

# SUPPLY-DEMAND HIRING INDEX: NORTHERN CALIFORNIA

# 3

**HOT POSITIONS AND REGIONAL  
CANDIDATE AVAILABILITY**  
AUG 2014 – JAN 2015

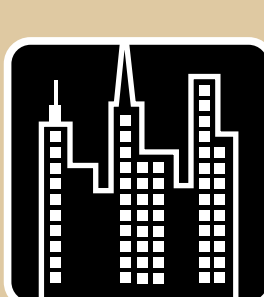
presented by: **ADAMS & MARTIN**  
GROUP

## SAN FRANCISCO BAY AREA:

*\*Within a 20 mile radius of San Francisco, CA*

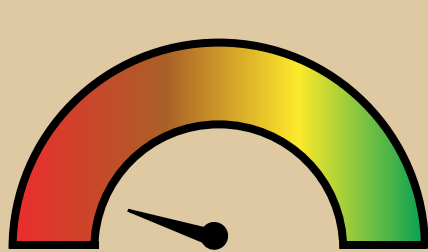


### ATTORNEY



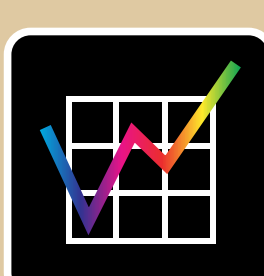
#### TOP 3 CITIES FOR JOB POSTS

1. San Francisco, CA
2. Palo Alto, CA
3. Sunnyvale, CA



#### HIRING INDICATOR:

**7**



#### SUPPLY:

254 – Active Candidates

#### DEMAND:

3,491 – Job Postings

*\*The indicator score of 7 from 1-100 indicates the relationship between active candidates and job postings.*

#### TOP 3 INDUSTRIES HIRING IN THIS FIELD:

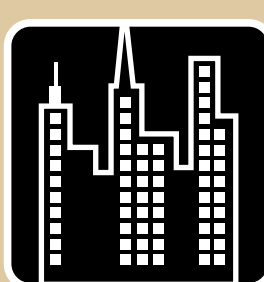
1. Law Offices
2. Temporary Help Services
3. Software Publishers

#### TOP 3 JOB TITLES IN JOB POSTINGS:

1. Corporate Counsel
2. Corporate Attorney
3. Legal Counsel

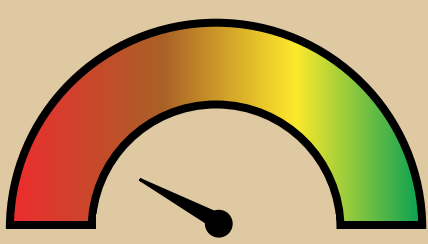


### LEGAL SECRETARY



#### TOP 3 CITIES FOR JOB POSTS

1. San Francisco, CA
2. Palo Alto, CA
3. Oakland, CA



#### HIRING INDICATOR:

**15**



#### SUPPLY:

94 – Active Candidates

#### DEMAND:

615 – Job Postings

*\*The indicator score of 15 from 1-100 indicates the relationship between active candidates and job postings.*

#### TOP 3 INDUSTRIES HIRING IN THIS FIELD:

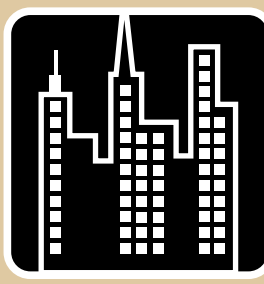
1. Temporary Help Services
2. Law Offices
3. Direct Property and Casualty Insurance Carriers

#### TOP 3 JOB TITLES IN JOB POSTINGS:

1. Legal Secretary
2. Litigation Secretary
3. Litigation Legal Secretary

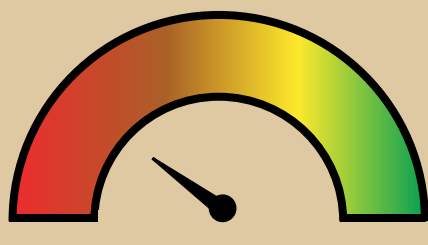


### PARALEGAL



#### TOP 3 CITIES FOR JOB POSTS

1. San Francisco, CA
2. Palo Alto, CA
3. Oakland, CA



#### HIRING INDICATOR:

**18**



#### SUPPLY:

278 – Active Candidates

#### DEMAND:

1,533 – Job Postings

*\*The indicator score of 18 from 1-100 indicates the relationship between active candidates and job postings.*

#### TOP 3 INDUSTRIES HIRING IN THIS FIELD:

1. Temporary Help Services
2. Law Offices
3. Computer Systems Design Services

#### TOP 3 JOB TITLES IN JOB POSTINGS:

1. Paralegal
2. Corporate Paralegal
3. Legal Assistant

## SUMMARY: HIRING INDICATORS

What this data research means to you...



#### EMPLOYER DEMAND EXCEEDS CANDIDATE SUPPLY (Scores 0 - 30)

With increased employer demand and limited candidate availability, we're deploying enhanced mass recruitment techniques to reach the perfect candidate for your company.



#### CANDIDATE SUPPLY AND EMPLOYER DEMAND ARE EQUIVALENT (Scores 31 - 69)

Quite possibly the most ideal labor market situation! We're finding an abundance of candidates to present to employers who are eager to hire—saving employers time and money, and providing candidates with rewarding employment opportunities.



#### CANDIDATE SUPPLY EXCEEDS EMPLOYER DEMAND (Scores 70 - 100)

You will be flooded with resumes and most will not match your expectations. An influx in supply can be more challenging for employers than a scarce supply. Now, more than ever, you'll want to partner with us to do all the sifting and pre-screening for you in order to save time and money.

## QUESTIONS OR ADDITIONAL REGIONAL REPORTS?

Please contact your Adams & Martin Group representative.

#### SOURCE:

*This data was pulled from CareerBuilder's Supply & Demand and Compensation data portals, which aggregates online job market data from major job boards, employer career sites, government sources, and more. CareerBuilder's data portals gather accurate talent intelligence for 90% of the online job market.*

## A DIFFERENT KIND OF STAFFING FIRM

Adams & Martin Group specializes in contract, contract-to-hire, direct hire, and project management for law firms and legal departments in a variety of industries nationwide. We opened our doors in 1994 with one small office in Newport Beach, CA.

Our approach to quality and service resulted in unprecedented success. No other staffing firm has EVER received all of the industry's highest honors in a single year for two consecutive years. We are also the only staffing firm ever ranked #1 on the *Inc.* 500 list of fastest growing, privately-held companies in the U.S. and were ranked three additional times on the *Inc.* 500.

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