437 / 118	4:1		29 days
Bartenders	252 / 114	2:1		33 days
Learning Support Assistants	203 / 110	2:1		31 days
Home Care Assistants	332 / 108	3:1	+	30 days
Early Years Practitioners	182 / 104	2:1	-	31 days

Baristas	229 / 102	2:1	27 days
Vehicle Technicians	244 / 101	2:1	32 days
Domestic Assistants	304 / 100	3:1	26 days
Residential Support Workers	271 / 95	3:1	28 days
Retail Assistants	223 / 92	2:1	23 days
Sales Advisors	184 / 91	2:1	29 days
Sales Executives	158 / 90	2:1	25 days
Administrators	159 / 90	2:1	21 days
Activities Coordinators	195 / 88	2:1	27 days
Chefs	226 / 88	3:1	29 days
Apprentices	148 / 86	2:1	24 days
Store Colleagues	314 / 83	4:1	22 days
Sports Coaches	153 / 80	2:1	25 days
Domestic Cleaners	102 / 77	1:1	30 days
Mental Health Practitioners	413 / 70	6:1	33 days
Office Administrators	83 / 66	1:1	20 days
Credit Controllers	169 / 65	3:1	26 days
Deputy Managers	127 / 63	2:1	20 days
Account Assistants	95 / 63	2:1	26 days
Practitioners	163 / 63	3:1	19 days
SEN Teaching Assistants	150 / 62	2:1	28 days
Project Managers	86 / 61	1:1	18 days

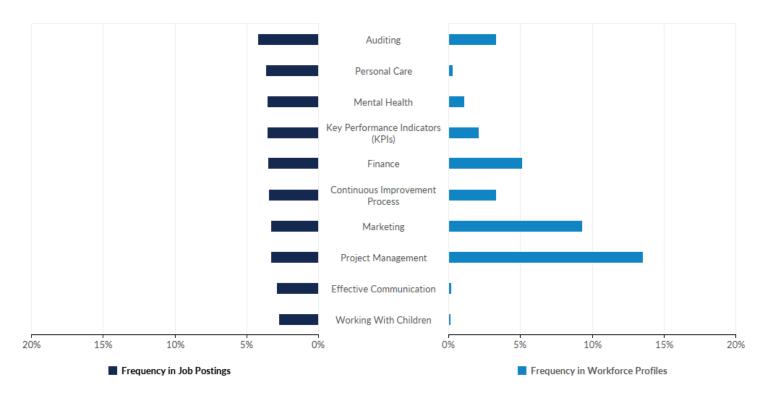
## **Top Industries**

Industry	Total/Unique (Mar 2024 - Feb 2025)	Posting Intensity	Median Posting Duration
Human Health Activities	10,921 / 3,605	3:1	23 days
Retail Trade, Except of Motor Vehicles and Motorcycles	4,659 / 1,931	2:1	23 days
Food and Beverage Service Activities	4,952 / 1,887	3:1	28 days
Education	2,175 / 1,170	2:1	23 days
Residential Care Activities	3,186 / 1,141	3:1	31 days
Activities of Head Offices; Management Consultancy Activities	2,858 / 1,132	3:1	27 days
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	1,676 / 832	2:1	20 days
Financial Service Activities, Except Insurance and Pension Funding	2,353 / 814	3:1	20 days
Wholesale Trade, Except of Motor Vehicles and Motorcycles	1,604 / 786	2:1	24 days
Office Administrative, Office Support and Other Business Support Activities	1,688 / 725	2:1	29 days

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Lightcast's job posting analytics, this comparison leverages Lightcast's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

\*The skills associated with workforce profiles represent workers of all education and experience levels.

## **Top Specialized Skills**

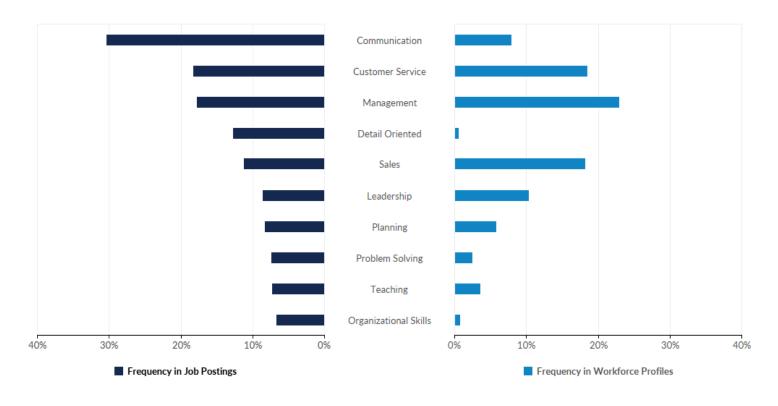


## **Top Specialized Skills**

	Frequency in Postings	Postings with Skill / Total Postings (Mar 2024 - Feb 2025)	Frequency in Profiles	Profiles with Skill / Total Profiles (2023 - 2025)
Auditing	4%	1,329 / 31,246	3%	2,398 / 72,164
Personal Care	4%	1,149 / 31,246	0%	212 / 72,164
Mental Health	4%	1,125 / 31,246	1%	783 / 72,164
Key Performance Indicators (KPIs)	4%	1,123 / 31,246	2%	1,513 / 72,164
Finance	4%	1,108 / 31,246	5%	3,699 / 72,164
Continuous Improvement Process	3%	1,086 / 31,246	3%	2,408 / 72,164
Marketing	3%	1,046 / 31,246	9%	6,736 / 72,164
Project Management	3%	1,036 / 31,246	14%	9,789 / 72,164

Effective Communication	3%	910 / 31,246	0%	154 / 72,164
Working With Children	3%	863 / 31,246	0%	120 / 72,164

## **Top Common Skills**



## **Top Common Skills**

	Frequency in Postings	Postings with Skill / Total Postings (Mar 2024 - Feb 2025)	Frequency in Profiles	Profiles with Skill / Total Profiles (2023 - 2025)
Communication	30%	9,507 / 31,246	8%	5,722 / 72,164
Customer Service	18%	5,736 / 31,246	19%	13,369 / 72,164
Management	18%	5,578 / 31,246	23%	16,550 / 72,164
Detail Oriented	13%	3,983 / 31,246	1%	454 / 72,164
Sales	11%	3,541 / 31,246	18%	13,156 / 72,164
Leadership	9%	2,707 / 31,246	10%	7,486 / 72,164
Planning	8%	2,613 / 31,246	6%	4,183 / 72,164
Problem Solving	7%	2,327 / 31,246	3%	1,830 / 72,164
Teaching	7%	2,302 / 31,246	4%	2,605 / 72,164
Organizational Skills	7%	2,102 / 31,246	1%	609 / 72,164

# Appendix A

## **Top Posting Sources**

Website	Postings on Website (Mar 2024 - Feb 2025)
indeed.com	16,404
dwp.gov.uk	5,200
jobrapido.com	3,523
reed.co.uk	2,125
jobs.nhs.uk	1,575
fish4.co.uk	1,310
gumtree.com	856
cv-library.co.uk	828
jobs24.co.uk	789
leisurejobs.com	781
starjobsearch.co.uk	718
carehome.co.uk	657
healthjobsuk.com	652
jobs4network.co.uk	520
myworkdayjobs.com	490
livevacancies.co.uk	434
e4s.co.uk	336
cheshireeast.gov.uk	296
energyjobline.com	283
astrazeneca.com	262
jobs.barclays	257
bentleymotors.com	232
dejobs.org	232
searchukjobs.com	228
findapprenticeship.service.gov.uk	223

# Appendix B

Sample Postings

#### Curriculum Assistants — Wilmslow High School in Wilmslow, Cheshire East (Feb 20...

Curriculum Team Administrator		
Link to Live Job Posting: uk.indeed.com		
Location: Wilmslow, Cheshire East	Company: Wilmslow High School	
Job Title: Curriculum Assistants		

Curriculum Team Administrator 4.5 4.5 out of 5 stars Holly Road, Wilmslow SK9 1

#### LZ Curriculum Team Administrator Salary:

20,731 to 21,056, Grade 3; Point 3

- 4 Cheshire East Council NJC Pay Structure Start date: As soon as possible Contract type: 37 hours per week (full time) Monday
- Friday, 39 weeks per year (term time only plus 5 inset days) Contract term: Permanent Closing date: Monday 17th March 2025 at 12 noon Interview date: TBC w/c Monday 24th March 2025 Wilmslow High School School age range: 11-18 Number on roll: approx. 2,000 (including 500 sixth form) This is a full-time (37 hours per week) Monday
- Thursday:

08:00

• 16:00;

#### Friday:

#### 08.00

• 15:30, term time (39 weeks per year) term time only plus 5 inset days appointment.

This is an exciting opportunity to work within our curriculum support department. For information about this vacancy and others opportunities at Wilmslow High School please see below and our vacancies page on the school's website. We are looking to appoint a Curriculum Team Administrator who can contribute to the school's administrative support systems. This is a busy role that has an interesting mix of responsibilities and is a key position supporting staff who deliver high quality lessons and other educational experiences within the school. You will work as part of the curriculum administrator structure providing administrative and organisational support to various teams within school. You will be professional, reliable and pro-active with clerical or administrative experience and a knowledge of Microsoft Office (Outlook, Word and Excel). We offer a happy and caring environment rooted in our core values, in which staff and students can flourish, whilst challenging ourselves to pursue excellence for all our students. The school is set in extensive grounds, ideally positioned between the thriving city of Manchester and the open countryside of the Peak District. We are committed to safeguarding and promoting the welfare of children and expect all staff to respect this commitment. A consideration of the person's suitability to work alongside children is part of the selection process. If invited for interview, you will be

- asked to complete a self-declaration form answering questions in relation to any criminal record or other information that would make them unsuitable to work with children. subject to an online search. This is to help identify any incidents or issues that have happened, and are publicly available online, which we may wish to explore at interview. If successful, you will be subject to
- an enhanced disclosure from the Disclosure and Barring Service.

pre-employment checks which will include References, Health, Right to Work in UK, DBS and a Declaration that neither they nor anyone who lives in the same household is a disqualified person under the Childcare (Disqualification) Regulations 2009. Current or previous employers will be contacted and information requested will include: disciplinary offences relating to children, including any for which the penalty is time expired! whether the applicant has been the subject of any child protection concerns.

Job Description Curriculum Team Administrator To whom responsible: Assistant HeadteacherPurpose of Post To provide administrative

and organisational support to the school's Wider Curriculum offer to students, ensuring smooth and efficient operation of enriching experiences, extra-curricular activities, school events and home-school communications.

The postholder will provide administrative and organisational support to various teams within school. They will also be expected to work with other colleagues in providing flexible to support to agreed Wilmslow Way and Whole Curriculum activities. Principal Duties In relation to students Provide day-to-day administrative assistance to staff involved in delivering the wider curriculum. Manage and process paperwork related to extracurricular activities, school events, and trips, ensuring compliance with school policies and procedures. Assist in the scheduling and organisation of school events, activities, and workshops, including liaising with relevant internal and external parties. Handle enquiries from staff, students, and parents related to the wider curriculum, providing accurate and timely information. To provide admin support to our Careers Lead and assist with the administration of our Work Experience programme for Year 10 and Year 12 students As required, to undertake any process relating to the operation of the school's administration systems. Coordination of Extracurricular Activities Support the organisation and administration of after-school clubs, sports teams, performing arts, and other enrichment activities. Assist with the booking and scheduling of external providers, facilities, and resources required for extracurricular activities and school events. Maintain records of student participation in extracurricular programmes, including attendance and consent forms. Ensure effective communication with students and parents regarding extracurricular opportunities and events.

#### School Trips and Visits:

Assist in the planning and administration of school trips (using the EVOLVE system, Excel and SchoolPost), including arranging transport, accommodation, and permissions. Prepare and distribute trip-related online documentation, such as consent forms, itineraries, and medical forms. Liaise with staff to ensure all necessary arrangements are in place for safe and successful trips or visits. To support the school's DofE Lead with administration of the Duke of Edinburgh Programme using the eDofE website, excel and Word Mail Merges.

#### Resource Management:

Assist in managing resources for wider curriculum programmes and Personal Development lessons, including equipment, materials, and supplies needed.

#### **Event Coordination:**

Assist in the planning and organisation of key school events, such as open evenings, careers events, and celebrations of student achievement. Provide logistical support for larger school-wide events, including setting up, managing guest lists, and ensuring smooth operation on the day. Help with promoting events internally and externally and managing communication with participants.

#### Data and Record Keeping:

Maintain accurate and organised records related to the wider curriculum, extracurricular activities, and student participation. Support the collection and analysis of data on extracurricular engagement and outcomes, preparing reports as required by school leadership.

#### Communication and Liaison:

Act as a point of contact between students, parents, staff, and external partners regarding the wider curriculum. Ensure that all stakeholders are kept informed about the opportunities and developments within the wider curriculum through newsletters, notices, or emails. To undertake any word processing, administrative and organisational tasks as required. Notes Health and Safety To take all reasonable steps to ensure the Health and Safety of students and staff within the teaching base environment. To promote and safeguard the welfare of students in accordance with the school's child protection policy. Local Authority Flexibility Policy Notwithstanding the detail in this job description to undertake, in accordance with the Policy, such work as may be determined by the Head teacher from time to time, up to or on a level consistent with the Principal Duties of the job. No Smoking' Policy The school is an entirely no smoking' and no vaping' environment. Review This job description will be subject to review annually at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

#### Job Types:

Full-time, Permanent Pay:	
20,731.00-21,056.00 per year	
Benefits:	
Canteen Company pension Cycle to work scheme Free flu jabs Free parking On-site gym On-site parking Sick pay	
Schedule:	
Monday to	
Friday Work Location:	
In person	

## Bartenders/Servers — Unclassified in Poynton, Cheshire East (Feb 2025 - Active)

Server/Bartender			
Link to Live Job Posting: uk.indeed.com			
Location: Poynton, Cheshire East	Company: Unclassified		
Job Title: Bartenders/Servers			
Server/Bartender			
APPAYON INN LTD			
Poynton SK12 Job Overview We are seeking a skilled and enthusiastic Bartender to join our vibrant team. The ideal candidate will have a passion for mixology and a commitment to providing exceptional guest service. As a Bartender, you will be responsible for crafting delicious beverages, ensuring a welcoming atmosphere, and maintaining high standards of cleanliness and organisation within the bar area. Duties Prepare and serve alcoholic and non-alcoholic beverages according to standard recipes and customer preferences. Maintain cleanliness and organisation of the bar area, including washing glassware and utensils. Provide excellent guest services by engaging with patrons, taking orders, and offering recommendations. Ensure compliance with food safety regulations and responsible alcohol service guidelines. Manage time effectively during busy periods to ensure timely service. Upsell menu items to enhance the guest experience and increase sales. Collaborate with kitchen staff to coordinate food preparation and service when necessary. Handle cash transactions accurately and maintain proper cash handling procedures. Skills Strong knowledge of food safety practices. Excellent time management skills to handle multiple tasks efficiently. Basic maths skills for accurate cash handling and drink measurements. Culinary experience is an advantage, particularly in a restaurant or hospitality setting. Proficient in food preparation techniques relevant to beverage service. Exceptional guest services skills with a friendly and approachable demeanour. Ability to upsell products effectively while maintaining customer satisfaction. Familiarity with kitchen operations is beneficial for seamless collaboration with kitchen staff. Join our dynamic team where your skills as a Bartender will shine, contributing to memorable experiences for our guests!			
Job Types:			
Full-time, Part-time, Permanent Pay:			
11.44-12.55 per hour Expected hours: 24 per week Additional pay:			
Tips Benefits:			
Discounted or free food			
Schedule:			
Flexitime Night shift			
Work Location:			
In person			
Reference ID:			
Apayon			

### Business Support Administrators — Cheshire East Council in Crewe, Cheshire East (...

Business Support and Finance Administrator		
Link to Live Job Posting: jobs.cheshireeast.gov.uk		
Location: Crewe, Cheshire East	Company: Cheshire East Council	
Job Title: Business Support Administrators		

Business Support and Finance Administrator 3.5 3.5 out of 5 stars Crewe The Business Support & Finance Team provides administrative. financial, money management, audit, debt recovery and technical support to Adult Social Care, ensuring our service delivery, standards and data quality are delivered effectively and to consistent standards. Cheshire East offers Appointeeship services to vulnerable adults with eligible social care needs who do not have capacity to manage their own affairs. Organisation Cheshire East Council Location Crewe Job Category Administration Grade CEC NJC - Grade 5 Salary Min 25,584 per annum Salary Max 27,269 per annum Hours per week 37 Weeks per year 52.143 Employment Type Permanent Closing Date 28/03/2025 Ref No E2917 Cheshire East is an amazing place to live and work. As one of the largest employers in the borough, we are able to offer you a wide range of challenging and rewarding career opportunities. At Cheshire East Council we are working for a brighter future - together and our commitment to you is that our workplace culture will provide a shared purpose, a well-led organisation with valued people succeeding together as one team and one council to deliver the best service for our customers and communities. If you want to be part of our award-winning council and contribute to our ongoing success, have the flexibility and drive to enable us to innovate, are committed to working as part of a team and striving to deliver exceptional service wherever you can, we would especially like to hear from you. As an equal opportunities employer, we welcome applicants from all backgrounds and want our workforce to reflect the diversity of our local communities so that we can all work for a brighter future - together. Brighter Future www.cheshireeast.gov.uk/jobs-and-careers/employee-benefits.aspx An exciting opportunity has arisen in Cheshire East's Business Support & Finance Team for someone to join our Money Management Team, who are currently supporting over 500 vulnerable adults via Appointeeship or Deputyship. This is a permanent post which will be based at Delamere House, Crewe. The successful applicant will need to demonstrate they are enthusiastic, reliable, a good communicator who works on their own initiative and as part of a team. They will be helping people manage their money, producing spend plans and budgets, therefore a high level of accuracy and a good attention to detail is essential. This post is ideally suited to an experienced administrator who can demonstrate good organisational and numerical skills. For any enquiries or an informal chat please contact Helen Taylor-Pearce via email Helen.

Taylor-Pearce@cheshireeast.gov.uk Cheshire East Council is committed to safeguarding children and vulnerable adults across the Borough. As such, any cautions, convictions, reprimands or final warnings that are not protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013) relating to the non-disclosure of spent convictions do not apply to this job. You must therefore, disclose whether you have any previous convictions where prompted to do so within the application process. Please ensure you check the email account (including junk/spam boxes) from which you apply regularly as we will use this to contact you regarding your application. If you have not heard from us within 4 weeks of the closing date then it is likely that you have not been shortlisted on this occasion, however please do not be discouraged from applying again. For any technical enquiries please email sourcingteam@ecwip.co.uk Please quote job reference number in all correspondence.

## Lead PHP Developers — NHS in Middlewich, Cheshire East (Feb 2025 - Active)

# Lead Developer (PHP/Vue.JS) Link to Live Job Posting: findajob.dwp.gov.uk Location: Middlewich, Cheshire East Company: NHS Job Title: Lead PHP Developers

Role:

**Project Manager Location:** 

Home Based/Middlewich Salary:

#### Competitive Introduction:

InHealth is the UKs largest specialist provider of diagnostic and healthcare solutions. Our aim is to make healthcare better for patients by working collaboratively with the NHS to deliver a range of high-quality tests, scans, assessments and procedures. In the last year, we have supported more than 5 million people in their healthcare journeys, the majority of these are NHS patients and service users. As a people-focused organisation, our teams are integral in how we deliver our services and our values of Trust, Passion, Care and Fresh Thinking underpin everything we do, influencing the way we interact with patients, customers, and colleagues. Our mission is to be the preferred provider of high-quality diagnostics and healthcare solutions in hospitals and in accessible community settings, serving patients from 1,000 locations by 2025.

#### What you will do:

Reporting to the Head of Development & Testing, the successful candidate will support the development of existing and new software solutions using both back-end and front-end technologies. The Lead Developer will possess a deep understanding of integrating modern applications within existing infrastructure. They will be an effective communicator and be able to collaborate with cross-functional teams and stakeholders to ensure successful project delivery and alignment with business objectives.

#### What you are responsible for:

Technical delivery: Be an expert in designing, coding, and maintaining PHP applications Front-end delivery: Develop and enhance the systems UI using a combination of Vue.js and other javascript frameworks

#### System Maintenance:

Maintain and enhance existing PHP-based systems to ensure they meet current business needs and NHS standard requirements

#### Code Quality:

Ensure high standards of code quality through code reviews, testing, and best practices

#### Collaborative Development:

Work closely with other developers to design, develop, and implement new features and improvements

#### Code Optimisation:

Optimise and refactor code to improve performance, security, and maintainability

#### Integration:

Design, develop and implement integration solutions to ensure seamless interaction between existing systems and new applications

#### Documentation:

Create and maintain comprehensive documentation for current systems and new projects

#### Mentoring:

Developing and supporting colleagues by fostering an environment where knowledge sharing and collaboration is encouraged What people see in you: Developer of systems: Advanced understanding of system architectures and best practices Designer of databases: Proficiency in SQL and database design (e.g., PostgreSQL, Microsoft SQL Server) Solver of problems: Strong analytical skills to troubleshoot and resolve complex issues

#### Collaborator:

History of collaborating with other developers and stakeholders

#### Communicator:

Excellent verbal and written communication skills to document processes and interact with team members and stakeholders

#### Troubleshooter:

Track record of managing issues to a satisfactory resolution You have experience of: A minimum of seven years experience in software engineering, specifically in PHP-based roles, with at least four years experience of working with large scale PHP-based projects that integrate with external systems Previous experience in working alone and in teams on software engineering projects Experience working with the following technologies: PHP (v8.3 onwards) SQL (preferably PostgreSQL dialect) Vue.js Javascript Experience of working in an agile development environment Developed software for health care, particularly in the primary care sector

## Summer Interns — Waters in Wilmslow, Cheshire East (Feb 2025 - Active)

## Finance, Summer Internship

Link to Live Job Posting: fairygodboss.com

Location: Wilmslow, Cheshire East Company: Waters

Job Title: Summer Interns

Finance, Summer Internship 3.3 3.3 out of 5 stars Stamford Avenue, Wilmslow SK9 4

AX Overview:

Summer 2025

#### Finance Internship:

Are you a driven undergraduate student eager to immerse yourself in the world of finance? Look no further! We are offering 2 Summer Finance Internship positions based at the Wilmslow site.

#### What You Can Achieve:

During this 10-12 week internship, you'll:

#### Gain Real-World Experience:

Dive into the finance organization of a publicly traded company, working on tangible projects that matter. Learn from

#### Finance Leaders:

Be mentored by top-tier finance leader.

#### **Explore Finance and Economics:**

Engage in structured opportunities to delve into key finance and economics topics. Build a

#### Network:

Connect with over 60 interns across various business functions, growing your understanding of the rapidly evolving life sciences industry.

#### Fast-Track Your Career:

Receive priority consideration for our Finance Development Program, an accelerated career development program with international rotation opportunities. Excel in the

#### Job Market:

Equip yourself with valuable experience that will set you apart in today's competitive job market.

#### Responsibilities:

Preparing financial analyses and models to support leadership decisions. Assisting with ad-hoc analytical requests from finance and

stakeholder teams. Applying your business acumen to evaluate sophisticated data sets. Being an active member of project teams. Preparing and delivering presentations to senior leadership. Nurturing effective business partner relationships.

#### Qualifications:

At Waters, we view the internship program as a mutually beneficial opportunity designed to equip students real world experience, while learning from industry leaders in their functional area of choice. Our goal is that an internship at Waters will enable you to build your network as an early career professional, fast tracking your future career prospects and setting you up for success in the job market. A few key attributes we are seeking in intern candidates include:

#### Curiosity:

Individuals across the organization are passionate about working with and developing students who have a passion for their subject area and a knack for problem solving.

#### Courage:

We admire individuals who challenge the status quo, take on leadership roles, and embrace challenges outside their comfort zones.

#### Compassion:

We expect our team members to embody empathy in their work, fostering ethical professionalism, collaboration, active listening, and a commitment to continuous learning and growth. In addition to salary, we work flexibly and provide 25 days holidays, excellent family friendly benefits such as attractive employer pension contribution, life assurance, income protection and private medical. With Waters, there are plenty of opportunities for you to grow, develop and contribute.

#### Company Description:

Waters Corporation (

#### NYSE:

WAT), the world's leading specialty measurement company, has pioneered chromatography, mass spectrometry and thermal analysis innovations serving the life, materials, and food sciences for over 60 years. With approximately 8,000 employees worldwide, Waters operates directly in 35 countries, including 15 manufacturing facilities, with products available in more than 100 countries. Our team focuses on creating business advantages for laboratory-dependent organizations to enable significant advancement in healthcare delivery, environmental management, food safety, and water quality. Working at Waters enables our employees to unlock the potential of their careers. Our global team is driven by purpose. We strive to be better, learn and improve every day in everything we do. We're the problem solvers and innovators that aren't afraid to take risks to transform the world of human health and well-being. We're all in it together delivering benefit as one to provide the insights needed today in order to solve the challenges of tomorrow. Diversity and inclusion are fundamental to our core values at Waters Corporation. It is our responsibility to actively implement programs and practices to drive inclusive behavior and increase diversity across the organization. We are united by diversity and thrive on it for the benefit of our employees, our products, our customers and our community. Waters is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to equal employment opportunity regardless of race, color, religion, sex, national origin, sexual orientation, age, marital status, disability, gender identity or protected Veteran status.

## Appendix C - Data Sources and Calculations

## **Lightcast Job Postings**

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.