

Career Connections Ministry

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Jobs Blog: Pitching Openings To Advertising Professionals

By Sarah E. Needleman

Looking to expand your online job hunt beyond the big boards? Web sites and email lists dedicated to postings in specific fields can supplement your search. Here's a look at niche job boards and email newsletters from around the Web. (Some links may require registration or subscriptions.)

Seeking ads for advertising jobs? You'll find a multitude of openings online for executive and creative professionals.

For a broad range of opportunities, check out AdWeek.com, the online home of weekly trade magazine Ad Week. About 45 new jobs are added daily and 375 jobs from entry to senior level are generally listed. Most ads do not disclose salary and a subscription to the publication is not required to access them. Search among such categories as account management, creative, marketing, new media, production/traffic and others. Commonly listed jobs include account executive, creative director, director of marketing, media director, senior advertising sales executive and copywriter, says Brian Chester, classified ad director for the trade magazine, which is published by New York-based VNU Business Media Inc. Advertisers range from small agencies, such as The Via Group LLC in Portland, Maine, to large networks like New York-based Saatchi & Saatchi Worldwide Inc., in addition to media companies, academic institutions, executive-search firms, nonprofits and consumer-product and service businesses.



Advertising Pros' Pay

For a snapshot of compensation for

most frequently listed are media planner, account supervisor, account director, associate creative director and account planner, she says. Advertisers include agencies, media companies, nonprofits and consumer-product and service businesses. Store up to five resumes and five portfolio samples at no cost. The site offers a resume- and portfolio-review service for fees ranging from \$249 to \$495 and a career-consulting service by email or 10 minutes on the phone for \$49.95. Also available is a 20-minute phone consultation on how to negotiate salary at a cost of \$98 for professionals seeking annual salaries under \$80,000 or \$149 for individuals seeking salaries above \$80,000.

Only senior and midlevel jobs are listed at TalentZoo.com. About 100 new positions are added weekly and around 600 jobs are usually listed. They pay from \$40,000 to \$350,000 in annual salary, reports Andrea Rizk, public relations and marketing coordinator for the Atlanta-based job board and recruiting firm. Jobs

For recent graduates and job hunters with less than two years' experience, TalentZoo.com publishes a Rookie Directory where you can post your resume, up to five work samples and a link to an online portfolio. The cost is \$19.95 for three months.

Alison Poluga, 29, began searching the ads at TalentZoo.com in late August. She wanted a change after more than five years at New York advertising agency Deutsch Inc., where she was most recently a senior broadcast-traffic manager. She applied for a business- and creative-strategist job at Talent Solutions, a New York-based broadcast business-affairs company. She was invited on two interviews and was hired in September. By switching jobs, her salary increased significantly, she says.

Mostly executive positions from entry to senior level are listed at the American Advertising Federation Inc.'s Web site, aaf.org. About 25 new jobs are added weekly, and the site averages 375 jobs. Most ads do not disclose salary. Positions frequently listed are account executive, marketing director and media planner, according to Mary Hilton, vice president of public affairs at the Washington, D.C.-based trade association. Advertisers include small and midsize agencies, media companies, executive-search firms, academic institutions, nonprofits and consumer-product and service businesses. During a recent visit we found a posting for an advertising-sales manager at The Cincinnati Enquirer, a daily newspaper published by McLean, Va.-based Gannett Co. Inc. The job involves managing a four-person sales team and requires a minimum of three years' sales-management experience.

For senior and midlevel executive positions at consumer-product and service companies, log onto ana.net, the Web site of The Association of National Advertisers Inc. Up to two new jobs are added weekly and about 40 jobs are generally listed. Search among such categories as marketing/brand management, marketing/advertising services, market research, in-house agency and e-business/e-marketing. Ads are posted by the New York-based association's 300 members, reports Barbara Bacci Mirque, senior vice president.

Mainly marketing-focused positions are listed at AdAge.com, the Web site for Ad Age, a weekly trade magazine. Ten to 15 new jobs are added weekly and about 50 to 75 jobs from entry to senior level are usually listed. Salaries are not disclosed in most of the ads and a subscription to the publication is not required to access them. Search among such categories as advertising, creative services, education, management, marketing research, new media and sales. Frequently listed positions are vice president of integrated-marketing services, corporate marketing analyst and marketing and communications manager, reports Angela Carola, sales representative for classified and business development at Ad Age, which is published by Crain Communications Inc. based in Detroit. Advertisers include agencies of various sizes, media companies, academic institutions, executive-search firms, nonprofits and consumer-product and service businesses.

About 40% of the jobs listed at creativehotlist.com are in advertising, and they include both executive and creative positions. Around 40 new jobs are added daily and between 800 and 900 jobs from entry to senior level are generally listed. They pay salaries ranging from \$10 an hour to \$200,000 annually, says Jeff Stafford, technology director for the Menlo Park, Calif.-based job board from Coyne & Blanchard Inc., publisher of trade magazine Communication Arts. Frequently listed advertising jobs include creative director, graphic designer, copy writer, account manager, Web designer and production artist, he says. Advertisers include agencies of various sizes, media companies, academic institutions, nonprofits and consumer-product and service businesses. Post up to 27 images in an online portfolio plus a PDF document at a cost of \$35 for six months. The site also offers a company directory to more than 1,000 advertising businesses.

Tom Mullen, a Winston-Salem, N.C.-based copywriter in his 30s, says he has landed more than a dozen free-lance jobs since posting his resume and portfolio at creativehotlist.com two years ago. He's been hired by such advertising agencies as New York-based BBDO Worldwide Inc. and Boston-based FitzGerald Communications LLC, a unit of media-services conglomerate Omnicom Group. Assignments typically range from a few days to several months and he charges about \$1,000 a day.

He's currently working on a month-long copywriting assignment for The Woodbine Agency, a midsize marketing and communications firm based in Winston-Salem.

If you're targeting creative jobs, check out coroflot.com, where up to five new postings are added daily and about 350 openings from entry to senior level can typically be found. About 40% of the jobs are in advertising and they pay from \$22,000 to \$300,000 in annual salary, says Deanna Dumbrys, director of communications for Core77 Inc., a New York-based media company that publishes the site. Advertisers include agencies of various sizes, media companies, academic institutions, nonprofits and consumer-product and service businesses. Create a portfolio featuring your resume and up to five images at no cost. The site highlights three artists' portfolios at random on its front page daily.


Want to work in California? You'll find executive and creative advertising jobs in the San Francisco Bay area at sfadvertising.com, a Web site for local advertising professionals. Up to two new jobs are added weekly, and 12 to 20 jobs from entry to senior level are generally listed. Salaries are not disclosed in most ads. Advertisers include agencies of various sizes, media companies, executive-search firms and consumer-product and service businesses, according to Harold Mann, president of Mann Consulting LLC, a technology-consulting firm in San Francisco that publishes the site.

For jobs in San Diego, check out sandiegoadclub.com, the Web site for the San Diego Ad Club, an association. We recently found nine jobs listed, including executive and creative jobs from entry to senior level. Most ads do not disclose salary.

Sites for Underwriting, Actuary and Other Insurance Pros

Assessing what the job market has to offer insurance professionals? You'll find that it's loaded with opportunities advertised throughout the Web.

One of the largest boards we found is UltimateInsuranceJobs.com, where 500 to 600 new jobs are added weekly and about 5,000 jobs are generally listed. They range from entry to senior level and pay \$40,000 to \$300,000 in annual salary, reports Bruce W. Higgins, president of the Indianapolis-based job site. Search among such categories as actuarial, claims, risk management, consulting and appraiser, in addition to areas like human resources, information technology, customer service, sales, accounting and others. Advertisers include insurance carriers, brokerages and agencies, consulting firms, re-insurers, third-party administrators, alternative-risk firms and self-insured businesses. The site offers a directory of more than 5,000 employers and recruiters.



Insurance Pros' Pay

For a snapshot of compensation for

You'll also find a wide variety of openings listed at GreatInsuranceJobs.com. Fifty to 100 new jobs are added daily and the site averages around 3,500 jobs from entry to senior level. They pay \$30,000 to \$250,000 in annual salary, according to Scott Kotroba, president of Great Insurance Jobs Inc., an Orlando, Fla.-

Tiffany Miller, 34, learned about GreatInsuranceJobs.com from a friend in April and posted her resume at the site. She'd resigned a month earlier from a major property and casualty insurer where she was an automobile-liability adjuster. "I needed a change of pace," she says. In June she was invited to interview for a customer-service-representative position at the San Rafael, Calif., office of

Richmond-based life-insurance company Genworth Financial Inc. Her annual salary grew by about \$3,000, she says.

Jobs advertised by executive recruiters that specialize in the insurance industry are listed at GreatInsuranceRecruiters.com and InsuranceRecruiters.com. They advertise only senior and midlevel openings from both retained and contingency recruiters and do not disclose employers' names. At GreatInsuranceRecruiters.com, which is published by Great Insurance Jobs Inc., 30 to 50 new postings are added daily and about 2,000 jobs are typically listed. They pay from \$40,000 to \$250,000 annually, says Mr. Kotroba.

InsuranceRecruiters.com, published by the National Insurance Recruiters Association, adds about 60 new jobs a week and usually lists between 500 and 800 jobs. They pay \$50,000 to \$200,000 in annual salary and are exclusively from members of the Internet-based association, according to member Roger Lear, president of Lear & Associates Inc., a search firm in Orlando, Fla.

Another source of senior and midlevel insurance jobs is ppryor.com, the Web site for executive-search firm Pryor Associates Inc. About 30 new jobs are added weekly and between 100 and 200 jobs are typically listed. They pay from \$40,000 to \$400,000 in annual salary, says Gerry O'Gorman, vice president of the New York-based recruiter. Jobs are from the firm's clients -- insurance companies, agencies and brokerages, third-party administrators, consulting firms and self-insured businesses -- and their names are not disclosed. Submit your resume or complete an online candidate profile to be considered for confidential search assignments that aren't posted.

David Block, 42, applied to a job ad at ppryor.com in August. He was an enrolled actuary at a retirement-planning and asset-management company in Atlanta and wanted to return to New York where he was raised and has family. Mr. Block stumbled upon the posting while combing search engines for job sites. He recalled Pryor Associates from nearly 20 years earlier when Pauline Reimer, then a newly hired recruiter at the firm, helped place him in his first job out of college. This time Ms. Reimer, also a former actuary, arranged for Mr. Block to interview for an enrolled-actuary position at a large New York insurance firm whose clients are nonprofits. After two interviews, he landed the job, which he estimates pays about 30% more in annual salary than his previous position. He starts at the end of October.

Many insurance trade groups advertise jobs at their Web sites. Among them is the Chartered Property Casualty Underwriters Society at cpcusociety.org. In addition to listing openings for underwriters, the site advertises jobs for actuaries, claims adjusters, risk managers, customer-service representatives and more. Twenty to 25 new jobs are added weekly and the site averages about 100 jobs. Most are senior and midlevel positions paying \$50,000 to \$100,000 in annual salary, reports Julia Sherwin, public-relations manager for the Malvern, Pa.-based professional society.

To target actuary jobs from noncredential positions to the fellowship level, log onto Actuary.com. Five to 10 new jobs are added weekly and between 50 and 75 jobs are usually listed. They pay annual salaries between \$45,000 and \$400,000, says Jay Rollins, president of the Kennesaw, Ga.-based job board. Search such categories as life and annuity, casualty, health and disability, finance and investment, and pension and employee benefits. The site also offers a directory of actuarial recruiters, discussion forums and a long list of actuarial jokes for those seeking some career humor.

If underwriting is your specialty, check out underwritingJOBS.com. Five to 10 new jobs are added weekly and the site averages 75 jobs. They pay from \$35,000 to \$100,000 in annual salary and require a minimum of one to two years' experience, says Jason Keck, president of the Dallas-based job board.

Property and casualty insurers advertise the most jobs, he adds, followed by life, health and managed-care insurers, mortgage lenders, credit-banking institutions and re-insurers.

Risk-management positions make up the bulk of the listings at rims.org, the online home of the Risk and Insurance Management Society Inc. Other categories listed include claims management, client services, employee benefits, sales underwriter and insurance management/purchasing. Around 100 jobs from entry to senior level are generally listed, according to a spokeswoman for the New York-based society of more than 8,000 risk and insurance professionals. Nonmembers can view ads at least 30 days old at no cost, but complete access for 60 days, there is a \$30 fee.

Here's a roundup of other sites listing insurance jobs:

- InsuranceJobChannel.com
- Insurance-Jobs-Center.com
- InsuranceWorks.com
- iHireInsurance.com
- InsuranceJobsBoard.com
- InsuranceJobStore.com
- InsuranceWorkforce.com
- 4insurancejobs.com
- InsuranceJobsOnly.com
- Insurancesalesjobs.com
- IFSjobs.com
- dwsimpson.com

Where Hospitals Hire Administrators on the Web

If you're planning a healthy step forward in your career, check out the wealth of sites that advertise employment opportunities at hospitals.

For a broad range of openings, check out HospitalJobsOnLine.com, where between 2,000 and 3,000 new jobs are posted daily. About 50,000 positions from entry to senior level are generally listed and they pay from \$60,000 to \$250,000 in annual salary, reports Lynn Burrows, chief executive officer of the Oak Harbor, Wash.-based job board. Search among a long list of categories including accounting, fundraising, human resources, legal, public relations, insurance and sales, in addition to categories for medical practitioners such as nurses and physicians. Advertisers range from small hospitals such as Providence Kodiak Island Medical Center in Kodiak Island, Alaska, to large health-care systems like Scripps in San Diego, Calif. The site has a directory of U.S. hospitals and another listing staffing agencies that specialize in hospital recruitment.

To find management and executive-level hospital jobs paying a minimum annual salary of \$100,000, visit cejkasearch.com, the Web site for retained-search firm Cejka Search. Up to two new jobs are added daily and the site averages about 50 jobs, says Carol Westfall, president of the St. Louis, Mo.-based health-care recruiter. Positions frequently listed are vice president/administrator, director, senior director and medical director. Jobs are from the firm's clients -- community-based, faith-based and private hospitals, and academic medical centers -- and their names are disclosed in only some of the postings. Submit your resume to be considered for confidential search assignments that aren't posted.

Robert Nelson, 35, began searching the ads at cejkasearch.com in November 2004. He was a director of the neurosurgery intensive-care unit at a Houston hospital and wanted to move to a new location.

He applied for two neuroscience-administration positions and was invited to interview for each. He was a finalist for one and landed the other in April and is now system director of neuroscience and orthopedics at a health-care system in southwest Florida. By switching jobs, his salary increased approximately 15%, he says.

To target senior and midlevel finance jobs at hospitals, check out hfma.org, the online home of the Healthcare Financial Management Association. About 50 new jobs are added weekly and around 200 jobs are typically listed. They pay from \$60,000 to \$300,000 in annual salary, according to Sharon Malik, advertising coordinator for the Westchester, Ill.-based association. Advertisers include hospitals of various sizes, medical centers, health-care systems and executive-search firms. Some of the most common positions listed are chief financial officer, vice president of finance, controller, patient financial-services director, senior financial analyst and consultant.

Want to work on the West Coast? Senior and midlevel jobs at hospitals in that region can be found at bristolassoc.com, the online home of executive-search firm Bristol Associates Inc. About 10 new jobs are added monthly, and up to 20 jobs generally are listed, according to Roberta Borer, senior vice president of the Los Angeles-based recruiter. Jobs pay a minimum annual salary of \$80,000, and the most frequently listed openings are for department heads and vice presidents and directors of nursing. All jobs are from the firm's clients -- mostly acute-care facilities -- and their names are not disclosed. Submit your resume to be considered for opportunities that aren't listed.

Openings at hospitals make up more than half of the approximately 1,000 jobs generally listed at ache.org, the Web site for American College of Healthcare Executives. The remainder is at pharmaceutical companies, nursing homes, health-maintenance organizations and other health-care-related employers. Between 20 and 30 new jobs are added daily and most are management and executive positions in areas such as finance, human resources, information technology, sales and marketing, says Matthew Holloway, member-services representative for the Chicago-based international society of about 30,000 health-care executives. To access the ads, membership is required, which costs \$150 a year for the first three years and varies thereafter. Free resume-critiquing services are available to members.

Hospitals-Online.com lists about 18,000 hospital job openings, most for medical professionals such as nurses and physicians, but about 5% are for executives. Between 400 and 500 new jobs are added daily, according to Eric Egnat, chief executive officer of the Reading, Mass.-based site. Postings include detailed profiles of more than 6,600 U.S. hospitals. Among the most recent ads is one for a chief technology officer at UMass Memorial Medical Center in Worcester, Mass. The job requires a minimum of 10 years' experience in developing complex infrastructures in large health-care systems, plus a bachelor's degree in computer science or engineering.

Job hunters also can find hospital positions at the many sites advertising opportunities in all areas of the health-care industry. One of the largest is Absolutely Health Care, also known as healthjobsusa.com, where more than 275,000 jobs from entry to senior level are typically listed. During a recent visit we found about 5,000 jobs listed for professionals in areas such as accounting/finance, advertising, communications, engineering, information technology, insurance, legal and sales.

Here's a roundup of other sites listing health-care jobs, including opportunities at hospitals:


- MyHealthcareJobs.net
- HealthcareJobStore.com
- HealthcareJobBank.com

- hcjobsonline.com
- HealthCareerWeb.com
- HealthcareJob.com
- HealthcareSource.com
- Healthcare.Monster.com

A Roundup of Sites for Construction-Industry Pros

Climbing the corporate ladder in the construction industry? Numerous job boards are looking to help you find your next step up.

Among the largest is ConstructionWork.com, where about 100 new jobs are added daily and around 3,000 jobs are typically listed. They range from entry to senior level and pay between \$50,000 and \$150,000 in annual salary, according to Derek Peterson, president of the Charleston, S.C.-based job board and business directory. Advertisers include commercial and residential contractors and subcontractors, consulting firms, academic institutions, and companies specializing in engineering, framing, roofing, flooring, sheetrock and painting. Submit your resume at no cost to recruiters at the site's six affiliated executive-search firms.



Construction Professionals' Salaries

For a snapshot of compensation for

You'll also find construction jobs from a variety of employers, including homebuilding and commercial-construction companies, engineering-and-design firms, and specialty subcontractors, at

iHireConstruction.com. Ten to 15 new jobs are added daily, and the site averages between 500 and 600 jobs. They range from entry to senior level and pay \$25,000 to \$400,000 in annual salary, reports Don

MacFadyen, general manager of the board, which is part of iHire LLC, a network of job sites based in Angola, Ind. The most common postings are for superintendents, project managers and construction engineers, he adds. The site offers a free resume-blasting service to employers in your area.

Joe Meyers, 47, sent his resume to iHireConstruction.com for distribution to recruiters in January. He'd recently been laid off from a supervisor job at a Washington, D.C., restoration company. Over the next few months, he landed interviews for five jobs. In August he was offered a project-manager position at a commercial and heavy-construction company in California. He accepted and estimates that he now earns 20% more in annual salary than in his previous job.

To find senior-level construction jobs, visit the Web site for retained-search firm Hornberger Management Co., HMC.com. Up to two new jobs are added at the beginning of each month, and the site averages about 15 jobs. They pay \$200,000 to \$1 million in annual salary, says Frederick Hornberger, president of the Wilmington, Del.-based recruiter. Positions frequently listed are chief executive officer, chief financial officer and president. Jobs are from the firm's clients, whose names are not disclosed. They include general contractors, specialty contractors, facility owners and real-estate developers. Submit your resume to be considered for confidential search assignments that aren't posted.

Mostly management positions are listed at cmaanet.org, the online home of the Construction Management Association of America Inc. One new job is added daily and around 20 jobs from entry to senior level are typically listed, according to Angeles Cercantes, membership coordinator for the McLean, Va.-based association. Advertisers include construction-management, engineering and consulting firms, facility owners and government agencies.

For steel-fabrication, detailing, erection and structural-engineering positions, visit the American Institute of Steel Construction Inc. online at aisc.org. Up to two new postings are added daily and about 150 jobs are generally listed. They range from entry to senior level and pay \$35,000 to \$100,000 in annual salary, reports Scott Melnick, vice president of communications for the Chicago-based association. You can post your resume at no cost, but consider that while only employers can access the whole document, anyone can view a list of posters' names.

To find construction-inspection jobs, log onto acia.com, the Web site for The American Construction Inspectors Association. Up to five new jobs are added monthly, and the site averages about a dozen jobs, including permanent and contract positions. They range from entry to senior level, and most require an inspection certification, says Woneta Carnes, executive director of the Yucaita, Calif.-based association. Advertisers include school districts, government agencies, testing labs and engineering and construction-management firms.

Construction-related teaching jobs at colleges and universities can be found at ascweb.org, the Web site for the Associated Schools of Construction. Two to three new jobs are added monthly, and about 10 to 30 jobs are generally listed. They pay \$55,000 to \$90,000 in annual salary, says Mostafa M. Khattab, a professor at Colorado State University, which is home to the international association. Full-professor positions are among those commonly listed, as are associate and assistant professor jobs, he says.

Civil-engineering-construction jobs can be found on asce.org, the online home of the American Society of Civil Engineers (ASCE), a Reston, Va.-based organization. About 20 new jobs are added daily, and between 400 and 500 jobs are typically listed. They're mostly senior and midlevel positions paying \$45,000 to \$200,000 or more in annual salary, reports Sean Scully, classified-advertising manager at ASCE. Search openings posted by civil-engineering firms, foundation and geotechnical companies, consulting firms, academic institutions and executive recruiters. The Construction Institute, a subsidiary of ASCE, lists the same ads on its Web site, Constructioninst.org. The sites offer resume-writing services ranging from \$229 to \$495, as well as cover-letter-writing services from \$50 to \$99.

Here's a rundown of other sites advertising jobs in the construction industry, each listing openings from entry to senior level, and from a broad range of employers:

- ConstructionOnly.com
- ConstructionJobs.com
- ConstructionExecutive.com
- Constructionjobstore.com
- constructionjobline.com
- Construction.com
- AECWorkForce.com

Sites to Help You Find Openings at Nonprofits

If your goal is to work for a nonprofit organization or an employer serving the nonprofit sector, you'll find an array of resources listing openings on the Web.

One of the largest nonprofit boards we found is idealist.org, which is a partner of CareerJournal.com. About 100 new jobs are added daily and the site averages about 4,500 jobs from entry to senior level. They pay annual salaries ranging from \$15,000 to \$150,000, says Charlotte Jones Voiklis, manager,

external relations for Action Without Borders Inc., a New York City nonprofit, which runs the site. Search for openings in such categories as community building and renewal, energy conservation, foundations and fundraising coalitions, prison reform and disaster relief. The site, which is available in French and Spanish, also lists internships and volunteer opportunities, plus a calendar of nonprofit career fairs.



Nonprofit Professionals' Salaries

For a snapshot of compensation for

You'll find mostly senior and midlevel jobs at nonprofit organizations at ExecSearches.com. Eight to 10 new jobs are added daily and between 180 and 200 jobs are usually listed. They pay from \$40,000 to \$180,000 in annual salary, according to F. Jay Hall, client-services manager for the Fort Lauderdale, Fla.-based job board. Openings are listed in 45 categories, with the bulk in social services, children and youth, and advocacy, he says. Job hunters can post an executive portfolio for fees ranging from \$19 for 30 days to \$125 for 360 days. Portfolios include a unique Web address and tabs linking to pages listing resume, photo, references, contact and other information. In addition, the site offers a 50-minute resume and cover-letter critiquing service for \$95 by phone or \$125 in person.

To target exclusively senior-level jobs, check out CEOupdate.com. About 300 jobs are generally listed after first appearing in a print newsletter called "CEO Job Opportunities Update." Published every other Thursday, the newsletter typically lists between 100 and 140 new jobs, reports Lynn McNutt, managing editor of the Alexandria, Va.-based job-posting service. Only positions paying a minimum annual salary of \$50,000 are listed, and most jobs pay in the \$75,000-to-\$200,000 range, she says. Advertisers include trade associations, professional societies, foundations, cause-oriented groups and executive-search firms. Subscriptions to the newsletter and Web site cost from \$90 to \$300.

Jobs at international, family, community and corporate foundations can be found at the Council on Foundations' Web site, cof.org. About five new jobs are added weekly, and the site averages around 100 jobs, according to Gabriela Schneider, media-relations coordinator for the Washington, D.C.-based association. It's free to search the job listings, but nonmembers are charged \$10 to post resumes.

Association jobs are listed at asaenet.org, the online home of ASAE (formerly the American Society of Association Executives) & the Center for Association Leadership. Between 12 and 16 jobs are added daily and about 425 jobs from entry to senior level are generally listed, according to Marta Hayes Trice, manager, career services, for ASAE, which is based in Washington, D.C. The site offers a resume-writing service for \$229 and three monthly 30-minute career-coaching sessions by phone for \$280. You also can complete a career-assessment questionnaire and receive a 30-minute phone consultation on the results for \$124.

Many regional associations list jobs at their Web sites. For example, at MarylandNonprofits.org, the online home of the Maryland Association of Nonprofit Organizations, you'll find a broad range of nonprofit jobs in Maryland and nearby metropolitan areas. About 20 new jobs are added weekly and 100 jobs are generally listed. They range from entry to senior level and pay between \$20,000 and \$175,000 in annual salary, reports Peter Berns, executive director of the Baltimore-based association.

For jobs at grant-making associations in the Big Apple and nearby areas, check out nyrag.org, the online home of The New York Regional Association of Grantmakers. Up to five new jobs are added weekly and about 15 jobs are generally listed, reports George Lowin, administrative assistant for the professional society.

A list of more than 20 state-association Web sites advertising nonprofit jobs can be found at the National Council of Nonprofit Associations' online home, ncna.org.

Here's a roundup of other sites advertising nonprofit jobs, each listing more than 200 openings, from entry to senior level, from a variety of employers:

- nonprofitOyster.com
- OpportunityKnocks.org
- JobsatNonprofits.com
- nonprofitjobs.org
- DeepSweep.com
- philanthropy.com/jobs
- PNNOnline.org

The following are sites advertising nonprofit jobs that list fewer than 200 openings, also from entry to senior level:

- nptimes.com
- IndependentSector.org
- CharityChannel.com
- PhilanthropyJournal.org
- fdncenter.org
- NonprofitCareer.com
- DotOrgJobs.com
- NonprofitCareers.org

For additional job listings in the nonprofit sector, check out past blog entries on [environmental-education](#) and [museum sites](#).

Sites That Post Openings for Katrina Evacuees

Several Web sites have sprung up with postings from employers eager to hire those left jobless by Hurricane Katrina. Here's a roundup:

Craigslis.org, the hub for a network of 175 local classified-ad Web sites, lists jobs from employers throughout the U.S. seeking to recruit Katrina survivors. More than 1,000 ads for jobs from entry to senior level are posted, reports Jim Buckmaster, chief executive officer of the San Francisco-based network. To find jobs in a particular location, choose from a list of cities on the site's homepage, and search the job listings using the keyword "Katrina." A section called "Katrina Relief" lists temporary-employment opportunities.

Contractor Lang's Heating & Air Conditioning in Hilton Head Island, S.C., is advertising openings for seven technicians on craigslist. Like many employers hoping to hire Katrina evacuees, the company will pay relocation expenses for new hires and their families, including up to 120 days of housing. To apply, call collect: 1 (843) 681-6824, or complete an online form at langsheatingandair.com. At least two years of experience is required for heating- and air-conditioning-technician jobs and a minimum of five years for refrigeration-technician jobs, says Mike Covert, a systems engineer at Lang. "The least we could do is offer people in this business a chance to start over again," he says. The company hasn't received any applications yet, he says.

Ads for a broad range of jobs are on katrinajobrelief.com. More than 50 industry associations and trade groups across the country are inviting their members and others to post jobs for evacuees at no cost. Job hunters can post their resumes at the site for free. During a recent visit, we found about 2,850 ads, most (about 700) from Florida employers. Salaries range from minimum wage to about \$100,000 annually, says Andrew Banever, president of JobTarget Inc., a New London, Conn., technology company that runs more than 300 niche job boards and is publishing katrinajobrelief.com. Most positions are in health care and skilled labor, he adds.

Katrina evacuees can find openings at jobsearch.org/katrinajobs, a site from America's Job Bank (jobsearch.org), a job board published by the U.S. Department of Labor. The site is also advertising temporary clean-up, recovery and reconstruction positions that are open to all job seekers. Employers can post ads at no cost, and during a recent visit we found about 37,000 jobs in a variety of fields. It's free to post your resume and store cover letters. The site offers job-search tips on topics such as interviewing and evaluating job offers. In addition, the site can be translated into seven foreign languages including Spanish, Italian and Japanese.

A database of staffing agencies that have pledged to help Katrina survivors find jobs can be found at americanstaffing.net, the online home of the American Staffing Association. Search among approximately 7,500 firms nationwide that fill jobs in health care, office/clerical, technical, information technology, professional/management and industrial occupations. Jobs include full- and part-time positions from entry to senior level, and many firms provide career services, such as resume and interview preparation, says Reem El-Khatib, public-relations coordinator for the Alexandria, Va.-based trade group.

Job-board publisher Hospitality Careers Online Inc. in Vancouver, British Columbia, is inviting hospitality and retail employers to list jobs at no charge on katrinahospitalityjobs.com. During a recent visit, we found more than 65,000 postings for jobs from entry to senior level. Advertisers include restaurants, resorts, hotels, retail companies and executive-search firms.

Job hunters in Houston might want to check out HoustonEmployment.com, a site inviting Houston companies committed to employing Katrina survivors to list openings for free. During a recent visit, a page dedicated to "Katrina employment relief" postings had about 200 ads for jobs in a range of fields. They pay salaries ranging from minimum wage to about \$85,000 annually, says Jerry Kowalchik, founder and chief executive officer of the site's Houston-based publisher, Employocity Ltd. HoustonEmployment.com typically lists more than 1,000 jobs in 20 fields, most in health care and accounting/finance.

AttorneyAssist.org lists jobs, housing and office space for law professionals displaced due to Hurricane Katrina. The site is from the Atlanta Bar Association and ads are free to post. During a recent visit we found about 90 listed. Katrina evacuees can post a brief profile about their employment, housing or other needs.

Job seekers in Birmingham, Ala., might want to visit BirminghamEmployment.com. This site, also from Employocity, has a page inviting Birmingham employers recruiting Katrina survivors to post jobs at no cost. About 100 jobs are listed in fields such as sales, transportation, hospitality, information technology, engineering and others.

At laworks.net/jobs, the Web site for the Louisiana Department of Labor, a page listing employment opportunities in the state has a search category near the bottom called "Hurricane Katrina." It includes

about 200 jobs in a variety of industries. Narrow your results by searching for openings in a specific parish, district or other specific area.

Memphistravel.com/jobs, the site for the Memphis Convention & Visitors Bureau, has an alphabetized list of about 100 local employers offering jobs for Katrina evacuees.

Sites That Cater to Food-Industry Pros

If you're hungry for a job in the food business, a number of niche sites want to satisfy your appetite.

To locate opportunities from a wide variety of employers, including supermarkets, produce growers, manufacturers, marketing firms, wineries, restaurants and more, log onto FoodandDrinkJobs.com from staffing agency EatUpDrinkUp.com Inc. in Chicago. Up to 12 new postings are added daily, and during a recent visit we found more than 200 jobs listed at a range of levels. Openings are in accounting, sales, brokerage, catering, advertising, logistics, research and development, food science and more than 25 other fields.



You'll find only senior and midlevel positions at foodmanagementsearch.com from recruiter Food Management Search Inc. Five to 10 new jobs are added daily, and the site averages around 100 jobs. They pay between \$50,000 and \$150,000 in annual salary, reports Joe Cresci, president of the Springfield, Mass.-based

recruiter. Advertisers include manufacturers, specialty retailers, supermarkets, restaurants and executive-search firms.

Scott Slich, 26, began searching the ads at foodmanagementsearch.com in March. He was a marketing coordinator at a large restaurant company in Dallas for nearly two years and wanted to advance his career. He applied for one job -- an account-executive position at an ad agency with food-industry clients -- and was offered an interview later that day, which he accepted. The following week he was hired at an annual salary about \$5,000 more than his previous job. He expects to be promoted to account supervisor within three years, he says.

For food-manufacturing jobs, check out careersinfood.com, where about 100 new postings are added daily and around 4,000 ads are generally listed. They range from entry to senior level and pay from \$40,000 to \$150,000 in annual salary, says Wade Palmer, president and partner of the Springfield, Mo.-based job board and a food-industry recruiter. Complete a questionnaire that provides employers with details on the kind of employment you're seeking and peruse profiles of more than 300 companies advertising jobs on the site. You also can network with industry professionals through the site's message board.

Produce jobs can be found at producecareers.com from executive-search firm Produce Careers Inc. About 30 new jobs are added weekly and more than 200 jobs are generally listed. Most are midlevel and senior positions paying between \$40,000 and \$250,000 in annual salary, reports David P. Stornetta, president and owner of the Arroyo Grande, Calif.-based recruiter. Search among more than 20 career fields, such as buying/purchasing, engineering, finance, information technology and sales, as well as 15 industry sectors including brokerage, farming/ranching, food service, processing and growing/shipping/packaging.

If food science is your specialty, check out foodscience.com from executive-search firm OPUS International Inc. About five new jobs are added on Fridays and about 30 jobs generally are listed.

Most are senior and midlevel positions paying between \$65,000 and \$150,000 in annual salary, says Suzanne Scully, an OPUS recruiter. Opportunities are mainly for research and product-development scientists, food technologists and processing engineers. All jobs require a degree in food science and are from the firm's clients, whose names are not disclosed. They include ingredient and product manufacturers, as well as grocery retailers specializing in desserts, baked goods, snack foods, beverages, breakfast foods, food service and meat.

For jobs that will satisfy your sweet tooth, bookmark jobs.ecandy.com from the National Confectioners Association. Since launching in August, about eight jobs have been listed by both members and nonmembers of the Vienna, Va., trade group, reports Susan Fussell, its director of public relations. Jobs range from entry to senior level and are in fields such as human resources, quality assurance, food science, finance and others. Among the postings is an ad for an associate scientist at Cadbury Schweppes PLC's confectionary division in Morris Plains, N.J. The job entails developing and assessing confectionary products and requires a bachelor's degree in food science, food engineering or chemical engineering, plus two years of related experience.

Openings at food-engineering and technology companies can be found at asabe.org, the Web site for the American Society of Agricultural and Biological Engineering. The St. Joseph, Mich.-based educational and scientific organization began posting jobs in a range of levels earlier this month and currently 16 are listed. Search among categories such as aquaculture, food and process engineering, education and consulting.

Hotel Pros Bookmark These Sites

Checking into career opportunities at hotels? A host of sites cater to job hunters in the lodging industry.

The largest hospitality job board we found is hospitalityjobs.hcareers.com from Hospitality Careers Online Inc. based in Vancouver, British Columbia. About 80% of the openings are at hotels and hotel-management companies, according to David Curry, founder and executive vice president of the job-board publisher. The site lists how many new jobs have been posted in the past 45 days in the U.S. (about 7,200) and world-wide (about 75,000), plus how many employers are advertising jobs (about 25,000). Read company profiles, some of which include maps of hotel properties, and sign up for a monthly career e-newsletter featuring interviews with human-resources managers at hospitality companies.



Bryan Reichelt, 25, applied to several hotel jobs at hospitalityjobs.hcareers.com in late 2004. He was a front-office manager at a limited-service family hotel in Hershey, Pa., and wanted to advance his career. He received about 40 invitations to interview, accepted around half and landed four job offers. In February, he joined a large, upscale corporate hotel in King of

Prussia, Pa., as a front-office manager, earning \$10,000 more in annual salary, plus residency in a company-owned three-bedroom home.

To find openings at a wide variety of hotel properties, including luxury, chain and independent hotels, log onto hoteljobsnetwork.com. About 25 new jobs are added daily and 500 jobs from entry to senior level are generally listed, reports Adam Hardie, owner of the Owings Mills, Md.-based job board. Management and executive jobs, which make up the bulk of the listings, pay up to about \$250,000 annually. You can store up to five resumes and cover letters and peruse profiles of more

than 200 employers that advertise jobs on the site. You also can complete a questionnaire to provide employers with your hotel-employment history.

For jobs at upscale full-service hotels and hotel-management companies, such as Omni Hotels Corp., bookmark HospitalityOnline.com. About 50 to 100 new jobs are added daily and the site averages 900 to 1,000 jobs. Half are management and executive positions paying between \$40,000 and \$250,000 or more annually. The most common postings are for management jobs in sales, food and beverage, and rooms, says Tom Ferree, chief executive officer of the Seattle-based job board. Ads include highly detailed job requirements and company profiles.

Senior-level hotel jobs paying a minimum annual salary of \$75,000 are listed at bristolassoc.com, the online home of executive-search firm Bristol Associates Inc. Five to eight new jobs are added twice a month, and 10 to 20 jobs generally are listed, according to Kelly Nelson, vice president of the Los Angeles-based hospitality recruiter. Positions most frequently posted are vice president of operations, vice president sales/marketing and general manager, he says. All jobs are from the firm's clients -- mainly full-service hotel-management companies -- and their names are not disclosed. Submit your resume to be considered for opportunities that aren't listed.

For links to ads for hotel jobs posted throughout the Web, check out hospitalityjobsblog.com, a blog from job board CareerMetaSearch.com based in Lake Worth, Fla. About 20 new jobs are added daily, and 40 typically are listed, says Jason Gorham, chief executive officer. Nearly half are for mid- and senior-level positions at hotels and hotel-management companies, and they pay from \$40,000 to \$90,000 in annual salary, he adds. Post a short write-up about yourself on a page called "Hospitality Job Seekers," by emailing info@careermetasearch.com with "hospitality blog" in the subject line.

A new board in this niche is HospitalityResourceNetwork.com. Since launching in July, about five new jobs have been added daily, and more than 40 positions from entry to senior level are listed in all. About 90% of the jobs are at hotels, and they pay salaries ranging from \$8 an hour to about \$80,000 annually, according to a spokesman for the Anaheim, Calif.-based site. You can store up to five resumes and track how many times they've been viewed by employers.

Mostly midlevel positions are listed at hospitalitycareernet.com, a site from HVS Executive Search, an executive-search firm. Up to two new jobs are added daily, and about 150 jobs generally are listed. Approximately 80% of the advertisers are hotels and hotel-management companies, reports Douglas Rosen, vice president of the Mineola, N.Y.-based recruiter. Properties range from small independent hotels such as Campton Place Hotel in San Francisco to large international chains like Mandarin Oriental Hotel Group based in Hong Kong. Search among more than 30 career fields, such as finance/accounting, general management, human resources, entertainment and sales.

A Blueprint of Boards for Commercial Real-Estate Pros

As the commercial real-estate market continues to improve, so does the demand for skilled candidates to fill openings in this niche.

For opportunities in a variety of industry sectors, including appraisal, mortgage lending, brokerage and property management, check out real-jobs.com. Five to eight new jobs are added daily and 300 to 400 jobs are generally listed. They range from entry to senior level and pay between \$28,000 and \$250,000 in annual salary, reports Norm Miller, director of the real-estate center at the University of Cincinnati, an affiliate of the nonprofit job board. Advertisers include real-estate investment trusts, developers, leasing and brokerage firms, appraisers, property-management companies, mortgage

lenders, nonprofits, retailers and executive-search firms. You can post your resume at no cost, but note that it can be viewed by all registered users.



Commercial Realtors' Salaries

For a snapshot of compensation for commercial real-estate

record of all jobs you apply to and can store multiple versions of your resume.

Realestatejobs.com, from executive-search firm Gillham, Golbeck & Associates Inc., also lists a broad range of openings, and not just at the executive level. The majority are in commercial real estate and the most common are analyst and property manager, according to Rick Gillham, president of the Dallas-based recruiter. Three to five new jobs are added daily and 20 to 25 jobs are usually listed. They pay annual salaries ranging from \$40,000 to \$200,000, he says. The site maintains a

Many industry trade groups advertise employment opportunities at their Web sites. Groups that belong to the SelectLeaders Real Estate Job Network, such as the [Commercial Mortgage Securities Association](#) and the [National Association of Real Estate Investment Trusts](#), post their job ads to one board, pooling their listings together. Most are senior and mid-level positions in commercial real estate. Between 200 and 250 new jobs are added monthly and 400 jobs are generally listed. They pay between \$60,000 and \$200,000 in annual salary, according to Susan Kane, director of sales for the New York-based network, which formed in April. Search by industry sector such as hospitality, industrial, mixed-use and office, as well as by job category, including appraisal, finance brokerage, historic renovation, loan origination and underwriting.

If you're seeking jobs at Realtor associations, bookmark realtor.org, the online home of the National Association of Realtors. Up to two new jobs are posted every Monday and the site averages about five jobs at both commercial and residential organizations, reports a spokeswoman for the Chicago-based trade group. The most common positions are executive officer, communication director and government-affairs director, she adds.

You'll find mostly midlevel career opportunities at RealEstateBestJobs.com. About 25% of the postings are in commercial real estate, says Carolynn Monaco, president of the job board and recruiting service in Hawthorne, N.J. Twenty to 100 new jobs are listed daily and more than 400 jobs are currently listed. They pay annual salaries ranging from \$35,000 to \$100,000 or more. Search among such job categories as appraiser, attorney/legal, home inspection, mortgage companies, real estate and title companies.

Live in the Big Apple? The Association of Real Estate Women lists mostly commercial real-estate jobs in the New York metro area at its Web site, arew.org. Between 10 and 15 new jobs are added on Fridays and about 30 jobs are typically listed. Most are senior and midlevel positions paying a minimum annual salary of \$50,000, says Amy Applebaum, president of the New York-based trade group. Members can post their resumes at no cost; nonmembers are charged \$25. Annual membership, which is also open to men, is \$550 and includes eight luncheons and discounts for members-only events.

A Blog for Marketers

If you're searching for a job in direct, online or new-media marketing, bookmark MarketingHeadhunter.com, a blog from Atlanta-based executive recruiter Harry Joiner. Up to five new jobs are added weekly and about 30 jobs are generally listed, says Mr. Joiner, who launched the blog a year ago as a forum for ideas and analysis on trends in marketing. Jobs are mostly senior and

midlevel positions paying between \$80,000 and \$200,000 in annual salary, he says. A weekly feature of the blog is " 'A' Player of the Week," a brief write-up about an unidentified job hunter who Mr. Joiner interviews, including a link to his or her resume sans the candidate's name and employers. To be profiled, email harry.joiner@gmail.com.

Click [here](#) for more niche marketing job boards.

Adding on for Accountants

For mostly senior and midlevel accounting jobs, log onto cpa2biz.com, the online home of CPA2Biz Inc., an accounting-information provider and the marketing arm of the American Institute of Certified Public Accountants. A recent search turned up 150 jobs, which pay between \$50,000 and \$200,000 or more in annual salary, according to Melissa Rothchild, CPA2Biz's director of marketing. Advertisers are mostly corporations and public-accounting firms, plus some government agencies and academic institutions.

Click [here](#) for more niche accounting job boards.

A Job Board for Latinos

LatPro.com features jobs from employers seeking Hispanic and Spanish-speaking applicants. Between 20 and 100 new jobs are added daily and about 6,000 jobs are generally listed. Approximately 15% of the jobs require fluency in Spanish or knowledge of Latin-American culture, says Eric Shannon, president of the Weston, Fla.-based job board, which is available in Spanish and Portuguese.

Click [here](#) for more niche diversity job boards.

Marketing Pros Can Tap These Career Sites

Employers hiring marketers have their choice of specialty job boards to help spread the word about employment opportunities.

A wide range of marketing posts from entry to senior level can be found at MarketingJobs.com. About 200 new jobs are added daily and between 400 and 4,000 jobs are usually listed. They pay \$30,000 to \$150,000 or more in annual salary. Search among 14 categories including online marketing, promotions, market research, business development and communications. Advertisers include corporations of all sizes, plus academic institutions, nonprofits and executive-search firms, says Debra Rabin, national sales manager for the Naples, Fla.-based job board.



Marketers' Salaries

For a snapshot of compensation for in Washington, D.C., that co-publishes the job board with Venture Data LLC in Salt Lake City. You can post your resume at no cost but bear in mind that the site allows anyone to access its resume database.

If you're hunting for market-research jobs, check out ResearchInfo.com, where one new job is added daily and 85 jobs are typically listed. Jobs are from entry to senior level and pay \$40,000 to \$100,000 in annual salary, reports Scott Spain, chief technology officer at iResearch.com, an online marketing-research company

Sandy N. McNeill, 28, began applying for jobs listed at ResearchInfo.com in June. She was a director of market research at a market-research firm in Washington, D.C., but wanted to move to a warmer climate. Within two weeks she received seven interview invitations, including one with Cunningham Field & Research Service Inc. in Ormond, Fla. The firm hired her in July as a manager of market research in its Miami office. By switching jobs, her salary increased about 30%, she says.

Ms. McNeill says she also used the Marketing Research Association's Web site, mra-net.org. About two to four new market-research jobs are added weekly, and 20 to 25 jobs from entry to senior level are typically listed, says Sara Howe, editorial assistant for the group in Rocky Hill, Conn. The site charges \$25 to post a resume, but there's no fee to list a brief ad describing the type of job you're seeking and how you can be reached.

For jobs in database, interactive and direct marketing, log onto the-dma.org/jobbank from the Direct Marketing Association. About 100 new jobs are added monthly and the site averages 150 jobs. Search among 37 career fields, including business/planning development, interactive media and merchandising. Advertisers include companies, nonprofits and executive-search firms, according to Stephanie Hendricks, director of public affairs for the New York-based trade group. The site also lists contact information for executive-search firms that specialize in direct marketing.

The Marketing Career Network, an alliance of trade and professional associations for marketers, powers job boards for its nine members' Web sites, including the American Marketing Association's marketingpower.com. The same jobs are on each site, where about 35 new postings are added daily and around 325 are generally listed, reports Peter DeLegge, principal at MarketingHire.com, a job board in the Marketing Career Network from online trade magazine "Marketing Today." A variety of marketing jobs from entry to senior level are listed and they pay \$30,000 to \$200,000 in annual salary.

Jobs from clients of executive-search firm Crandall Associates Inc. are listed at crandallassociates.com. Up to 10 new jobs are added once every two weeks and 20 jobs are typically listed. Most are senior and midlevel, paying \$50,000 to \$250,000 in annual salary, says Wendy Weber, president of the New York-based recruiter. Common jobs listed are circulation director, vice president of marketing and database manager, she adds. Job hunters who register with the site by completing a brief profile and submitting a resume at no cost receive a free copy of the firm's annual direct-marketing and telesales salary guide usually sold for \$45.

Marketing jobs at public-accounting firms are listed at the Association for Accounting Marketing's Web site, accountingmarketing.org. One new job is added daily, and 10 to 20 jobs are listed on average. They range from entry to senior level and pay \$30,000 to \$150,000 or more, says Ashley Mercurio, membership coordinator for the Kansas City, Mo.-based trade group. Membership is required and costs \$250 annually.

Bankers Bank on These Sites

Job-hunting bankers can invest their search efforts in a number of sites catering to their industry.

For positions at banks of all types, as well as service providers such as brokerages and credit-card issuers, check out BankJobs.com. Between 50 and 100 new jobs are added weekly and about 1,000 jobs from entry to senior level are typically listed. They pay annual salaries ranging from \$30,000 to \$200,000, though most positions fall into the \$50,000-to-\$100,000 range, reports Shannon Austin, co-founder of the Brentwood, Tenn., job board. The most common positions listed are branch manager, mortgage banker and private banker, she adds.



Bankers' Salaries

For a snapshot of compensation for companies and credit-card issuers.

A broad range of opportunities for banking professionals also are listed at BankJobSearch.com, a job board from BAI, a financial-services-industry training and research company based in Chicago. During a recent visit we found 184 jobs from more than 25 employers including banks, credit unions, insurance

The online home for [American Banker](http://AmericanBanker.com), a daily trade newspaper, carries postings mostly for senior executives. Since it began listing jobs in January, the site has added one to two new ads daily, and it averages eight jobs. They pay a minimum of \$70,000 in annual salary, according to JoAnne Kao, classified account manager for the New York-based publication from SourceMedia Inc. Advertisers include retail, commercial and private banks as well as executive-search firms.

To find credit-card related jobs, log onto creditcardjobs.net. Up to 25 new jobs are added daily and the site typically lists 75 to 100 jobs. Search among nine specialties including debit cards, merchant services and transaction processing, plus more than 40 career fields such as compliance, database management, fraud control and bankruptcy. Advertisers are mostly retail banks and credit-card companies, plus some commercial banks. Jobs range from entry to senior level and pay \$20,000 to \$200,000 in annual salary, according to Mike Burgess, president of the year-old Norcross, Ga.-based board.

Commercial banks are the majority advertisers at iHireBanking.com, and positions most frequently posted are for loan specialists. Up to five new jobs are listed daily and about 125 are generally posted. Jobs range from entry to senior level and pay \$20,000 to \$300,000 in annual salary, says Don MacFadyen, general manager of the board, which is part of iHire LLC, a network of job sites based in Angola, Ind. The site offers a free resume-blasting service to employers in your area.

Web sites for many national and state banking associations advertise jobs. For example, America's Community Bankers, a national trade association, typically lists two to four jobs at acbankers.org. They're posted by the group's more than 1,000 members, which include savings banks, savings and loan associations, cooperative banks and commercial banks, plus about 200 affiliates, which are companies that provide services to its members. Jobs range from entry to senior level, reports Jim Eberle, vice president of public relations for the Washington, D.C.-based association.

Members of the Georgia Bankers Association list up to five new jobs a week at gabankers.com. They include banks, thrifts and related employers in Georgia. Ten to 20 jobs from entry to senior level are generally listed, with lending positions being the most common, says Joe Brannen, president of the Atlanta-based group.

The American Banking Association also advertises jobs at aba.com, but not all postings are for banking positions. The site's job bank is powered by CareerBank.com, a Rockville, Md.-based board for finance and accounting professionals, and the same jobs are listed at both sites. Ditto for the jobs listed at New York Bankers Association's Web site, NYBA.com.

Toting Up Sites for Accountants

When you start looking, the number of sites cater to job-hunting accountants can add up. Here's a roundup of the ones we found worth noting.

You'll find a wide variety of opportunities at iHireAccounting.com, where six to 10 new jobs are added daily and about 250 postings from entry to senior level are generally listed. You must submit a resume to access the ads and complete a brief assessment form to apply for jobs, which pay annual salaries from \$20,000 to \$500,000, says Don MacFadyen, general manager of the board, which is part of iHire LLC, a network of job sites based in Angola, Ind. Advertisers include small and midsize corporations, public-accounting firms and government agencies. The site offers a free resume-blasting service to employers in your area, plus telephone support weekdays from 7:30 a.m. to 7 p.m.

Accounting jobs at corporations make up the bulk of the listings at Accounting.com. Twenty to 30 new jobs are listed daily and the site averages 1,000 jobs from entry to senior level at any given time. They pay annual salaries ranging from \$20,000 to \$300,000, reports Ryan Cahill, founder and president of the Stewart, Fla., site.

Tax accountants might want to visit TaxTalent.com, which lists jobs in 15 categories. About five new jobs are added daily and between 200 and 250 jobs are typically posted. Advertisers are corporations, plus some government agencies. Jobs pay between \$50,000 and \$250,000 in annual salary, says Tony Santiago, president of the Mount Pleasant, S.C.-based job site. Its meaty customized ads distinguish this site from others like it. They describe in detail daily responsibilities, attire requirements, advancement opportunities, benefits and other employee perks, such as food-service facilities.

Have your heart set on working in a specific location? Localaccountingjobs.com lists opportunities in the following metros areas: Boston, Cleveland, Detroit, Atlanta, Columbus, Ohio, Cincinnati/Dayton, Chicago, Houston, Dallas, Los Angeles and San Francisco. Up to 25 new jobs are posted daily and the site generally lists about 200 jobs. Advertisers are corporations and public-accounting firms. Jobs range from entry to senior level and pay \$50,000 to \$90,000 in annual salary, says Randy Samsel, president of the Beachwood, Ohio-based job board. The most common listings are for internal auditors, public accountants and controllers, he adds.

Accountants in the Washington, D.C., area may be interested in dcaccountingjobs.com. Three to five jobs are added daily and about 50 to 100 positions are generally listed. They range from entry to senior level and pay between \$35,000 and \$150,000 in annual salary. You can search by county for postings from more than 250 local employers, including corporations and public-accounting firms, reports Kevin Kelly, partner of the McLean, Va.-based job board. A standout feature of this site is its resume-posting service, which allows users to upload photos and insert Web coding, a plus for job hunters hoping to make their resumes pop with graphics, colors or fonts.

CareerBank.com is the hub of a network of more than 2,000 related sites for accounting and banking and finance professionals. Between 15,000 and 20,000 jobs are typically posted, which pay from \$40,000 to \$300,000 in annual salary, according to Robert Epstein, co-founder of CareerBank, which is based in Rockville, Md. Among the sites in the network is forensicaccountingjobs.com, which carries the same ads as CareerBank.com. During a recent visit we found 170 jobs listed that match the keyword "forensic" at both sites.

Want to teach accounting at a college or university? The American Accounting Association in Sarasota, Fla., lists jobs in accounting education at its Web site, aaahq.org. About five to 10 new jobs are added daily, says Deirdre Harris, an administrative services subcontractor for the accounting education, research and practice nonprofit. During a recent visit we found more than 250 jobs listed in such specialties as auditing, cost accounting and government accounting.

Getting Your Foot in the Door at Defense Contractors

Defense companies are clamoring for candidates with security clearances, but these door-openers are hard for most job hunters to come by. Here's a rundown of sites devoted to postings at defense contractors, most with ads open to applicants without these special government clearances.

[DefenseJobsBlog.com](#) carries only openings that don't require security clearance. The blog links to posts for senior-level defense-company jobs from other employment sites. About 20 new positions are listed daily and 40 to 60 jobs are posted on average. They pay annual salaries from \$50,000 to \$110,000, reports Jason Gorham, chief executive officer of Careermetasearch.com, which publishes the blog. The Lake Worth, Fla., firm also publishes [SecurityClearanceJobsBlog.com](#), which posts similar jobs that do require security clearance, says Mr. Gorham.

Intelligence and surveillance pros, engineers, systems analysts and linguists can check out [IntelligenceCareers.com](#). About 80% of the site's jobs don't require security clearance, reports Bill Golden, chief executive officer of the site's publisher, Intelligence Careers Inc. in Prince William, Va. About 800 new posts are added daily. Advertisers are mostly private-sector employers, nonprofits and executive-search firms.

The National Defense Industrial Association publishes a job bank at [defensejobs.com](#). Advertisers are primarily defense contractors, but you can find postings from government agencies and academic institutions. Approximately half of the jobs require security clearances, says Thomas Nordby, assistant vice president of business operations at the industry association, which is based in Arlington, Va. Up to 10 new positions are listed weekly, and around 70 jobs typically are posted. They include only mid- and senior-level posts and pay between \$60,000 and \$200,000 in annual salary, he says. The site also features a calendar that lists the six to seven job fairs that the association hosts annually nationwide.

[DefenseTalent.com](#) supplies the postings for the career pages of a network of 26 defense-industry-related Web sites. About 85% of the positions listed require security clearances. They're advertised by mostly defense contractors and aerospace and homeland-security companies. Between 100 and 200 new jobs are added daily, and the site averages 2,000 positions from entry to senior level. Annual salaries range from \$40,000 to \$150,000, though the average salary offered to candidates is \$115,000, says Dave Germond, chief executive officer of the Riverview, Fla.-based job board.

Among the sites in the network is [RFcafe.com](#), a site for radio-frequency (RF), wireless, science and engineering professionals. Its message board offers additional job postings. Executive recruiters and corporate human-resources managers post one to two new jobs there weekly, some requiring security clearances, says Kirt Blattenberger, an RF system and circuit-design engineer who co-publishes the site with his wife Melanie in Kernersville, N.C.

Those who have security clearances will find plenty of ads on [ClearedConnections.com](#) and [ClearanceJobs.com](#). ClearedConnections posts jobs from only classified government contractors requiring security clearances for employment. Twenty to 100 new positions are added daily and about 1,000 positions usually are listed. An additional 30,000 to 50,000 jobs that the Reston, Va.-based site is trying to fill aren't listed for security purposes, says Robert Esti, site's founder and president. To be considered for these opportunities, post your resume through the site's secure submission function, he says.

ClearanceJobs is a site from the information-technology job board Dice.com that targets IT and engineering professionals with security clearances. About 2,500 new positions are added monthly, and 1,500 jobs are listed on average, reports Evan Lesser, co-founder and director of the site, which is based in Urbandale, Iowa. The jobs, from entry to senior level, pay annual salaries ranging from \$30,000 to \$200,000. Government contractors post the majority of jobs, with the remainder from

federal agencies, executive-search firms, private companies, nonprofits and academic institutions. The site also provides free resume critiquing from certified resume writers who will post your resume on the site for you.

Finally, we found the most positions by far listed at the Web site of the U.S. Department of Defense, dod.jobsearch.org. During a recent visit, a search of all jobs in the U.S. produced more than 35,000 results. Jobs from entry to senior level are in more than 40 career fields, including health care, law, sales, finance and transportation.

Where Wall-Street Pros Test the Market for Their Skills

As the bull market in the financial-services industry continues to run, a variety of sites are recruiting employees.

For a broad range of opportunities from entry to senior level, check out eFinancialCareers.com. (eFinancialCareers.com is a partner of CareerJournal.com.) About 200 new jobs are posted daily in more than 30 categories, including asset management, trading, hedge funds, equities and derivatives. Around 5,000 positions are typically posted, about half in the U.S. and the remainder mostly in Europe, according to Ian Brown, editor of the London-based site, part of the Financial News group of companies, which also publishes Financial News, a weekly industry newspaper.

Omar Merhom, 24, used eFinancialCareers.com, when he began job hunting in January after deciding to switch to a career in financial services, he says. Within two days of applying for a senior-specialist job posted on the site, he was invited on the first of five interviews at Merrill Lynch & Co. Inc. In March the New York investment bank hired him into its liquidity and risk-management division. He says his salary increased about 20% over his previous pay in his former job as a business-analyst at human-resources consulting firm Hewitt Associates Inc.



Wall Street Professionals' Salaries

For a snapshot of compensation for

For jobs in quantitative analytics and trading, financial engineering and risk management, bookmark QUANTster.com. Since launching in May, about 40 new positions in these specialties from entry to senior level have been added weekly, reports Jim Varriale, publisher of the New York-based site. Most require advanced degrees and pay annual salaries of \$100,000 or more. You can complete an anonymous profile for

distribution to the site's members, which include top search firms and financial-services companies, he says. The site will email you if an employer requests your resume.

To locate jobs across the globe, log onto roberthalf.net, where Menlo Park, Calif.-based staffing firm Robert Half International Inc. links to its divisions which fill jobs in 11 countries. Common financial-services positions posted include business analyst, hedge-fund administrator, mutual-fund manager and foreign-exchange specialist. Jobs pay annual salaries ranging from \$40,000 to more than \$200,000, says Michael Weiss, public-relations manager for Robert Half's U.S. division.

If you're targeting the kind of senior-level positions that recruiters fill, you'll find them at banking-financejobs.com, a job board from The National Banking & Financial Services Network, a group of 65 search firms that specialize in financial services. Ten to 50 new jobs are listed every Monday, and the site averages about 400 jobs, reports Bob Cozzens, chief executive officer of the Virginia Beach, Va.-based group. Most ads are not posted anywhere else, he says, and jobs pay an average annual base salary of \$92,000.

Like many industry associations, the Securities Industry Association has an online job bank, making SIA.com a good stop for job hunters. The site lists jobs from more than 300 broker-dealer and securities firms. About five new positions are posted weekly, says Phyllis Cassar, vice president, director of Internet services for SIA. About 100 jobs are listed at any given time, she adds.

For branch-level sales and sales-support personnel, including registered reps, operations and other securities pros, there's BrokerHunter.com. About 30 new jobs are added daily, reports Steve Testerman, president of the Atlanta-based job board. More than 2,000 positions from entry to senior level generally are listed, and most pay commission-based salaries, he says. Advertisers include about 400 financial-services companies and a dozen search firms.

The CFA Institute's Web site, CFAINSTITUTE.org, lists seven to 15 new jobs daily for chartered financial analysts. Positions most frequently posted include equity analyst, equity researcher and portfolio manager, according to Charles Deale, head of society services for the Charlottesville, Va.-based organization. More than 275 jobs from entry to senior level typically are posted, and they pay from \$40,000 to \$350,000 or more in annual salary, he says. Free access to the listings is restricted to members, but pending members can view the jobs for fees ranging from \$47 for three months to \$147 for a year. (Financial analysts must pass an exam and fulfill other requirements to become a CFA member.)

To target jobs at hedge-fund companies, log onto the Web site for [Hedge Fund Intelligence LLC](http://HedgeFundIntelligenceLLC.com), a London-based publisher of four industry newsletters. During a recent visit we found 10 jobs listed in various locations world-wide.

Where Solo Writers Go Online to Find Assignments

Whether you're an established writer or just starting a writing career, you'll find an array of Web sites advertising free-lance writing opportunities.

Eric Strauss, a 34-year-old audio-production professional in San Diego, says he started subscribing to [Freelance Daily](http://FreelanceDaily.com) in January to find writing jobs to supplement his income. Mr. Strauss, who says he had no prior professional writing experience, says he's landed three so far, earning about \$300 per assignment.

Freelance Daily, an e-newsletter, lists 30 to 40 new jobs in each issue, publishing Monday through Friday, says Boston writer Dave Copeland, its publisher. Assignments come from magazines, newspapers, Web sites and corporations and range in pay from \$10 to \$75 an hour, or 10 cents to \$3 a word. Annual subscriptions cost \$29.95.

FreelanceWriting.com lists 30 to 40 new free-lance jobs daily, according to the site's publisher, Brian Konradt, a free-lance journalist in Surfside, Calif. On Tuesdays, the site links to an additional 20 to 30 ads from other job boards. Its writing jobs typically pay from 10 cents to \$1.50 a word, and editing jobs average \$15 to \$25 an hour, he says. You can post a profile describing your expertise, education and experience for employers to review.

To target free-lance jobs at magazines and book publishers, log onto WritersWeekly.com, which profiles opportunities from six employers a week. You'll learn about their free-lance editorial needs, pay rates, contact information, circulation figures, response time and other details, says Angela Hoy, publisher of the Bangor, Maine-based career-services provider. Its free weekly e-newsletter offers links to 10 to 20 ads for free-lance writing and editing jobs recently posted on other job sites.

[Guru.com](#), a site for soloists of all stripes, has plenty to offer writers. About 30 new jobs are added every day to its writing, editing and translation section, which has more than 300 jobs at any given time. These range in pay between \$50 and \$10,000, says Inder Guglani, chief executive and founder of the site, which is based in Pittsburgh. Registration is free, but you must specify your location and skills. You'll be able to access ads from employers seeking applicants with your skills or in your location, but to view the full range of postings in a given category, you'll need to pay for a subscription. The editorial section costs \$75 for three months or \$150 for a year. Following the completion of any assignment you land through the site, you'll be charged a fee: 5% of your payment for subscribers; 10% for nonsubscribers.

Writing and translation jobs are among the categories at [elance.com](#) from Elance Inc., a software company in Mountain View, Calif. A recent visit turned up about 200 jobs in this category. Membership is required, and fees vary, depending on the category and type of subscription you choose.

The majority of jobs at [tjobs.com](#), a job site catering to telecommuters, are free-lance assignments, and about 20 to 30 new writing and editing jobs are listed daily, according to publisher Sol Levine in Mundelein, Ill. Annual membership is \$15.

Some job boards geared to full timers also offer services and postings for independents. For example, [mediabistro.com](#), a New York-based job site, has a "Freelance Marketplace" that lets free-lancers list their expertise and showcase work samples. A recent visit found about 20 free-lance job postings.

A recent search for free-lance opportunities at [JournalismJobs.com](#), which is operated in partnership with Columbia Journalism Review magazine, produced more than 25 listings. Advertisers include Web-site, newspaper, magazine and newsletter publishers, as well as radio and TV stations, nonprofits, educational institutions and public-relations firms.

Another site to check out is [JournalismNext.com](#), a Bethesda, Md.-based job site for minority media pros founded by former Washington Post reporter, Eric Wee. Our search turned up about 20 free-lance writing and editing jobs.

Counsel for Legal Pros Seeking New Career Opportunities

Looking to raise the bar on your job search? An assortment of Web sites list career opportunities for legal professionals.



Lawyers' Pay

For a snapshot of compensation for applicants with law degrees. Jobs span a pay range from \$35,000 to \$300,000 annually, he says. One feature that sets this site apart is that its ads for government jobs include the ability to download the application forms that these positions commonly require, saving you the trouble of hunting them down on your own.

Case in point: [AttorneyJobs.com](#) posts jobs from a wide range of employers. About 1,000 new positions are listed weekly, and more than 6,000 jobs typically are posted at any given time, reports Richard Hermann, president of Federal Reports Inc., the site's Washington, D.C., publisher. Most advertising employers prefer

Most advertising employers prefer

Tired of being an attorney? In addition to traditional lawyer jobs, [EmplawyerNet.com](#) offers postings for a range of other positions that require legal backgrounds. About 500 new positions are added daily to its database of approximately 4,000 jobs. Membership is \$14.95 a month for lawyers

and \$7.95 a month for law students. Discounts are available to alumni and students of more than 100 law schools, says William G. Seaton, president and chief executive officer of the Los-Angeles-based career-services provider. About 200 new jobs a day are accessible to nonmembers, he adds. Members also can network with one another through the site and start specialty email lists. Another perk is its list of recruiters who specialize in lawyer placement and their contact information.

Laura Maechtlen, 29, found her first two jobs after graduating from Boston University School of Law in 2002 through Emplawynet.com. She used the site to find her current job as an associate attorney, joining an international law firm that specializes in labor and employment law in April. She earns an annual salary in the mid-\$100,000 range, she says.

LawyersWeeklyJobs.com might be a good resource when you're on the move. The Web site combines job ads from legal newspapers in Massachusetts, Michigan, Missouri, North Carolina, South Carolina, Virginia and Rhode Island, as well as a national paper. An average of 500 new jobs from entry to senior level is listed every Friday, says Scott Ziegler, advertising director for Lawyers Weekly Inc. in Boston. Advertisers are executive recruiters, law firms, corporations, nonprofits, educational institutions and other employers.

If you're interested solely in jobs at law firms, that's what you'll find at HeadHunt.com, from The Counsel Network, a Vancouver-based search firm. Postings are for jobs in both Canada and the U.S. Five to 10 new positions are added weekly, ranging in annual salary from \$75,000 to \$100,000 for junior associates to more than \$1 million for senior partners, says Warren Smith, a recruitment consultant at the Counsel Network. Call the firm at 1-800-COUNSEL for a free career consultation.

Those who specialize in intellectual-property and Internet-related law can check out techlawadvisor.com/jobs. Attorney Kevin Heller in Marlton, N.J., began posting jobs on his blog in January and posts two to five leads a week that he learns about from recruiters in his personal network. He also links to employment ads he finds online. He says job hunters are welcome to post brief profiles about themselves for employers to review as well as share job leads by emailing techlawadvisor@gmail.com.

Targeting senior-level corporate-law jobs? The Web site for Corporate Legal Times, a monthly magazine based in Chicago, posts two new jobs a month and about 25 in all are posted on average, according Robert Vosper, the publication's executive editor.

More Job Boards for Lawyers

Some job sites list thousands of positions for law professionals. Among them is lawcrossing.com from Juriscape, a career-services company in Pasadena, Calif. The site carries ads for more than 78,000 law jobs, including more than 11,000 added in the past week. Monthly access to the database is \$19.95.

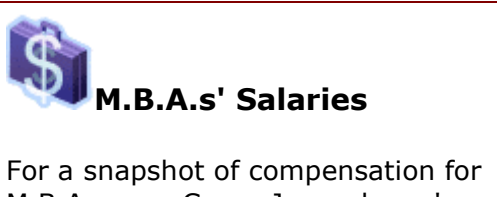
At attorney.com, more than 3,000 jobs for attorneys and law students are listed. The site is from LexisNexis Martindale-Hubbell, a client-development company for law firms in New Providence, N.J.

You'll find about 2,500 law jobs posted on lawjobs.com, a job board from media company ALM in New York. (Lawjobs.com is a partner of CareerJournal.com.) Also listed are more than 54,000 law-related job ads from a variety of sources on the Internet.

Where New Positions for M.B.A.s Are Advertised Online

A host of career sites are targeting job hunters with master's degrees in business administration (M.B.A.). Proof of graduation or current enrollment isn't required at the ones we visited.

To find mostly senior-level contract positions paying between \$85 and \$200 an hour, fill out a member profile at MBAGlobalnet.com, an online career-services provider in New York. You'll receive a monthly e-newsletter listing three to 10 jobs, including some full-time positions paying \$100,000 to \$200,000 in annual base salary, says founder and CEO Rob Steir. You'll also be notified immediately by email about openings that closely match your background. Most jobs are in the U.S., despite the site's name.



For a snapshot of compensation for M.B.A.s, see MBAGlobalnet.com. To apply for positions, you must email your resume to MBAGlobalnet.com, where it will be screened for relevancy before being forwarded to employers.

Mr. Steir, a 1991 graduate of Northwestern University's Kellogg School of Business and a former online-marketing professional, says he secures leads from company recruiters in his personal network. The leads do not disclose company names or contact information. To apply for positions, you must email your resume to MBAGlobalnet.com, where it will be screened for

Dimitri Costopoulos, 58, landed a year-long consulting position in April at a large consulting firm in Minneapolis through MBAGlobal.net. It was the first job he'd applied to since signing up for the service about a year earlier. A 1983 M.B.A. graduate of New York University's Stern School of Business, Mr. Costopoulos says he earns between \$80 and \$120 an hour and that the job could become permanent. Previously, he held temporary consulting jobs in New York.

At MBACareers.com, you can search for jobs from entry to senior level, including ones that don't require M.B.A.s. Anywhere from 50 to 1,000 new positions are added a week, according to Lisa MacKenzie, marketing director for the site, which is published by Career Exposure Network in Portland, Ore. Between 500 and 1,000 jobs are listed at any given time in more than 25 industries and 40 career fields, she adds. Store up to five resumes and cover letters as well as save jobs that interest you in an online folder.

For jobs overseas, check out MBA-Exchange.com, where about 80% of postings are for jobs outside the U.S., reports Bilal Ojjeh, founder and chief executive officer of Internet Exchange SA, a Geneva-based Internet company that publishes the site. About 500 new jobs are posted a month, and at any given time there are around 1,500 jobs listed ranging in annual base salary from \$80,000 to \$200,000, he says. Some postings are accessible only by job hunters who identify themselves as students or alumni of business schools that employers choose to accept applications from. Store up to five resumes and read profiles describing several of the more than 800 employers that post jobs there.

The National Society of Hispanic M.B.A.s lists about 150 to 200 new jobs a month at its Web site, NSHMBA.org, according to Ana Herrera-Malone, marketing and development director at the Irving, Texas-based nonprofit association. More than 500 jobs are listed at any given time for entry level to senior positions, she reports. To access the listings, you must become a member, which costs from \$20 to \$60 a year, and includes discounts to networking events and a two-year subscription to Latina Magazine, among other benefits.

Jobs are also listed at the Web site for the Chicago-based National Black M.B.A. Association, NBMBA.org. During a recent visit we found more than 1,000 jobs listed, from internships to senior level, in 20 career fields including accounting, engineering, human resources, legal and health care.

Sites for Women, But Men Are Welcome on Most, Too

You don't need to be a member of the fair sex to take advantage of the numerous job boards and networking sites popping up for women. Most of the ones we found say they also welcome men.

WomensJobSearch.net posts about 10 to 20 positions a week, according to Brian Kirk, managing partner of LC Kirk & Co., an executive-search firm in St. Louis, which runs the site. Though the firm specializes in financial-services recruiting, the site lists about 5,000 jobs at any given time in a range of industries. Jobs are from entry to senior level, paying \$25,000 to \$200,000 or more in annual salary, he says.

You can post your resume at no cost, but there's a charge to have yours listed among those at the top of search results. Fees start at \$5.99; the more you pay, the higher it will be listed. Men can post their resume and apply to jobs.

Love sports? WomenSportsJobs.com lists more than 1,000 ads for mostly mid- and entry-level jobs. About 100 are added a week, according to Becky Heidesch, chief executive officer of the site's parent company, Women's Sports Services LLC, a career-services organization for women in the sports industry and related fields in Huntington Beach, Calif. Advertisers are sports-related companies and employers seeking women applicants with an interest in sports, she says. Membership, required to search postings, is also open to men. It costs \$99 a year, which includes career counseling and discounts to in-person networking events.

For sports-related jobs at the mid- to senior level, visit WISCNetwork.com, which Women's Sports Services launched earlier this month. About 1,500 jobs are already on the site, some also posted on WomenSportsJobs.com. About 150 to 200 new positions are added weekly, says Ms. Heidesch. Annual membership for the service is \$129. Men are welcome to join.

For jobs at colleges and universities, check out the Web site for the National Women's Studies Association, NWSA.org. Jobs are not limited to women studies, and you need not be a woman to apply. Six to eight new jobs are added a month and the site typically lists about 20 to 25 in all, says Allison Kimmich, executive director of the College Park, Md.-based nonprofit. Jobs are from entry to senior level and typically pay between \$35,000 and \$70,000 in annual salary, she adds.

DCWeb Women, a professional organization in Washington, D.C., for women interested in new media, is the sole women-only site that our search for popular women-oriented job boards turned up. Its online registration relies on the "honor system," says Mary Fumento, its president. (Applications with masculine-sounding names get a follow-up email, she says.) Its Web site, DCWebWomen.org, hosts a free list serve with one to two leads a day for jobs in new media at companies nationwide, among other information. Members receive emails when new information is posted or in a daily digest.

Michelle Hoffman, 39, learned about her job as a recruiter at the Washington, D.C., office of The Randstad Group, an international staffing firm, through the list serve two years ago. Since then, she's used it to recruit more than 20 women into full-time and contract jobs in new media.

For additional job sites catering to women, check out past blog entries for [diversity](#), [consulting](#) and [human-resources](#) sites.

Where Consultants Can Look Online for New Gigs

As the job market for consultants rebounds, job hunters will find a host of sites that offer a mix of ads for both contract work and full-time jobs at consulting firms.

You don't have to be a woman to swap job leads and other tips on [Women in Consulting's](#) email discussion list. Membership isn't required, and you can receive emails when new information is posted or in a daily digest. Most jobs are for contract positions, from entry to senior level, says Deborah Henken, president of the San Francisco Bay area nonprofit. Subscribe to the list by sending a blank email to wic-community-subscribe@womeninconsulting.org.



Consultants' Salaries

For a snapshot of compensation for contract for a year, which she says she expects to include a substantial increase in her annual base pay, which is between \$75,000 and \$100,000.

Tracey Jones, 36, subscribed in March 2004 and six months later applied to a temporary job she saw posted there. She was soon hired as strategic lead-generation program manager at Azerity, a Web-based software provider in Milpitas, Calif. She's now renegotiating her

Among the niche sites for consulting jobs our research turned up, [Top-Consultant.com](#) had the most listings. More than 550 jobs were listed, about a third based in the U.S., with the rest mostly in the U.K., according to Paul Chantry, co-founder of Zambeasy.com Ltd., a London Web publisher which produces the site. About 20 to 30 new positions from entry to senior level are added daily, and advertisers are employers of all sizes in more than 20 industries. Jobs pay \$30,000 to \$300,000 in annual base salary, says Mr. Chantry.

You also can submit your resume for review by 10 executive-search firms, which are partners of Zambeasy. You'll be contacted if your background suits any jobs they're filling, many of which are not advertised on the site, notes Mr. Chantry.

Consulting Magazine, a bimonthly publication from Kennedy Information Inc. in Peterborough, N.H., typically posts more than 60 job ads on its Web site, [consultingmag.com](#). About eight new positions are added weekly and most target senior consulting pros for jobs paying annual base salaries of \$100,000 or more, says Brian Cuthbert, the magazine's associate publisher.

There's no search function; you must scroll through a list of employers and click on their logos to learn about current openings. Icons flag the firms that Consulting Magazine named as being the best to work for.

The Association of Management Consulting Firms had six consulting jobs posted at its Web site, [amcf.org](#), when we recently checked it. One to two new jobs in the \$100,000 annual salary range are added every month, says Betsy Kovacs, president of the New York-based nonprofit. Most aren't advertised elsewhere, she adds.

Online Leads for High-Paying Positions

Job hunters after high-paying positions will find several sites ready to supply leads -- but unlike most job boards, the majority charge their customers money to use them.

Among them is [TheLadders.com](#), posting only jobs with annual base salaries of \$100,000 or more. To search the listings, you must sign up for membership, which starts at \$25 a month and includes a weekly e-newsletter on job hunting. Annual subscribers also receive a 15-minute resume consultation

by phone. About 5,000 new positions are listed every Monday, and there are about 40,000 jobs in all, says Marc Cenedella, president and chief executive officer of the New York-based job board. Postings are taken down after eight weeks, he says. For a preview, the site provides free access to 2,000 job postings that are two-weeks old.

[Netshare.com](#), an executive-networking organization based in Novato, Calif., also sets a \$100,000 minimum base salary on the jobs it will publish. Membership in Netshare, which is a business partner of CareerJournal.com, runs from \$37.50 a month to \$395 annually. Members also have access to networking forums, in which job leads and other tips are swapped via list serve. The site adds about 75 to 100 new positions daily, says Kathy Simmons, Netshare's chief executive officer.

In October 2004, Joe Capes, 38, landed a job he learned about from a former co-worker he contacted through Netshare's marketing-and-sales forum. Mr. Capes was director of business development at Northeast Engineers & Consultants Inc., a civil-engineering and construction-management company in Middletown, R.I., but wanted a higher-paying job with more responsibility. His former colleague had been contacted by a recruiter for a job that didn't suit him, so he told the recruiter and Mr. Capes about each other. The recruiter agreed to forward Mr. Capes's resume. Soon after, he was invited to interview for the job -- vice president of sales and marketing at Premium Power Corp. in North Andover, Mass. He was subsequently hired, and his salary increased by more than 50%, he says.

[ExecuNet.com](#), another executive-networking organization with online and offline forums, also has a site that offers job listings for professionals at the \$100,000 and above annual-income level. Membership starts at \$39 a month and includes a resume critique.

You won't have to pay to use [6FigureJobs.com](#), another site that advertises jobs paying an annual base salary and bonus of at least \$100,000, but you do need to be a member. While membership is free, it's open only to those who complete an application that shows they have previously earned at least \$100,000 a year and have six or more years of professional work experience, says Steve Purello, general manager at the site's publisher Workstream Inc., a provider of human-resources-management software in Ottawa.

About half of the postings at 6FigureJobs.com cite a preference for candidates who have had their credentials verified by a background-check company, says Mr. Purello. Verifications Inc. in Minneapolis, a partner of 6FigureJobs.com, offers background certification starting at \$70. If your resume is certified by Verifications, when you apply for positions through the site, it will be marked with a gold seal, alerting employers that your background has checked out. Employers also will see the seal in the list of search results they get when they search the site's resume database. Job hunters using other background-check services can refer employers to their background-check results on their resume but won't have the gold seal.

For jobs in the \$70,000-plus annual base salary range, check out [ExecutivesOnly.com](#), a job board published in Warwick, R.I. Choose from subscription rates ranging from \$160 for three months to \$290 for a year. Most deals include a resume critique and career analysis by phone. Annual subscribers also can have their resumes distributed to up to 100 executive-search firms that post jobs on the site.

Sarbanes-Oxley Experts Should Investigate These Sites

The Sarbanes-Oxley Act of 2002 (SOX) has been a boon for professionals skilled in financial auditing and reporting. And so, too, for Web sites recruiting these job candidates.

Among them is insideSarbanesOxley.com, a year-old Web site published in Portland, Ore. Employers and executive-search firms post about five to 10 new jobs a week at its discussions board, according to co-publisher Toby Lucich, a business-controls manager at an energy company. You'll also find links to ads for jobs at other job boards. They're mostly in the U.S., from entry to senior level, and pay annual salaries between \$50,000 and \$100,000, says Mr. Lucich.

Seasoned SOX pros seeking jobs in the Houston area should check out the Web site of recruiter Eastman Consulting Group, which lists jobs from its mainly Houston-based clients at its Web site. More than half of postings are for mid- to senior-level positions requiring SOX experience and paying between \$40,000 and \$225,000 in annual salary, according to Mike Eastman, chief executive officer. About five to seven new jobs are posted weekly, and about 18 jobs are currently listed.

Job hunters are invited to complete a candidate profile at the site. The firm's recruiters will contact you if your background matches a search assignment, Mr. Eastman says.

Chris Ozment, 39, says he completed a profile in July 2004, and five months later he was invited to interview for a job as a plant controller and purchasing manager at the Bayport, Texas, manufacturing plant of FMC Corp., a chemical company based in Philadelphia. He got the job, leaving a position as a senior financial analyst at NALCO Chemical in Houston where he'd gained SOX experience, he says.

Members of the Sarbanes-Oxley Discussion Group, a free online-networking forum, swap job leads through an email list hosted by Yahoo! Inc., along with other information. Sign up to receive messages as they are posted or one daily email. Most are leads for mid- to senior-level positions in the \$65,000 to \$120,000 salary range, says Sanjay Anand, the group's chairman. About 20 to 40 messages are posted monthly, he says. The forum is sponsored by The Sarbanes-Oxley Group, a training, certification and networking organization based in Clifton, N.J.

SOX-related jobs also can be found at AuditProfessional.com and AccountantAuditor.net. The sites are among the 87 accounting and finance job boards in The 4jobs.com Network in Philadelphia, a partner of Yahoo, which supplies some of the postings. About 300 new jobs from entry to senior level are added daily to each site, says Rich Milgram, the network's chief executive officer. Combined, the sites list about 25,000 jobs in all.

Post your resume at either site for free -- no need to post twice since it will go into a resume database for the whole network that employers search all at once. For a fee, you can have your resume highlighted for 60 days and listed among the top documents in the virtual pile. (Pay \$10, \$20 or \$30. The more you pay, the higher yours will be listed.)

Recruiting Recruiters

Recruiters can find about 15 to 20 new jobs posted daily at erexchange.com, according to Scott Baxt, marketing director for the Web site's publisher, Electronic Recruiting Exchange Inc. in New York. Advertising employers are mostly corporations (versus search firms) and the jobs pay annual salaries ranging from \$50,000 to more than \$100,000, he says.

Where HR Pros Hire Their Own Online

Even human-resources professionals need some help finding work. The Human Resources Network is a group of HR pros who share leads on jobs that pay a minimum of \$100,000 annually and aren't advertised. George Crosby, a semi-retired HR consultant in Coopersville, Mich., publishes about 50 to 75 new leads in a twice-monthly e-newsletter, he says.

Membership is \$160 for four months. A single-issue trial membership is \$40, which is pro rated toward membership if you join. Members are required to regularly contribute leads, says Mr. Crosby.



HR Pros' Salaries

For a snapshot of compensation for subscribe@topica.com, and to join the Colorado list, email HRColo-subscribe@topica.com.

WorldWIT, a Boulder, Colo.-based online networking organization primarily for businesswomen, hosts free email discussion lists for HR pros in Colorado and Illinois. Members send in job leads, which go out in a daily email, along with the lists' other discussion postings. (To subscribe to the Illinois list, email hriil-subscribe@topica.com.)

Debra Spangler, 43, landed a job earlier this month that she learned about through WorldWIT's Illinois list, which she joined two years ago. She began job hunting in March after her previous employer, a home-building company, changed her executive-recruiter job. She's now manager of work-force development at LifeSource Inc., a blood bank in Chicago, earning an annual salary in the mid-\$80,000s.

If you haven't visited SHRM.org lately, the Web site for the Society for Human Resource Management in Alexandria, Va., check out its newly redesigned jobs section. The industry's largest association offers more search options than most HR job sites -- certification, salary ranges, education, industry, specialty and more. Between 75 and 100 entry to senior-level jobs are added daily (more than 1,200 jobs are currently listed), says Nancy Benoudiz, SHRM's classified-sales manager.

To target jobs in compensation and benefits, log onto the Web site for WorldatWork, an association based in Scottsdale, Ariz. (formerly the American Compensation Association). About three new jobs are listed daily, and there are typically about 120 in all, says Monica Casillas, business-development program specialist at WorldatWork. They're posted from mainly U.S.-based Fortune 1,000 companies and search-firm recruiters. While most ads don't disclose salaries, the jobs pay between approximately \$80,000 and \$120,000 a year, she says.

It's free to search the listings. WorldatWork members can post short write-ups about themselves for employers to view. (U.S. membership is \$295 a year; fees vary for members outside the U.S.)

Recruiting.com, a two-year-old blog on recruiting-industry trends, started listing corporate-recruiter jobs earlier this month. Publisher Jason Davis, a recruiter in Toronto, learned about the half-dozen jobs he's posted so far from recruiting pros who read his blog. He recently began soliciting job ads from employers and hopes to post two to three new job postings a day.

If you're not actively job hunting but are interested in what's out there, you may want to fill out a candidate profile at hrcareerpage.com, the Web site for San Diego search firm BCA Executive Recruiters. You'll be contacted if your background matches a search assignment for one of its 20 clients, which include Fortune 500 companies, according to the site. The firm specializes in searches at the director, vice president and manager level for generalist, organizational-development and talent-acquisition positions.

Cutting Through Clutter to Find Government Gigs Online

If you're looking for work with the U.S. federal government, Uncle Sam wants to make sure you know about them. All of them. And all about them. USAJOBS, a Web site from the U.S. Office of Personnel Management in Washington, D.C., posts about 500 to 800 new openings daily, advertising

about 15,000 total, says Claire Gibbons, the site's program manager. All federal agencies are required to advertise vacancies there, although some are excluded for security purposes, she says.

Be prepared to read -- a lot. The postings, which include salary ranges and application deadlines, are detailed and lengthy, and many have special instructions, says Ms. Gibbons. For example, you may be required to complete a questionnaire or write an essay to test for what's known in government-speak as "KSAs" (knowledge, skills and abilities).

Though the volume of information in the ads can be intimidating, the site has the same search-by-category functions and free email alerts as other job boards.

Joyce Goodale, 36, subscribes to federaljobsearch.com so she doesn't have to sift through the dense ads at USAJOBS. Its abridged listings make it simple to find a match, she says. A subscriber since 2001, she landed the first job she applied to -- patient-services assistant at the Department of Veterans Affairs in Manchester, N.H. -- and keeps tabs on new jobs in her field via email alerts. Subscriptions run from \$39.95 for a year to \$12.95 for a month.


The site, published by software company MissionSoft in Charlottesville, Va., lets visitors view job listings without their application instructions. Web surfers familiar with federal job postings can use the teaser to learn about new jobs, then visit most agencies' Web sites to find the application instructions on their own. It's also free to receive daily email job notifications.

HRSjobs.com also emails abridged federal-job announcements to its subscribers. The daily service costs \$12 for three months or \$24 for a year. The job alerts, from HRS Automated Solutions Inc., a Vienna, Va., technology-consulting firm, are email only -- the site doesn't post jobs online. (New users can sign up for a free seven-day trial.) You'll receive job announcements that match the criteria you choose -- up to 12 search combinations. The postings, based on information from agency Web sites, include links to agencies' employment pages where job hunters can submit applications.

If you know which government agency you want to work for, visit federaljobs.net for a list of links to the career centers at 142 agency Web sites. It's published by Dennis Damp, a retired airport manager and author of "The Book of U.S. Government Jobs" (Bookhaven Press, 2005).

Where Sales Pros Can Find Good Job Leads

Browsing around the Web for a new sales job? Salesjobs.com sells job seekers on its postings by loading them with lots of information -- much more than the typical online job ad. Postings include such details as the size and type of employers' customers, average sales cycle and travel requirements. They also disclose base salary, first-year earnings potential, benefits and whether a car allowance is available. More than 60,000 mid- to senior-level jobs are posted from U.S. search firms and employers in 29 industries, including software, entertainment, automotive and food and beverage.



Sales Pros' Salaries

For a snapshot of compensation for

When applying for jobs, you'll be asked to provide time slots for when you're available to interview, should you be invited. Within 48 hours of applying, you'll receive an email confirming that your application was received, with a link to the employer or search firm's Web site and driving directions to its office.

There's no charge for posting a resume in a plain-text format. For \$9.95 a month, you can upload your file using the site's software, which highlights your name in bold and red. Your document also will be listed at the top of its resume pile, at least for a while. Bear in mind that about 120,000 other job hunters currently pay for the added exposure, according to Eric Martinez, the Newport Beach, Calif.-based site's vice president of business development. (The site currently carries about 250,000 resumes in all.)

Want to work in pharmaceutical or biotechnology sales? Search firm Medical Sales Associates Inc. in Arlington Heights, Ill., posts jobs from its U.S. clients at its site msajobs.com. Employers' names aren't disclosed and applications are screened by the firm's recruiters. About 25 to 40 jobs are posted on the site at any time, but "they're ones you won't find anywhere else on the Internet," says Cathy Bialy, president of the search firm.

The firm also invites job hunters to submit their resumes to its database. Last month Ms. Bialy searched the database by keyword for professionals with experience selling cardiovascular products. She found Misty Moore, 31, of Little Rock, Ark., who had sent in her resume when job hunting nearly three years earlier. Ms. Moore emailed the firm an updated copy and soon landed three interviews for medical-sales positions. One led to an offer for a primary-care sales representative job in Mequon, Wis., at Schwarz Pharma AG, a Germany-based pharmaceutical company. She accepted and now earns an annual base salary of around \$50,000 and is eligible for a quarterly performance-based bonus.

Ms. Moore also used MedZilla.com and recommends it for sales jobs in the biotechnology, pharmaceutical, medicine and science fields. Nearly half of its approximately 10,000 postings are in sales, says Frank Heasley, chief executive officer of the Marysville, Wash.-based Web site.

For sales jobs at computer and telecommunications companies, log on to technicalsalesjobsblog.com, from CareerMetaSearch.com, a job board in Lake Worth, Fla. About 20 to 30 new jobs are posted daily, mainly from U.S. employers, says Jason Gorham, chief executive officer. Most positions pay from \$40,000 to about \$100,000 in annual base salary, plus commission, he adds.

The blog also lets job hunters post a short write-up about themselves on a page called "Technical Sales People Looking for Work," a section similar to newspaper "Positions Wanted" ads. To post your ad, write to info@careermetasearch.com with "sales blog" in the subject line.

Electrical Engineers Tap into These Online Resources

If you're looking for electrical-engineering jobs, blogger Chris Wright, 38, in Hampshire, England, lists about 400 at yaps4u.net, which is short for "yet another problem solved for you." He started the blog in October 2004 while home on medical leave from his senior systems-test-engineer job after a waterskiing accident. He'd heard of pending layoffs at his company and, about six months later, the rumor became reality. Meanwhile, he'd been searching for jobs, but hasn't applied to any, since upcoming back surgery could keep him off his feet for months. He admits to holding back ads he's interested in, but each week he adds about 20 new jobs from employers world-wide, including the U.S. There's no search function and the newest postings are listed first.

Mr. Wright secures job leads from six search-firm recruiters with whom he's developed relationships during his 20 years in electrical engineering. They don't disclose their clients' names, but do list salaries, which range from £35,000 to £60,000, he says.

[Electrical Jobs](#), another blog launched in October 2004, features jobs from mainly U.S. employers and search firms, plus links to ads for electrical engineers at job boards such as Monster. It's published by Carolina Highlands Information Services, an information-service company run by Patricia Michael, an engineering professional in Raleigh, N.C. (She also publishes jobs blogs for aerospace, civil, chemical, mechanical and other engineering disciplines.) The home page shows the 10 most recent postings, while the rest are archived by month. Salaries range from about \$35,000 for entry-level jobs to about \$200,000 and higher for senior positions.

Electrical engineers also may want to visit [ElectricalEngineer.com](#), a Web site from Career Marketplace Inc., a network of job boards in Canton, Ohio. During a recent site visit, more than 400 jobs were posted. You might see titles such as spacecraft-systems engineer or lab-test engineer, but all require electrical-engineering backgrounds, says Andrew Hammer, vice president of Career Marketplace. About 10 to 15 new jobs are added daily, offering salaries from \$40,000 to \$150,000, he says.

At [interEC.NET](#), a job site for all types of engineers, you'll find a section dedicated to electrical engineers. About two to three new jobs are posted daily, says Nidhi Lal, an engineer in San Francisco, one of two volunteer publishers of the site. Posters include companies, recruiting agencies and government institutions from all over the globe. Salaries are not listed, but jobs range in annual pay from \$50,000 for entry-level jobs to about \$150,000 and higher for senior posts, he adds.

Where to Find Diversity-Minded Employers

If you want an employer that seeks diversity in hiring, consider bookmarking [DiversitySearch.com](#). About 1,000 mostly U.S.-based employers regularly post jobs there in 40 different career fields, including accounting, engineering and sales. Jobs range from entry to senior level and pay annual salaries from \$20,000 to \$200,000, says Eric Semon, senior account manager for the site, which is published by Career Exposure Network Inc. in Portland, Ore.

It's free to search (by keyword, industry, location or job category) and to post your resume for employers to view. You also can store up to three resumes and three cover letters on the site at no cost. Other freebies include weekly e-mail alerts announcing new jobs, plus an online folder for saving postings that interest you.

Career Exposure Network also publishes [CareerWomen.com](#), which posts jobs from employers seeking women applicants and offers the same free services as its sister site.

The career center at [goldsea.com](#), a general-interest site for Asian-American professionals, posts jobs from about 50 employers (mostly U.S.) courting this demographic. It typically carries around 1,200 job ads, from entry to senior level, says Sam Lee, associate editor of the site, which is based in Malibu, Calif. Search jobs by employer or keyword, or choose from a list of 12 career fields. Searching is free, as is registering for e-mail alerts announcing new jobs in categories of your choice.

To find employers that work toward women's advocacy, visit the Web site for the [Feminist Majority Foundation](#), a nonprofit based in Arlington, Va. Its career center lists more than 100 jobs from mostly U.S. nonprofit organizations, such as the Asian Task Force Against Domestic Violence in Boston. Search jobs by region, title or keyword and post your resume at no cost. Sign up for free e-mail job alerts, sent on Fridays.

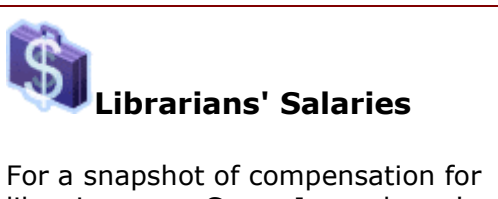
Karen Wolfe, 22, a 2003 graduate of the College of William & Mary, used the site to job hunt after learning about it from fellow campus pro-choice activists. "I targeted feminist organizations and ones

that would need Web developers for their Web sites," says Ms. Wolfe, who has bachelor's degrees in computer science and women's studies. She wound up landing a job on the site in August 2004 and is now one of its Web developers.

For jobs in academia, check out [Affirmative Action Register](#). More than three quarters of the employers that post there are U.S. colleges and universities seeking a diverse pool of applicants, says Lucy Knapp, assistant editor of the site, which is published in St. Louis, Mo. About 125 new jobs, from entry to senior level, are added on the 20th of each month. There's no charge to review the database. Search jobs by state or field, including administration, faculty, librarian, engineering, research, medical and others.

Librarians Bookmark These Sites

Where would Batgirl look for a day job? The librarian by day, superhero by night, might check out the Web site of [Library Associates](#), a recruiter based in Beverly Hills, Calif., that posts jobs it's filling for clients. Visitors typically will find about 20 jobs at any given time, says Deborah Schwarz, the firm's president. They may range from library technician to library director, and usually are at corporate, medical, law and federal libraries in the U.S. Salaries may range from \$15 an hour to \$70,000 a year, she says. Employers' names aren't revealed -- a common search-firm practice. View ads and post resumes on the site at no charge.



For a snapshot of compensation for ...

Caroline Thomas, 32, of Arlington, Va., says she posted her resume on the site in August 2004 after being laid off from a cataloging job at Folger Shakespeare Library in Washington, D.C. Five months later, recruiters at the National Association of Home Builders in Washington who had seen her resume on the site hired her for a temporary cataloging job. The resume also caught the

eye of a recruiter at the U.S. Administration on Aging in Washington, and in March she was invited to interview for a full-time technical-services librarian job there. She won the spot and earns an annual salary in the range of \$37,000-\$43,000.

Ms. Thomas also had posted her resume at the Web site for the [Special Libraries Association](#), a nonprofit in Alexandria, Va., but no interviews resulted, she says. The site's job bank usually has about 40 ads, says Karen Santos Freeman, SLA's director of communications. Posting a resume on this site is free, as is searching its job bank. Jobs can range in annual pay from the mid \$30,000s to more than \$100,000, she says.

Another site for job-hunting librarians is [LISjobs.com](#), published by Rachel Singer Gordon, a part-time librarian in Villa Park, Ill. Jobs are listed in reverse-chronological order and most expire after two months.

Employers from all over the globe post on LISjobs, but most are in the U.S. The majority of employers are public and academic libraries, but a variety of others use it, such as aerospace-and-defense company Raytheon Co. in Waltham, Mass. There's no charge to view ads, which include notices for internships, as well as positions such as chief technology officer. A six-month resume posting costs from \$10 to \$40, depending on the format you send the document in.

[Libraryjobpostings.org](#) links to dozens of other librarian-job sites, though it doesn't post jobs. (Its publisher Sarah L. Johnson, a librarian at Eastern Illinois University's Booth Library in Charleston, Ill., combined efforts with Ms. Gordon to post jobs at LISjobs.com in 2003.)

Too busy to search the Web? Have job postings sent to you by [LIBJOBS](#), a free e-mail job-notification service for librarians and information pros. It's from the International Federation of Library Associations and Institutions, a nonprofit in The Hague, Netherlands.

The daily e-mails list about a dozen mostly U.S.-based positions, says John M. Day, its manager, via e-mail. Employers include university, medical, corporate and public libraries. Search firms also can post jobs. Most ads don't reveal pay, and annual salaries can range from about \$25,000 to \$125,000, he notes. Ads are archived at the association's Web site and are free to view (search by date or keyword).

Score a Gig with Videogame Companies

Getting paid to play videogames sound like a dream job? Blue Fang Games LLC in Waltham, Mass., needs a quality-assurance test engineer for its Zoo Tycoon 2 and other games. [Gamasutra.com](#) is posting this and other jobs from companies such as Electronic Arts Inc., Rock Star Games Inc., Nintendo Co. and Ubisoft Entertainment SA. The site posts about 150 new jobs a month and each are live for 30 days. They range from midlevel positions such as tools-support technician to higher-level roles such as development director.

Most listings don't disclose salaries, but they generally range from \$50,000 to \$200,000 annually, says Aaron Murawski, account manager for the site, which is published by CMP Media LLC, a multimedia company in Manhasset, N.Y. Search by company, title, job description or location. The site is free to registered users. There's no charge for posting your resume or for signing up for a weekly e-newsletter with new ads.

The Web site for [Datascope Recruitment](#), a London-based firm that recruits for videogame companies, posts jobs from its search clients -- many in the U.S. A recent site visit found more than 100 midlevel and senior openings, paying \$60,000 to \$100,000 a year, in categories from artists to programmers, as well as business-side roles such as sales, legal and accounting. About 20 to 30 new jobs are posted daily and ads are removed once the jobs are filled. Most include pay, detailed job descriptions and location. The catch: None disclose employers' names -- a common practice of recruiter sites. Applicants must e-mail their resumes to Datascope. There's no charge to view postings or receive daily e-mails announcing new openings.

[Gamesindustry.biz](#) bills itself as the world's largest job board for the interactive-entertainment industry. A recent search produced 58 pages with about 16 jobs each. There's no charge to search the site by keyword, location, type (permanent, contract or both) or category (there are 13), and annual salaries range from \$25,000 for entry-level jobs to \$120,000 for senior positions. It's free to post your resume for recruiters to view and receive its weekly e-newsletter of new jobs and industry news.

The site is published by Eurogamer Network Ltd., an online-game-technology company based in Brighton, England, but it carries ads from numerous videogame makers and for jobs all over the globe.

For journalists who cover videogaming, there's [gamespress.com](#), a site from Games Press Ltd. in Feltham, England. A recent search resulted in more than 1,000 postings from employers world-wide (The granddaddy on this site was dated March 2003.) Notwithstanding its name, the site isn't limited to editorial roles and advertises a range of jobs such as programmer, marketing manager and artist. Search in 13 job categories. Or choose among eight employers and recruitment firms such as [OPM Response Ltd.](#) in Essex, England, whose site also posts jobs from its clients.

Jobs on Display for Museum Pros

Museum professionals can check out what's on exhibit at aam-us.org, the Web site for the American Association of Museums (AAM), a Washington, D.C.-based nonprofit. Postings cover curatorial, education, fund-raising and other common museum roles. A recent search showed more than 100 openings, from entry to senior levels and for jobs all over the world. There's no charge to search the database, but AAM members receive e-mail alerts for new listings. Members also can post their resumes. Individual-membership fees are based on income and range from \$50 for those earning less than \$30,000 a year to \$140 for those earning more than \$60,000 annually. Students pay;\$35 a year.

Nelly Silagy Benedek, 42, says she found her current job as director of education at the Jewish Museum in New York through the site last fall. She also got job tips from the [New York City Museum Educator's Roundtable](#), a fee-based networking group for museum educators in the New York area who share job leads via e-mail. Annual membership is \$30 for individuals and \$20 for students.

Despite its promising name, a recent search of MuseumJobs.com, a free site published in Argyll, Scotland, produced just 25 postings in all -- five in the U.S. and 18 in the U.K. In addition to museums, employers advertising included the Walt Disney Co. in Glendale, Calif., and Bloom Fine Art & Antiques, a Brooklyn, N.Y., retailer. The site also provides free e-mail alerts for new listings. The current job count is lower than average, says Paul Clough, the site's account manager. It usually has 60 or 70 positions, but it's the end of the financial year in the U.K., he says.

Sites dedicated to jobs at nonprofits also can be a source of museum-job postings. A recent search on "museum" at idealist.org produced more than 50 museum jobs. The site, published by New York-based nonprofit Action Without Borders Inc., allows visitors to search listings at no charge and sign up for free e-mail alerts for new postings by job category, area of interest and location.

A recent search of nptimes.com, from the Nonprofit Times newspaper, yielded two openings at museums. There's no fee to search the site and jobs are posted by employers from all over the globe. This site also offers free job alerts by e-mail.

Natural Resources for Environmental Educators

If you're a natural fit for a job managing a park with hiking trails, an arboretum and a nature center, try EE-link.net, a Web site from the North American Association for Environmental Education, a Washington, D.C.-based nonprofit. The site is posting this job, at Indianapolis's Holliday Park, and a range of roles in environmental education. Day camps and universities are among the employers who recruit on the site. Be prepared to scroll -- there's no search function. There recently were 10 pages of ads, each with about 25 full- and part-time positions from entry level to top management. About eight new jobs are posted daily and ads expire after three months unless otherwise noted, says Mary Ocwieja, the site's project assistant. There's no charge, and you can sign up at no cost for twice-monthly e-mail new-job alerts. A more user-friendly version of the site, which may include a resume-posting option, is expected to launch in June, says Ms. Ocwieja.

Environmental educators also can pay for a subscription to [Environmental Career Opportunities](#), a twice-monthly e-newsletter published by ecojobs.com, a firm based in Charlottesville, Va. Each issue links to a password-protected page at ecojobs.com and shows a list of more than 500 postings (about half are new and half are from the previous issue), according to Betty Brubach, the site's publisher. There's no search function, but postings are divided into nine categories, newest ads at the top. Research labs, camps, zoos and gardens are among employers hiring. Subscriptions range from \$29 for two months to \$129 for one year, or if once a month will suffice, \$19 to \$80, respectively. Job hunters can get a free sneak preview at ecojobs.com of a few new postings every day -- the site

carries about 125 in all. Most jobs require a minimum of a bachelor's degree and salaries range from \$20,000 to \$120,000, says Ms. Brubach.

Live on the West Coast? The [Association for Environmental and Outdoor Education](#), a volunteer-run nonprofit, lists about 100 jobs in California and nearby states. Employers include schools, camps and parks, and jobs range from entry to senior level. New jobs are posted daily and old ones are archived. The site doesn't have a search function, but lists seasonal and full-time jobs separately. Salaries range from \$100 a week to \$125,000 a year. Many lower-paying positions come with on-site housing and meals, says Maggie Wolfe, the site's Webmaster.

East Coasters can search the postings at the [Massachusetts Environmental Education Society's](#) Web site. There's no charge for viewing them. A recent visit found ads for about 25 jobs in the state and surrounding region (none older than February 2005). Only a handful of positions are full time; the rest are part time or seasonal.

Know a good niche job board or e-newsletter? Write to sarah.needleman@dowjones.com.

Email your comments to sarah.needleman@dowjones.com.

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-- Ms. Needleman is associate editor at CareerJournal.com.