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**August 2008**

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

### **Slow Economy Causing Flat or Lower Salary Expectations for Job Seekers**

#### **About the Jobfox Rankings**

The ***Jobfox Top 25 Most Wanted U.S. Job Candidates: August 2008*** report identifies the jobs — classified by specific professions — that are in greatest demand by recruiters and other employer agents using Jobfox to search for and find new or replacement workers. The rankings of professions included in this report reflect the most wanted U.S. professions during a 120-day period ending August 11, 2008.

For this 120-day period, Jobfox extracted a stratified random sample of more than 4,000 U.S. job openings from more than 2,000 employers — such as Aflac, Comcast, Roche Molecular and Apple & Eve — from its database. From the sample, Jobfox identified more than 150 distinct professions for which employers were seeking candidates. This report focuses on the professions that were most often the targets of Jobfox employers.

#### **Special Feature: Historical Snapshot of Desired Salary Ranges**

Also captured in this report is a historical snapshot of the median salary ranges desired by job candidates in certain professions during a 5-month period of job-seeking activity including March, April, May, June and July of 2008. For each month, median desired salary ranges were calculated based on a stratified random sample of more than 100,000 Jobfox candidate profiles

that were matched by Jobfox to specific professions. For the purposes of this report, Jobfox analyzed 25 of the most in-demand jobs by companies and organizations. This list of popular professions corresponds to the **Jobfox Top 20 Most Recession-Proof Professions** identified in Jobfox's July report. In addition, the Biotech & Pharma Research, Recruiting Staffing, Retail Banking, Senior Executive Assistant and Training professions were added to provide a more well-rounded sample of salary expectation trends among job candidates.

### **Base Salary Stagnation**

The Jobfox data suggests that the weakened U.S. economy is causing job seekers to lower or, at least, not increase their salary expectations when seeking new employment opportunities.

Possible causes of flat or lowered salary expectations include: (1) widespread reporting of tough economic times for many companies and industries, causing candidates to be more conservative in their bargaining for salaries, (2) more aggressive employer initiatives to control salary costs in light of the softer U.S. economy, (3) greater willingness among employers and candidates to trade increases in base pay for bonus structures and other pay-for-performance compensation models, (4) changing worker attitudes about earning more money at the cost of "quality of life" and (5) past job-search experiences that are causing job seekers to re-evaluate salary expectations and accept lower base salaries.

Of the 25 professions analyzed by Jobfox:

- None had increasing median salary range expectations among job candidates during the five-month period, March to July, 2008.
- For 16 of the 25 professions (64 percent), job seeker salary expectations have remained flat.
- Finally, for 9 of the 25 professions (36 percent), job candidate salary range expectations have decreased at some point over the five-month period.

### **The Bigger Picture**

Further job losses were reported by the U.S. Labor Department in July 2008. Employers cut 51,000 jobs and the Labor Department reported a July unemployment rate of 5.7 percent, up from 5.5 percent in June. The July unemployment rate also marked a four-year high, with most of the cuts occurring in the manufacturing, retail and construction industries.

In addition, the Labor Department reports stagnant compensation levels for U.S. workers. Workers' wages and benefits increased only 3.3 percent during the first quarter of 2008. Meanwhile, U.S. consumer prices were 4.1 percent higher in the first quarter of the year compared to the first quarter of 2007.

## Smart Salary Negotiations

“Many job seekers and workers may be able to overcome salary stagnation by bargaining for performance-related awards,” said Rob McGovern, CEO of Jobfox and career advisor.

“Companies are very concerned about budgets right now, but many employers are willing to reward people for work-related achievements. Job candidates should make sure that bonuses are part of their negotiations with prospective employers.”

Being a good salary negotiator is a must for job candidates. Accepting a job at a poor starting salary creates a number of long-term negative consequences since future bonuses, salary increases and even starting salaries for new jobs are often calculated as a percentage of current salary. “Once you get behind in base salary, it’s hard to catch up,” McGovern said.

Solid salary negotiation strategies include:

- Knowing your worth by researching salary surveys and reviews from professional and industry trades. Good facts are a tremendous help in negotiating a fair salary.
  - Ensuring you understand and discuss the complete compensation package with an employer, including bonuses, tuition assistance, flexible schedules, health and wellness benefits, vacation time, cell phone expenses, gas expenses and other perks. Employers may only budge a little on salary, but there is often room to bargain for other work-related benefits that are important to you.
  - Delaying the negotiation of salary as long as possible. However, don’t evade the question if it comes up. Research indicates that the longer salary negotiations are delayed, the better the results for the job candidates. A company rarely wants to start the interviewing and negotiation process anew. Most recruiters say it is perfectly acceptable to ask that salary negotiations be delayed until there is an offer. But many will want to establish a broad salary range up front to make sure that further interviews are worth pursuing.
  - Never accepting the job offer on the spot. It takes time to consider the whole compensation package and recruiters expect that it may take you a day or two — but no more — to come to a thoughtful decision.
  - Never lying about your current salary. Typically, job candidates are asked to fill out job applications and sign them to attest to the truthfulness of the information entered. Many employers conduct background checks and past salary information is easy to discover. If application information is discovered to be untruthful, this can be grounds for termination.
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## Jobfox Top 25 Most Wanted U.S. Job Candidates: August 2008\*

Rank	Prior Month's Rank	Professions	Profession Description
1	1	<b>Nursing</b>	Includes RNs, LPNs or nursing assistants at hospitals, residential facilities, private practices, home care, etc.
2	2	<b>Sales Representative/ Business Development</b>	Focus on the typical full-sales cycle and business development including inside or outside sales.
3	5	<b>Account/Customer Support</b>	Non-technical customer service representatives in a call center or corporate environment. Includes account managers with assigned clients.
4	3	<b>Mechanical Engineering</b>	Analyze, design or manufacture mechanical systems including maintenance of these systems.
5	4	<b>Software Design/ Development</b>	Design or development of software including architecture, user interface, applications, operating systems, device drivers, etc.
6	7	<b>Administrative Assistant</b>	Administrative and secretarial support of a department or individual (excludes Legal Administrative Assistant).
7	6	<b>Accounting Staff</b>	Accounting functions and processes within public or private organizations.
8	10	<b>Networking/System Administration</b>	Installation and monitoring of computer networks including system administration controls.
9	8	<b>Counseling/Social Work</b>	The practice and delivery of cognitive, expressive or behavioral therapy including social workers.
10	9	<b>Accounting &amp; Finance Executive</b>	Management and oversight of accounting/finance functions.
11	14	<b>Restaurant/Banquet Services</b>	Individuals who work in the back house in a restaurant including chefs and kitchen managers.
12	12	<b>Finance Staff</b>	Involved with planning and budgeting, financial analysis, investor relations, reporting, partnerships, due diligence, investments and valuations.
13	17	<b>Sales Executive</b>	Managers of a team of sales representatives or an entire sales department. Responsible for territory assignments and commission structures.
14	16	<b>Project/Engagement Management</b>	Lifecycle project management from concept introduction to closeout.
15	11	<b>Store Management</b>	Involved in the daily operations of a retail store including buying, loss prevention, merchandising, operations and store management.

\*Top 25 most wanted professions by Jobfox employers during a 120-day period ending August 11, 2008.



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Rank	Prior Month's Rank	Professions	Profession Description
16	15	Electrical Engineering	Design of electrical systems or complex electronic circuits within a structure, facility or power generating environment.
17	24	Senior Executive Assistant	Providing the highest levels of administrative/secretarial support to senior-level management or C-level executives including research, preparing statistical reports and handling information requests.
18	21	Recruiting/Staffing	Individuals who are involved with the recruiting/staffing functions within an organization.
19	25	Retail Banking	Work in a branch of a retail bank including branch managers and tellers.
20	13	Business Analysis (Research)	Collection and research that is turned into value-added information for organization (includes work inside companies or with consulting firms).
21	18	Database Administration	Administration and support of company databases including database creation, monitoring and troubleshooting.
22	19	Business Analysis (Software Implementation)	Management, configuration and customization of software in a corporate environment or with a consulting firm.
23	NR	Medical Administrative Services	Involved with the daily administrative procedures of an office or department including reception, insurance claims and basic laboratory and patient activities.
24	NR	Procurement	Individuals who purchase goods necessary for the operation of an establishment, or the purchase of materials for manufacturing.
25	20	Testing/Quality Assurance	Testers, quality assurance engineers or testing managers who test applications, primarily software, using manual or automated testing tools.

\*Top 25 most wanted professions by Jobfox employers during a 120-day period ending August 11, 2008.

### About Jobfox

Jobfox is the Internet's fastest-growing career site for connecting working professionals with corporate recruiters. A first-of-its-kind capability, **Jobfox Intros™** gives candidates a "foot in the door" via personal introductions to start conversations with matching employers. With **My Jobfox Connections™**, employers maintain automatically updated talent networks for filling immediate hiring needs as well as maintaining longer-term relationships with top candidates. Visit [www.jobfox.com](http://www.jobfox.com) today. Jobfox also invites you to visit its career blog at [www.bettermondays.com](http://www.bettermondays.com).



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## Salary Expectations of the 25 Most Active Jobfox Professions, March-July, 2008

U.S. Job Seeker Median Salary Expectations*						
Professions (by alpha)	March	April	May	June	July	Overall 2008 Trend
Account/Customer Support	\$35-\$45K	\$35-\$45K	\$35-\$45K	\$35-\$45K	\$35-\$45K	Flat
Accounting & Finance Executive	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Flat
Accounting Staff	\$45-\$55K	\$45-\$55K	\$45-\$55K	\$45-\$55K	\$45-\$55K	Flat
Administrative Assistant	\$35-\$45K	\$35-\$45K	\$35-\$45K	\$35-\$45K	\$35-\$45K	Flat
Biotech & Pharma Research	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Flat
Business Analysis (Research)	\$75-\$85K	\$75-\$85K	\$75-\$85K	\$65-\$75K	\$65-\$75K	Down \$10K
Business Analysis (Software Implementation)	\$85-\$95K	\$85-\$95K	\$85-\$95K	\$85-\$95K	\$85-\$95K	Flat
Database Administration	\$85-\$95K	\$75-\$85K	\$75-\$85K	\$75-\$85K	\$75-\$85K	Down \$10K
Electrical Engineering	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Flat
Finance Staff	\$75-\$85K	\$75-\$85K	\$65-\$75K	\$75-\$85K	\$65-\$75K	Down \$10K
Government Contracts	\$65-\$75K	\$65-\$75K	\$55-\$65K	\$55-\$65K	\$55-\$65K	Down \$10K
Mechanical Engineering	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Flat
Networking/System Administration	\$75-\$85K	\$75-\$85K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Down \$10K
Nursing	\$35-\$45K	\$35-\$45K	\$35-\$45K	\$35-\$45K	\$35-\$45K	Flat
Product Management	\$95-\$105K	\$95-\$105K	\$85-\$95K	\$85-\$95K	\$85-\$95K	Down \$10K
Project/Engagement Management	\$85-\$95K	\$85-\$95K	\$85-\$95K	\$85-\$95K	\$85-\$95K	Flat
Recruiting/Staffing	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$55-\$65K	\$65-\$75K	Flat
Retail Banking	\$45-\$55K	\$45-\$55K	\$35-\$45K	\$35-\$45K	\$35-\$45K	Down \$10K
Sales Executive	\$85-\$95K	\$85-\$95K	\$85-\$95K	\$85-\$95K	\$85-\$95K	Flat
Sales Representative/Business Development	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Flat
Senior Executive Assistant	\$45-\$55K	\$45-\$55K	\$45-\$55K	\$45-\$55K	\$45-\$55K	Flat
Software Design/Development	\$95-\$105K	\$95-\$105K	\$85-\$95K	\$85-\$95K	\$85-\$95K	Down \$10K
Technology Executive	\$125-\$135K	\$115-\$125K	\$115-\$125K	\$115-\$125K	\$115-\$125K	Down \$10K
Testing/Quality Assurance	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	\$65-\$75K	Flat
Training	\$55-\$65K	\$55-\$65K	\$55-\$65K	\$55-\$65K	\$55-\$65K	Flat

\*Median salary expectations as defined by Jobfox candidates with matching profession profiles during a 120-day period ending August 11, 2008.

## August 2008: Sample Hiring Companies for Top 10 Professions

Rank	Profession	Sample of Employers (Headquarters)
1	Nursing	<b>Puget Sound Gastroenterology (Seattle)</b> , with 24 board-certified gastroenterologists and four nurse practitioners. <b>Brigham and Women's Hospital (Boston)</b> , a Harvard-affiliated facility with 750 beds. <b>CJE SeniorLife (Chicago)</b> , a comprehensive network of housing, healthcare, community services, education and applied research.
2	Sales Representative/ Business Development	<b>Aflac Incorporated (Columbus, Ga.)</b> provides insurance policies for individuals and employers. <b>The Kane Company (Elkridge, Md.)</b> , providing office furniture, installation, archiving and shredding services. <b>CRC Information Systems Inc. (Scottsdale, Ariz.)</b> is a provider of business management software for the graphic arts industry.
3	Account/Customer Support	<b>WEB-TPA Inc. (Irving, Texas)</b> , providing administrative services for self-funded employers and insurance companies. <b>Time Warner Cable Inc. (New York)</b> , the second-largest cable operator in the United States. <b>Comcast Corporation (Philadelphia)</b> , the largest cable operator with more than 24 million subscribers.
4	Mechanical Engineering	<b>AeroVironment Inc. (Monrovia, Calif.)</b> manufactures energy systems, electric vehicle systems and unmanned aerial vehicles. <b>Scientific Applications &amp; Research Associates (Waterbury, Conn.)</b> creates custom solutions to complex problems for the defense and homeland security industry. <b>ION Geophysical Corporation (Houston)</b> is a technology-focused seismic solutions company for the oil and gas industry.
5	Software Design/ Development	<b>VUDU, Inc. (Santa Clara, Calif.)</b> delivers instant access to thousands of movies and TV shows directly through the television, without requiring a computer or cable/satellite TV service. <b>LogiXML Inc. (McLean, Va.)</b> is a leading source of Web-based intelligence solutions. <b>Petris Technology Inc. (Houston)</b> provides software-based solutions to help companies better manage data and information. <b>Enterasys Secure Networks (Andover, Mass.)</b> provides network security solutions.
6	Administrative Assistant	<b>Roche Molecular Systems (Pleasanton, Calif.)</b> develops and produces molecular-based diagnostic tests and automated testing platforms. <b>Freedom Financial Network (San Mateo, Calif.)</b> provides consumer finance services through five divisions: Bills.com, Freedom Debt Relief, Freedom Tax Relief, Freedom Student Loans and Freedom Mortgage. <b>ypOne Publishing (Stafford, Texas)</b> is a rapidly growing publisher of quality print and online yellow pages directories.
7	Accounting Staff	<b>Apple &amp; Eve (Port Washington, N.Y.)</b> is one of the largest independently owned juice companies in the United States. <b>Clark Nuber (Bellevue, Wash.)</b> is an award-winning CPA and consulting firm. <b>MassMutual Financial Group (Springfield, Mass.)</b> includes Massachusetts Mutual Life Insurance Company plus its subsidiaries.
8	Networking/System Administration	<b>K12 (Herndon, Va.)</b> a leader in providing individualized, one-to-one learning solutions to students from kindergarten through high school. <b>Luby's (Houston, Texas)</b> operates 123 restaurants with quality home-style food, value pricing, and outstanding customer service. <b>M.C. Dean (Dulles, Va.)</b> is one of the nation's premier engineering and integration providers for complex electrical, electronic and telecommunication systems.
9	Counseling/Social Work	<b>The Right Step (Houston, Texas)</b> helps people with substance abuse and chemical dependency issues. <b>Compass Center (Seattle)</b> serves homeless and low-income men and women. <b>Evelyn Douglin Center (Brooklyn, N.Y.)</b> helps individuals with developmental and/or mental retardation.
10	Accounting & Finance Executive	<b>Ameriprise Financial Inc. (Minneapolis)</b> is a diversified financial services company. <b>Resources Global Professionals (Irvine, Calif.)</b> is a multinational professional services firm that helps business leaders execute internal initiatives. <b>Eaton Vance Corp. (Boston)</b> provides comprehensive wealth management services.

**Note:** The above are samples of companies recently using Jobfox to seek professionals within the defined profession groups. This list is meant to provide a well-rounded sample of the kinds of jobs available in today's marketplace. Jobs listed here may or may not still be available. Headquarter locations are provided, but jobs may exist outside of a company's home office.