

# Assignment Report

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Big Data Analysis – 3803ICT

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## Part 1 – Data Preparation and Preprocessing

### (1) Describe the dataset

The dataset contains job advertisements with a variety of features including job titles, companies, locations, descriptions, and salary ranges. It appears to have been extracted from a job portal or employment listings. It contains 318,477 job postings, each represented as a row with various features such as job title, company, salary range, location, and classification (Figure 1). The data was provided in CSV format and includes over 13 columns, consisting of both categorical and numerical data types.

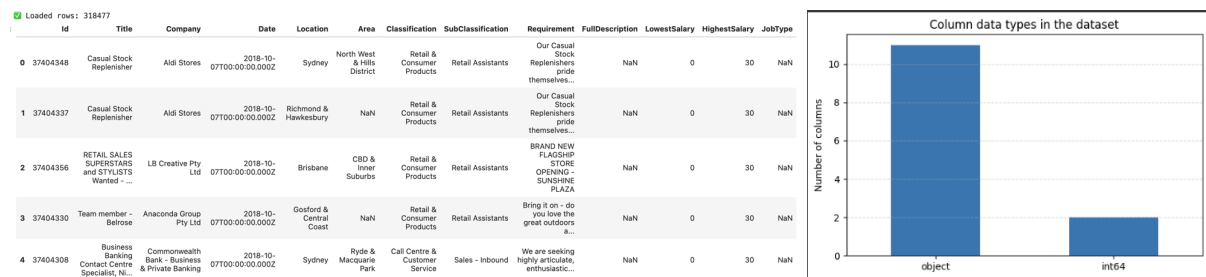


Figure 1 Sample Data Frame and Data type

According to the data type distribution, most of the columns are of type **object**, which includes textual or categorical data like Title, Company, Location, and Requirement. Only two columns, LowestSalary and HighestSalary, are of type **int64**, representing numerical salary ranges.

A missing value analysis reveals that certain fields contain significant amounts of missing data (Figure 3). In particular:

- Area has over 190,000 missing values,
- Location, Classification, and SubClassification each have over 100,000 missing values,
- FullDescription, JobType, and Company have relatively smaller but still notable numbers of missing entries,
- Requirement is mostly complete with minimal missing data.

The visual insights justify the decision to retain only the most relevant and complete columns for core analysis: **Title**, **Company**, **Requirement**, **LowestSalary**, **HighestSalary**. Meanwhile, other fields such as Location, Area, Classification, SubClassification, FullDescription, and JobType are used only for descriptive summaries or optional visualization and are not included in modeling due to their high proportion of missing values or limited predictive value. However, there's no need to drop those missing rows using `df_clean = df.dropna()` as it would affect the overall data shape. Therefore, they can benefit in key analyses but could benefit inference for some missing value in Company.

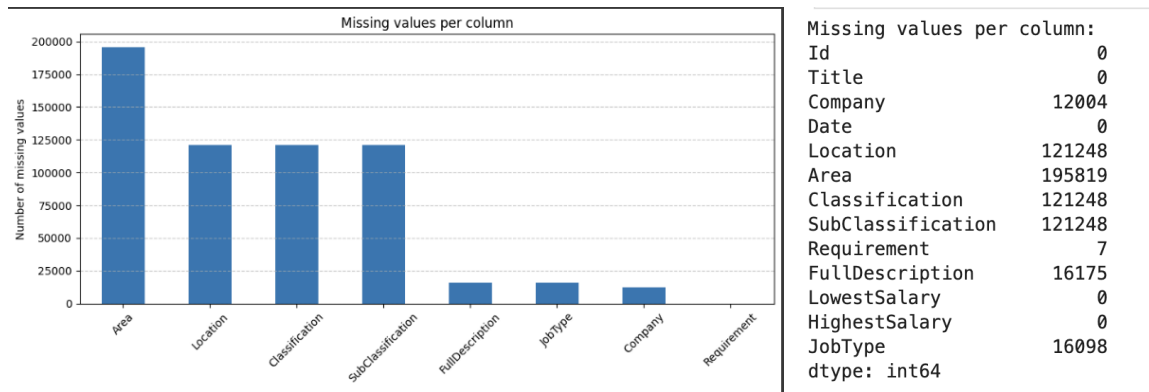


Figure 2 Missing Values per Column

## (2) Describe the steps for data preparation and preprocessing

The dataset was initially loaded using Pandas with error handling for malformed rows. Following initial exploration using `.shape`, `.info()`, and `.describe()`, the author adopted a flexible missing data strategy. Instead of discarding rows, important fields such as Title, Company, Requirement, and salary fields were retained even when incomplete. Meanwhile, columns with high missingness (like Area and SubClassification) were excluded from core analyses but preserved for potential inference. A key enhancement was the creation of the CompanyGroupID column. This was primarily derived from the Company field, and missing values were inferred using a custom function leveraging related columns (Requirement, Classification, and Location). Inference included state abbreviation mapping and general category labelling, effectively reducing missing rates for company-related information (Figure 3).

```
# Check for missing values
print("Missing values per column:")
print(df.isnull().sum())
```

```
Missing values per column:
Id                0
Title             0
Company          12004
Date             0
Location         121248
Area            195819
Classification    121248
SubClassification 121248
Requirement       7
FullDescription   16175
LowestSalary      0
HighestSalary     0
JobType          16098
CompanyGroupID    4630
dtype: int64
```

Figure 3 Numbers of missing values after inferring CompanyGroupID

Textual normalization was applied instead of numerical scaling. This included standardizing state names and binning salary ranges into five categories: 'Very Low' (0–39k), 'Low' (40–69k), 'Medium' (70–99k), 'High' (100–149k), and 'Very High' (150k+), to support clearer analysis and visualization (Figure 4). To verify the nature of the salary distribution, a Shapiro-Wilk test was conducted on the LowestSalary field. The extremely low p-value ( $< 0.05$ ) confirmed non-normality, which aligned with the observed right-skewed distribution—characterized by a cluster between 30–120k and rare but extreme outliers near 999k. The pre-processed dataset was saved for use in Task 2.

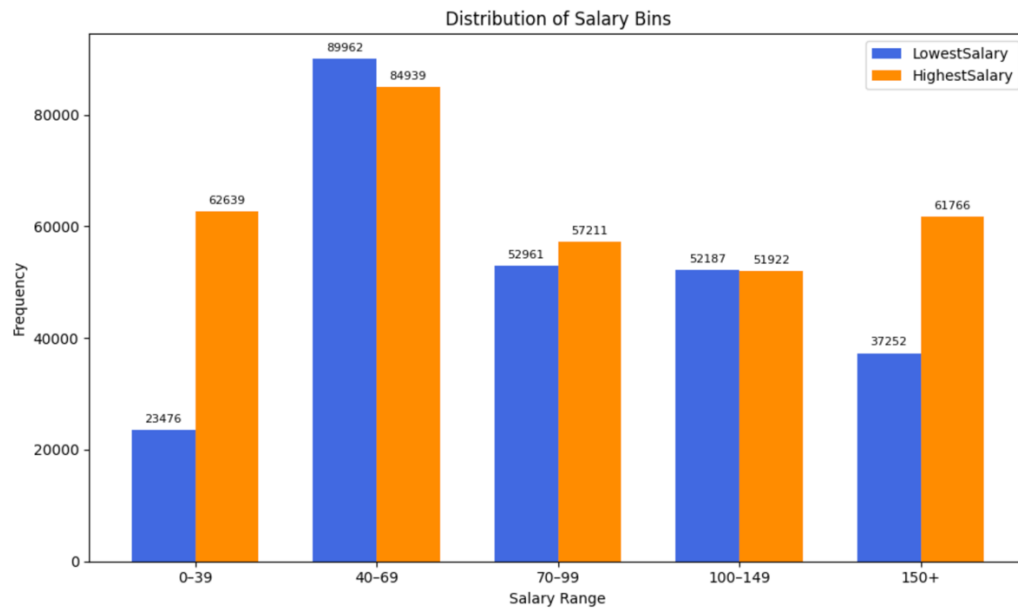


Figure 4 Skewed distribution in salary bins chart

### (3) Hypotheses about the analysis outcome

1. Job titles and company identities are expected to serve as significant predictors of salary ranges, reflecting industry-specific compensation standards and hierarchical job structures (e.g., higher salaries typically found in IT or Mining compared to Retail or Customer Service).
2. The Requirement field may reveal patterns of qualification expectations when analysed alongside job titles, potentially identifying skill-level groupings, educational preferences, or experience benchmarks commonly associated with certain roles or companies.
3. Despite high missingness in geographic fields, aggregate-level location trends (e.g., distribution of postings across states or regions) may still offer useful insights, particularly in identifying job market concentrations and regional disparities in employment offerings.

## Part 2 – Data Analysis and Interpretation

### (1) Relevant information in job metadata

Based on the exploratory data analysis and visualizations, most job listings fall under the "Information & Communication Technology" sector, followed by Healthcare & Medical, Trades & Services, and Hospitality & Tourism (Figure 5). Among the sub-sectors, "Other", "Management", and "Chefs/Cooks" are the most frequently occurring (Figure 6), indicating a wide variety of job types within these categories. This suggests a strong demand for IT professionals, healthcare workers, service staff, and managerial roles across industries.

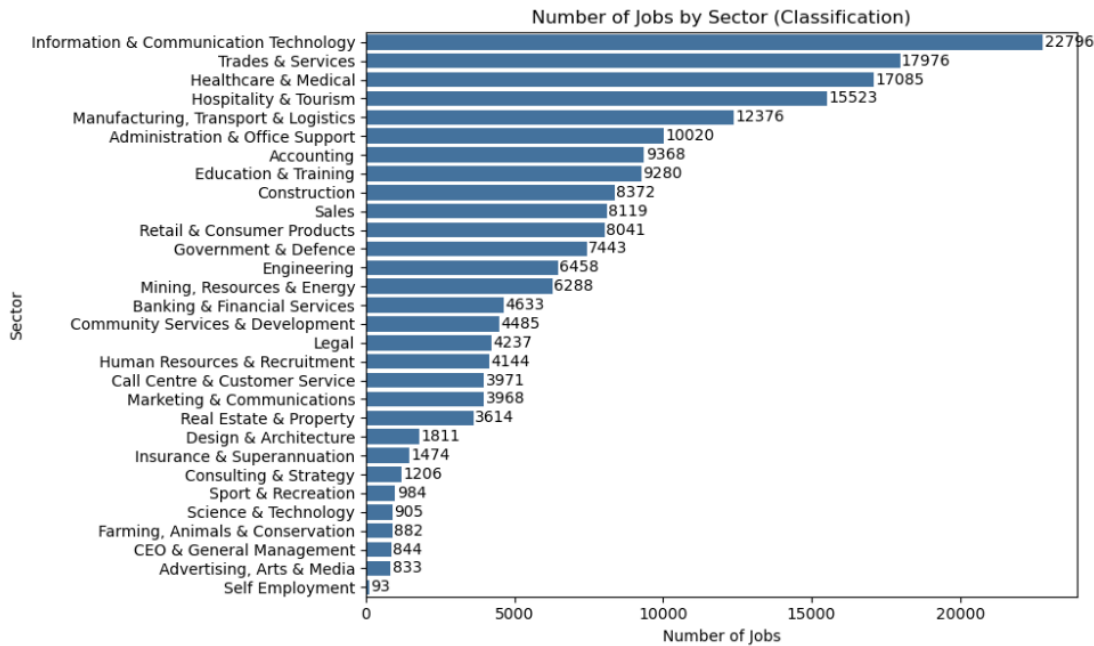


Figure 5 Number of jobs by sector (classification)

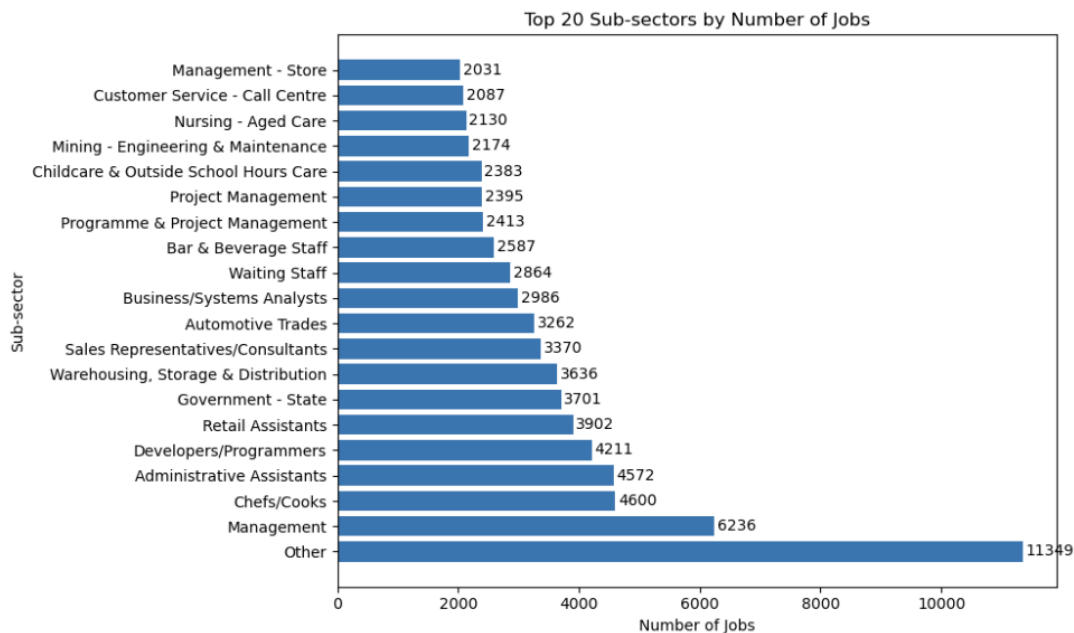


Figure 6 Top 20 sub-sectors by number of jobs

In terms of job location, most listings are based in New South Wales (NSW), followed by Victoria (VIC) and Queensland (QLD) (Figure 7). This distribution reflects the population and economic concentration in Australia's eastern states. Regarding salaries, most jobs offer a highest salary between \$30K and \$200K, with a sharp peak around \$30K and \$100K. A smaller number of listings report unusually high values (e.g., \$999K), likely due to placeholder or data entry anomalies (Figure 8). Overall, the salary range indicates a broad spectrum of job types from entry-level to senior positions.

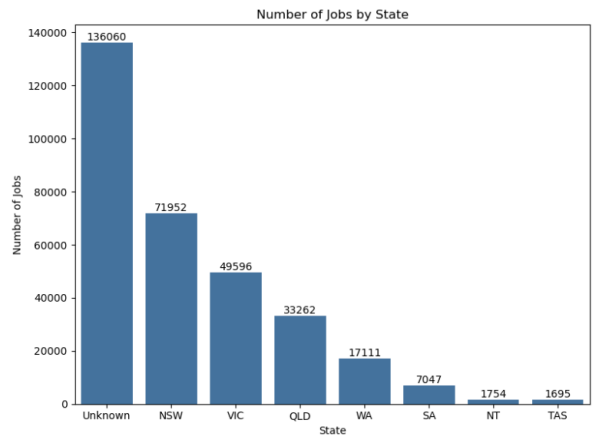


Figure 7 Number of jobs by state

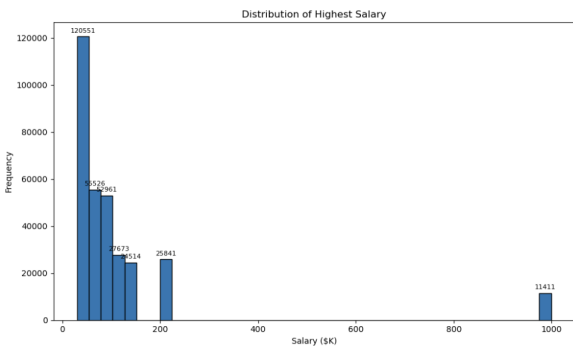


Figure 8 Distribution of Highest salary

## (2) Job market by location

The Australian job market displays a strong geographic concentration, particularly within the eastern states of New South Wales, Victoria, and Queensland. Figures 9 and 10 highlight that NSW alone recorded over 73,000 job postings, with Sydney accounting for the majority. Melbourne and Brisbane also serve as central hubs in VIC and QLD respectively. These three cities dominate their regional markets, while in contrast, states like WA and SA present a more distributed job structure. Despite 38% of the data labelled as "Unknown," the remaining dataset reliably captures consistent trends in market concentration, job centralization, and regional employer clustering.

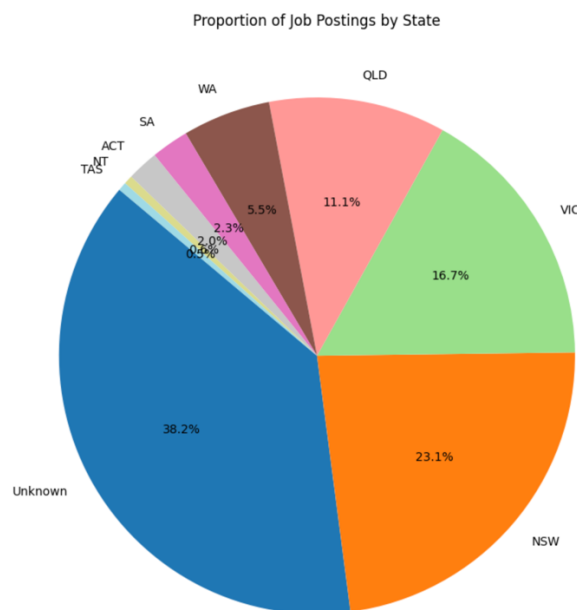


Figure 9 Proportion of jobs by state

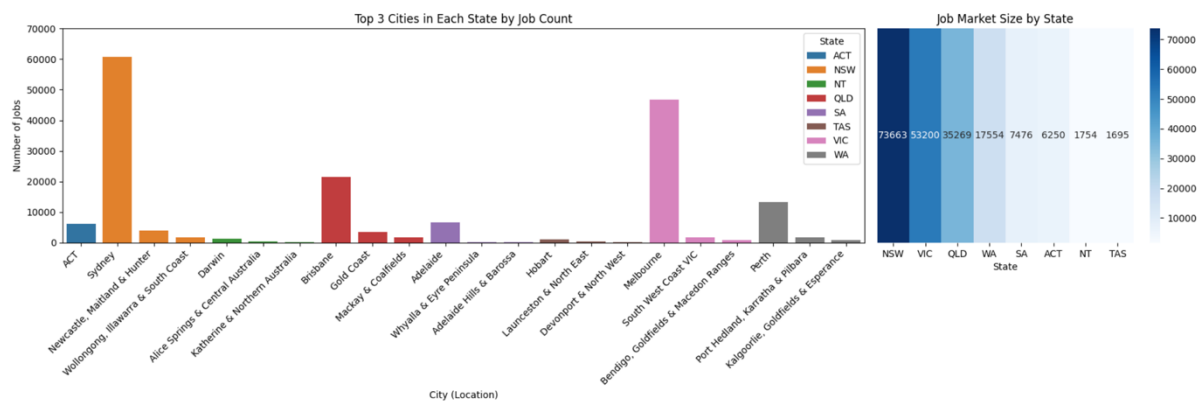
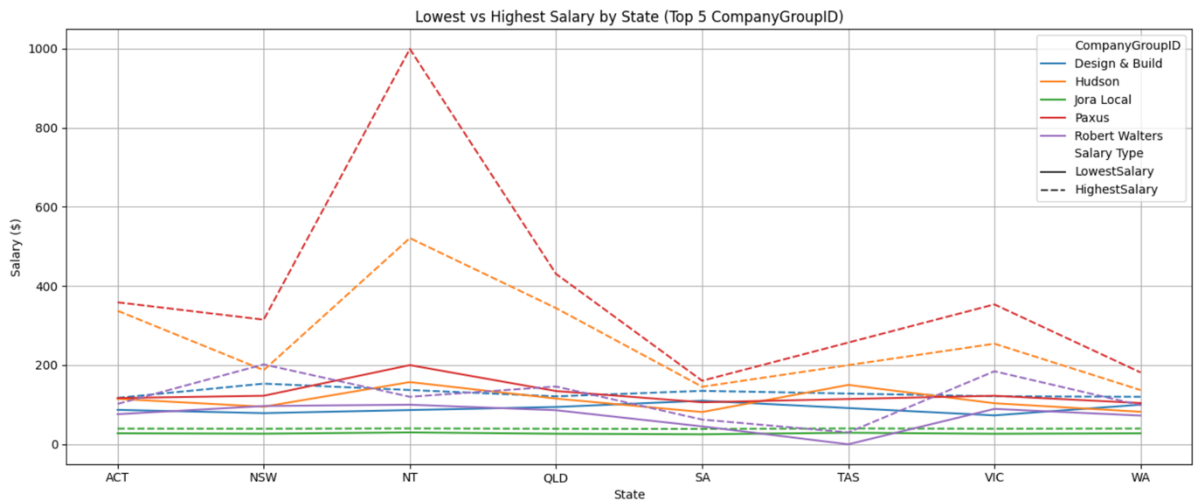
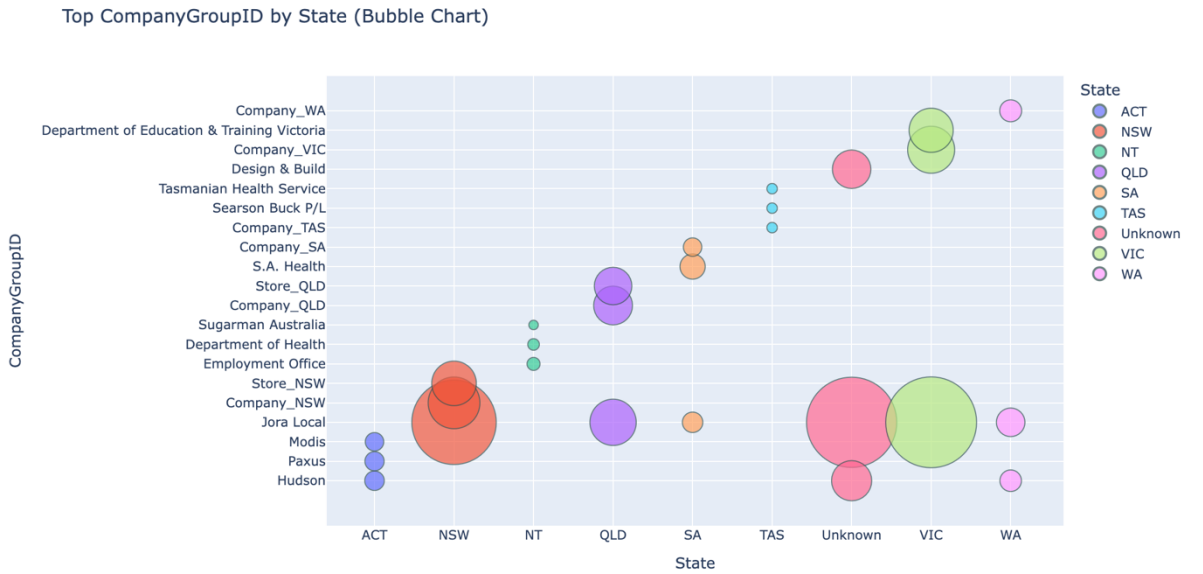


Figure 10 Top 3 job hub cities by state

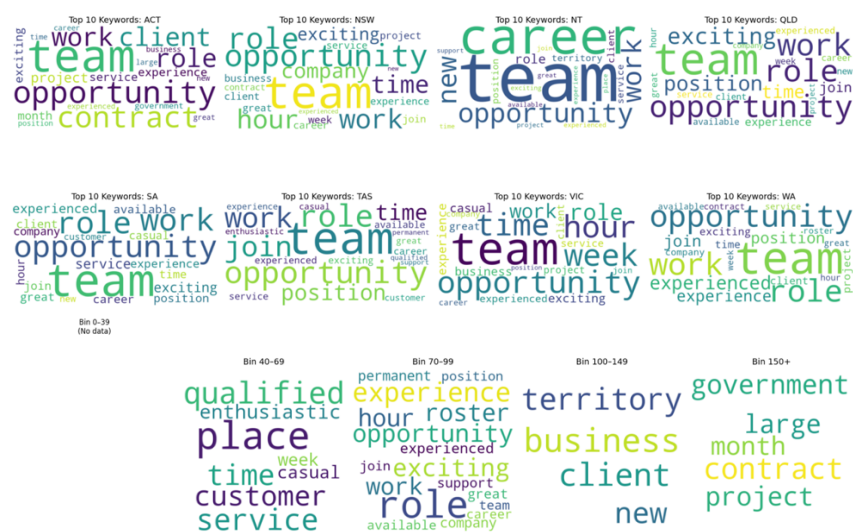
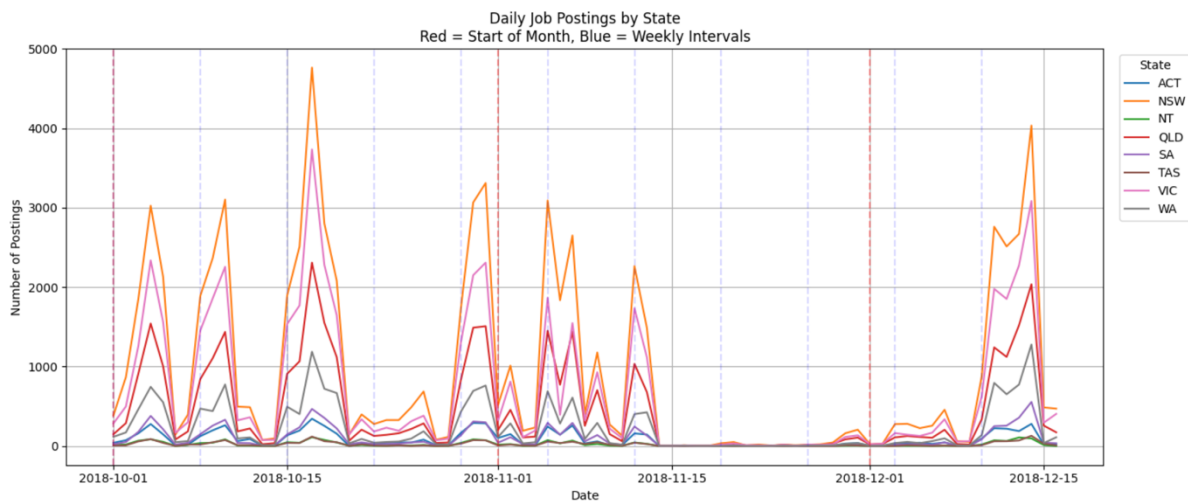
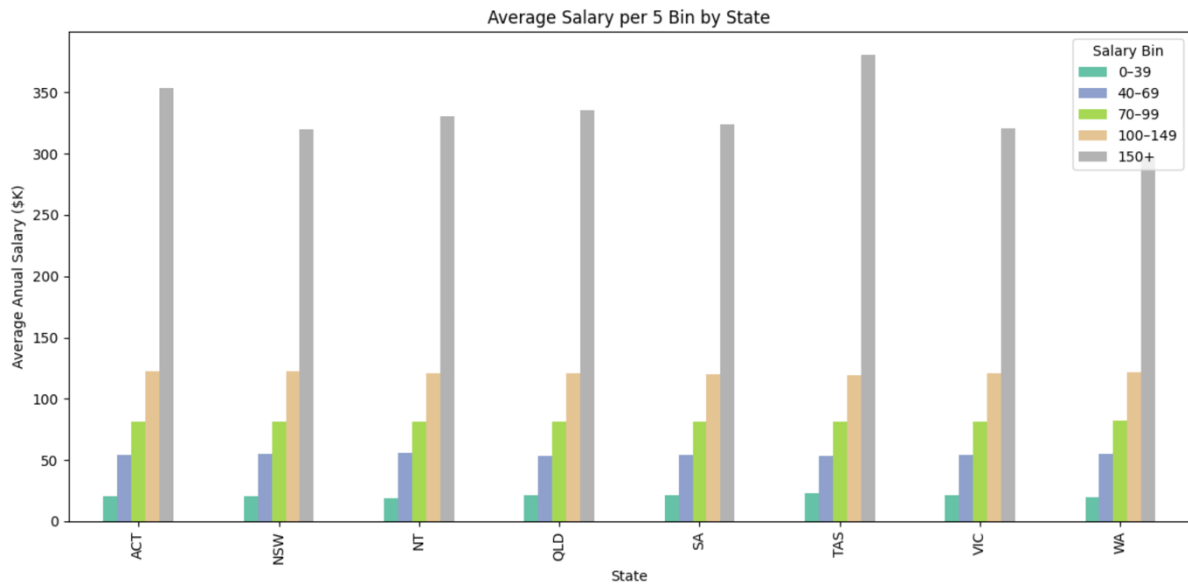
Figure 11 explores salary differences by state and employer. While ACT shows the highest *overall average salary* when considering all job postings, Figure 12 reveals that NT features extreme outliers—most notably, Paxus—offering exceptionally high salaries likely due to specialized or high-demand roles. These outliers in NT contrast with ACT's more



consistent salary range across top companies. These findings reinforce that salary levels are influenced by both geographical context and specific employer practices.



Figures 13 to 15 shift focus to salary distributions and requirement language. Salaries across states were compared using salary bins, revealing that high-paying roles (over 150K) consistently yield the highest averages, particularly in ACT and NT. These positions are often associated with government, healthcare, and project-based roles, as suggested by frequent keywords such as “contract”, “project”, and “health.” This aligns with earlier findings showing high salaries in NT being driven by specific companies like Paxus. Time-series analysis of job postings (Figure 10) shows consistent spikes at the beginning of each month (red dash-line), reflecting structured recruitment cycles. Finally, TF-IDF analysis of requirement keywords (Figure 11) indicates that terms like “team”, “opportunity” and “role” are common nationwide, while high-salary bins tend to feature more specialized or formal terms, suggesting a strong link between job description language and salary expectations.



### (3) Job market by sector

The job market sectors with the largest market share include Information & Communication Technology (ICT), Trades & Services, and Healthcare & Medical, respectively, based on job advertisement posting volume (Figure 16). Within each sector, key sub-sectors or specializations were identified — for example, Administrative Assistants and Receptionists in Administration, or Electricians and Labourers in Trades & Services. Salary analysis showed that ICT, Mining, and Engineering sectors consistently offer higher average salaries across most states. Figure 17 presents a boxplot comparing earnings across sectors, revealing that these three sectors tend to offer higher median salaries, while fields like Retail, Hospitality, and Customer Service fall toward the lower end. This visual insight underscores that high job demand does not always equate to high compensation, highlighting the importance of considering both salary and volume when choosing a career path. Notably, CEO & General Management appears as a strong outlier with unusually high salaries — likely reflecting a small number of top-level executive roles rather than broad accessibility.

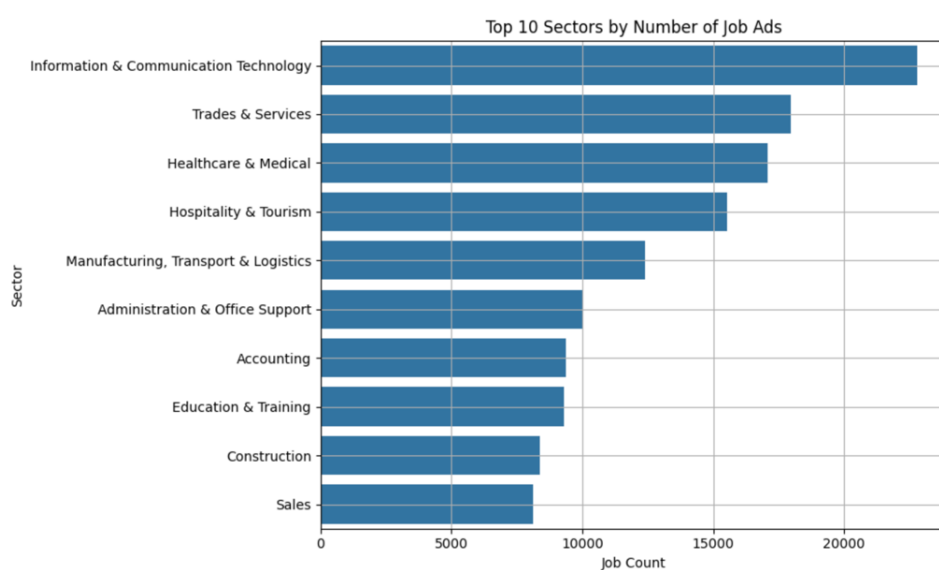


Figure 16 Top 10 job sectors by job advertisement



Figure 17 Box plot for salary ranges by sector

To explore future job trends and provide academic guidance, we analysed sector-wise skill requirements using keyword extraction from job requirement texts. Each sector revealed a unique skill profile: ICT emphasized technical keywords like developer, analyst, and project, while Healthcare & Medical focused on care, nurse, and practice. Sectors such as Education & Training prioritized terms like teaching and learning, while Construction highlighted project, manager, and builder. These findings were consistently supported by keyword frequency across hundreds or thousands of postings per sector. This NLP-based skill profiling allows students to align their university programs with real-world expectations in their desired fields. It also offers regionally tailored advice — for example, a student in Queensland may benefit more from studying Engineering or ICT, while one in Tasmania may consider Government, Healthcare, or Education. By matching sectors, skills, while New South Wales and Victoria tend to have high demands for tech jobs, and salary trends, students can make informed, evidence-based decisions about their future academic and career paths.

State	Classification	JobCount	AvgSalary	DemandRank	SalaryRank	Score
NSW	Information & Communication Technology	9825	187.098015	1.0	2.0	3.0
NSW	Healthcare & Medical	5129	112.948333	4.0	9.0	13.0
NSW	Construction	3410	137.970674	9.0	5.0	14.0
NT	Healthcare & Medical	249	147.630522	1.0	3.0	4.0
NT	Mining, Resources & Energy	133	140.409774	4.0	4.0	8.0
NT	Government & Defence	163	117.269939	3.0	6.0	9.0
QLD	Information & Communication Technology	2974	184.489240	3.0	2.0	5.0
QLD	Healthcare & Medical	3446	125.911056	2.0	5.0	7.0
QLD	Mining, Resources & Energy	1446	138.161480	8.0	3.0	11.0
SA	Healthcare & Medical	836	121.568780	2.0	3.0	5.0
SA	Information & Communication Technology	548	118.080292	4.0	5.0	9.0
SA	Government & Defence	277	123.877256	9.0	2.0	11.0
TAS	Healthcare & Medical	290	127.515517	1.0	2.0	3.0
TAS	Government & Defence	96	93.885417	5.0	6.0	11.0
TAS	Education & Training	89	83.522472	6.0	9.0	15.0
VIC	Information & Communication Technology	5943	167.260054	1.0	2.0	3.0
VIC	Healthcare & Medical	4036	104.883920	4.0	9.0	13.0
VIC	Construction	2213	131.407592	9.0	5.0	14.0
WA	Mining, Resources & Energy	3022	124.180013	1.0	5.0	6.0
WA	Information & Communication Technology	1158	137.612263	4.0	4.0	8.0
WA	Healthcare & Medical	1325	120.320377	3.0	7.0	10.0

◆ Information & Communication Technology	
contract	4310
join	4046
opportunity	3933
team	3788
business	3132
work	3097
project	2977
looking	2908
role	2593
experience	2468
experienced	2404
month	2269
developer	2266
analyst	2228
based	2136

Figure 18 Skills required in each sector by state (for example in Information & Communication Technology sector)

#### (4) Visualize the results on an interactive visualization

The interactive topic modelling visualization (Figure 19) provides a powerful way to explore the latent themes within job postings based on user-selected filters such as state and sector. In this example, filtering for 'Information & Communication Technology' in NSW reveals key topics and top 30 relevant terms, highlighting frequent keywords like “software,” “security,” “engineer,” and “team.” This enables to quickly grasp common role expectations and responsibilities in a specific geographic and sectoral context. The inter-topic distance map further aids interpretation by showing how distinct or overlapping topics are, offering deeper insights into the thematic structure of the job data.

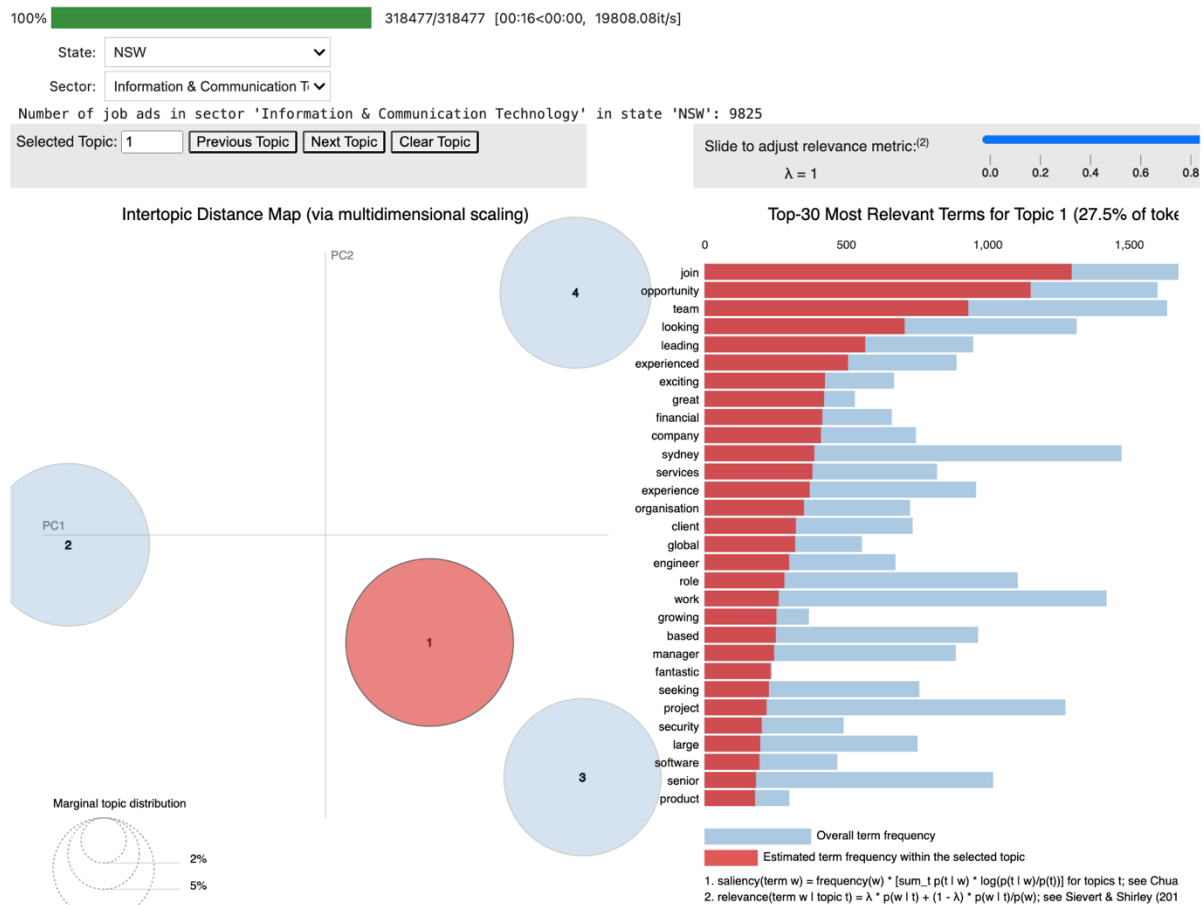


Figure 19 Plotly interactive visualisation for 4 topics requirement keywords by state and sector

In addition, the histogram plot from the same visualisation (Figure 20) allows for comparative salary analysis across different roles within the selected sector and location. The chart illustrates the salary distribution of ICT jobs in NSW, indicating that the majority of roles cluster in the \$100k–\$200k range, while fewer extend towards higher-end salaries. This visualization can help users assess earning potential and job concentration, enabling informed career planning or recruitment decisions. Together, these two interactive plots support multi-dimensional exploration of the job market, integrating thematic analysis and salary insights in a user-friendly format.

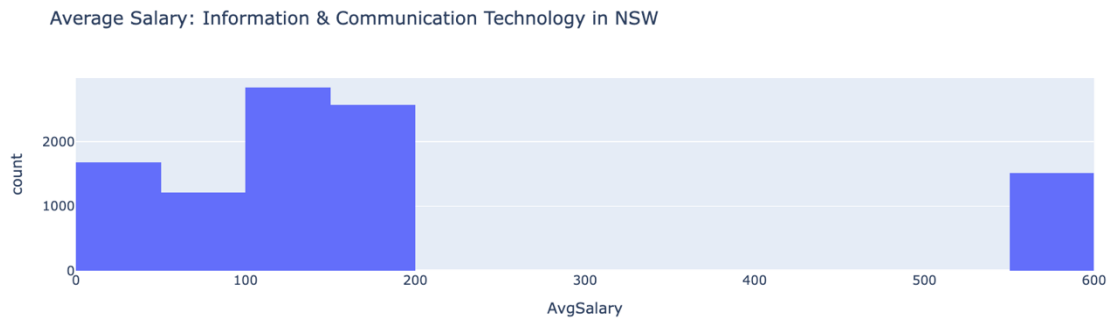


Figure 20 Interactive visualisation for average salary by state and sector

## Part 3 – Evaluation

### (1) Findings in the job market's data

The job market data reveals clear geographic and sector-based disparities. Overall job advertisement posting behaviours are similar across all states. New South Wales (NSW), Victoria (VIC), and Queensland (QLD) emerge as the dominant job hubs, concentrating most job advertisements, especially within Sydney, Melbourne, and Brisbane. In contrast, states such as South Australia (SA) and Western Australia (WA) show more distributed but smaller-scale job activity. While 38% of job postings have unknown locations, the remaining data is sufficient to establish reliable spatial trends. Sector-wise, ICT (Information and Communication Technology), Healthcare, and Trades & Services consistently hold the highest market share by job volume.

Salary distributions also differ significantly across both states and sectors. The Australian Capital Territory (ACT) shows consistently high average salaries, while the Northern Territory (NT) reveals extreme salary outliers driven by high-demand roles (such as CEO & General management) or specific employers (such as Paxus and Hudson companies). Sectors such as ICT, Engineering, and Mining tend to offer higher average salaries, while Retail, Hospitality, and Administration are positioned on the lower end. Interestingly, high-volume sectors do not always correlate with high pay, reinforcing the importance of considering both demand and compensation. This is further supported by keyword analysis from job requirement texts (see Appendix 1): for instance, ICT job posts frequently include “contract”, “developer” and “analyst” while Healthcare emphasizes “care”, “nurse” and “practice”. Retail and Hospitality postings are more likely to highlight soft skills and flexible work terms using words like “join”, “hours”, “team” and “casual”. These patterns suggest that salary expectations and skill demands are indeed sector-specific, reflecting not only job function but also work environment and employment structure.

The analysis results support most of the initial assumptions according to the hypotheses. First, job sectors and titles clearly relate to salary ranges. For example, roles in ICT and Mining generally offer higher pay than those in Retail or Customer Service. In terms of using reference keywords to infer the required skills in each sector, the Requirement text is useful for identifying skill levels in relation to salaries. For instance, technical roles often include specific terms like “developer” or “contract”, while customer-facing roles use more people-focused language like “team” or “support”. Moreover, even though many job postings don't include full location data, we can still observe meaningful trends at a broader level when grouping them by state. Overall, this shows that even partial job ad data can provide valuable insights into what different industries are looking for and how the job market is structured.

### (2) Suggested actions for balancing the market

To reduce imbalances in the job market, targeted education and workforce strategies should be implemented at both state and sector levels. States with lower job concentrations and fewer job postings (Figure 7), such as South Australia (SA), Tasmania (TAS), and the Northern Territory (NT), are currently dominated by health-related industries (Figure 11). These regions could benefit from investments to grow other sectors, particularly ICT, Engineering, and Commercial company.

Improving the transparency of job postings—especially around skill requirements and role expectations—could help bridge the gap between job seekers and employers. Promoting standardized job descriptions and clearer career pathways would empower individuals to make more informed decisions about their education and training. Partnering with universities and vocational institutions to expand access to programs in high-demand fields would further help align local skill sets with emerging market needs. Additionally, reskilling initiatives for workers in low-paying but high-volume sectors (such as Retail and Hospitality) could create pathways into more stable and higher-paying roles. Strategic policies aimed at attracting large employers or fostering startup ecosystems in underrepresented states could diversify employment opportunities and stimulate regional development. Another promising approach is to establish these states as internship or placement hubs—drawing students and early-career professionals to the area. This could promote long-term workforce growth, and over time, even encourage workers from major job hubs like NSW or VIC to consider job opportunities in these smaller states.

### **(3) Data analytics refinement**

In terms of techniques, the analysis could be improved by using more structured approaches to interpreting job requirement texts. Rather than relying solely on keyword frequency, grouping the extracted terms into broader skill categories such as technical skills, soft skills, and qualification levels could provide a clearer understanding of what different sectors value. For example, instead of simply noting how often words like developer or team appear, the analysis could highlight that information technology roles often prioritise technical ability, while retail positions tend to emphasise communication and adaptability. This approach would support more meaningful comparisons across job types and industries.

Additionally, identifying clusters of similar jobs based on features such as location, salary range, and required skills could reveal hidden relationships within the labour market. For instance, jobs that share similar pay levels and qualifications might be more interchangeable or reflect emerging career paths. Applying simple forecasting methods could also help identify shifts in demand across sectors or regions, allowing educators and policymakers to plan more effectively for future workforce needs. These refinements would enhance the analysis by making the results more interpretable, forward-looking, and practically useful for decision making.

### **(4) Implications for employees and employers based on findings**

The findings provide actionable insights that can directly inform how employers and employees interact with the job market. Employers can use this information to benchmark salary offers, tailor job descriptions to align with competitive language, and adjust their recruitment focus based on geographic or sector-specific gaps. For example, if a company in South Australia wants to attract ICT talent, they might use common high-performing keywords like “developer”, “cloud”, and “project delivery” to increase the visibility and relevance of their listings. Employers can also identify skill shortages in their region and design internal training programs or partnerships with local education providers to close those gaps.

Employees can also benefit significantly from these insights by aligning their job-seeking strategies with data-informed decisions. Someone working in Retail or Hospitality, for example, might look to transition into higher-paying and more stable fields like ICT or Engineering by pursuing targeted certifications. The requirement text analysis highlights what skills or qualifications appear most frequently in desirable roles, helping job seekers tailor their resumes or learning pathways. Additionally, understanding regional salary differences allows individuals to consider relocating or exploring remote opportunities in states that offer better compensation for their skill set. Overall, this kind of analysis empowers both groups to act strategically in a changing job environment.



## Part 4 – Case studies

### (1) Case study 1

Mathew is a first-year Computer Science student with the ambition of becoming an expert in the future. To support that goal, he should develop a skillset that not only aligns with core Computer Science roles but also extends across multiple sectors that increasingly demand digital and data-oriented capabilities. Based on the job market analysis and keyword data in the report (Appendix 1); Computer Science is no longer confined to just the "Information & Communication Technology" sector. Sectors like Banking & Financial Services, Science & Technology, Marketing & Communications, and Advertising, Arts & Media frequently list keywords such as "data", "project", "analyst", "support" and "digital", showing that skills from a Computer Science degree can blend into various fields.

Therefore, Mathew should not limit himself to a narrow technical path. Becoming an expert means being able to apply knowledge with flexibility and efficiency across different contexts. For instance, understanding how programming or data analysis fits into financial modelling, digital marketing. While it is still important to prioritise subjects strongly tied to computer science, such as software development, databases, systems analysis, and algorithms; he should also explore areas like project management, data communication, and user-centred design, which are valued across diverse sectors.

The top 15 keywords across relevant sectors further support this approach. In the Information & Communication Technology sector, frequent terms such as "developer", "analyst" and "project", indicate high demand for strong technical and collaborative skills. Meanwhile, in the Science & Technology sector, words like "data", "research" and "(technical) support" indicate that analytical thinking, scientific computing, and experimental problem-solving are highly valued. These keywords reinforce the importance of both deep technical competence and cross-functional adaptability. To become an expert, Mathew should develop skillset not only coding and engineering proficiency, but also the ability to contribute in team-based environments, manage real-world projects, and communicate effectively across different professional contexts.

### (2) Case study 2

To address the task of matching a candidate's CV with relevant job opportunities, a data-driven recommendation system can be developed based on the job market dataset analysed in previous sections. The system should begin by extracting key features from a candidate's profile, such as preferred job sectors, listed skills, past job titles, and level of experience. These features can then be compared with job postings across fields like Information and Communication Technology, Healthcare, and Trades and Services, which were identified as the most active sectors in the dataset. By focusing on job attributes such as classification, salary range, location, and keyword frequency, the system can assess how well each job posting aligns with the candidate's background.

A ranking mechanism can be used to shortlist the top 10 job matches for the candidate. This ranking can consider multiple factors, including how closely the keywords in the job advertisement match the candidate's skills, whether the job is located in a region with strong employment activity, and if the expected salary range aligns with the candidate's qualifications. For example, if the candidate profile includes collaborative and technical skills, the system might prioritise roles in the technology or science sectors, where terms such as developer, analyst, project, and data are commonly used. Additionally, the system can incorporate regional information, such as job availability by state and average salary levels, to personalise recommendations based on location preference. By integrating job demand indicators, keyword matching, and contextual information from the dataset, this recommendation system can provide tailored suggestions that reflect current labour market conditions and support more effective employment matching.

Appendix 1 – Top 15 keywords per sector

Sector	Keyword	Count
Accounting	join	2464
Accounting	opportunity	2373
Accounting	team	2324
Accounting	business	1736
Accounting	role	1663
Accounting	accountant	1534
Accounting	finance	1409
Accounting	financial	1208
Accounting	accounts	1168
Accounting	experienced	1150
Accounting	firm	1128
Accounting	looking	1062
Accounting	officer	1031
Accounting	work	959
Accounting	seeking	924
Administration & Office Support	team	2760
Administration & Office Support	join	2273
Administration & Office Support	opportunity	1976
Administration & Office Support	administration	1781
Administration & Office Support	support	1627
Administration & Office Support	role	1610
Administration & Office Support	seeking	1513
Administration & Office Support	office	1441
Administration & Office Support	assistant	1334
Administration & Office Support	looking	1321
Administration & Office Support	experienced	1310
Administration & Office Support	time	1163
Administration & Office Support	administrator	1070
Administration & Office Support	service	1058
Administration & Office Support	work	978
Advertising, Arts & Media	join	186
Advertising, Arts & Media	team	183
Advertising, Arts & Media	looking	150
Advertising, Arts & Media	media	144
Advertising, Arts & Media	opportunity	139
Advertising, Arts & Media	digital	131
Advertising, Arts & Media	agency	116
Advertising, Arts & Media	seeking	93
Advertising, Arts & Media	role	92
Advertising, Arts & Media	work	90

Sector	Keyword	Count
Advertising, Arts & Media	manager	81
Advertising, Arts & Media	account	79
Advertising, Arts & Media	exciting	76
Advertising, Arts & Media	content	76
Advertising, Arts & Media	based	73
Banking & Financial Services	team	1197
Banking & Financial Services	join	1137
Banking & Financial Services	opportunity	1062
Banking & Financial Services	financial	960
Banking & Financial Services	business	778
Banking & Financial Services	role	727
Banking & Financial Services	manager	601
Banking & Financial Services	looking	534
Banking & Financial Services	services	529
Banking & Financial Services	risk	510
Banking & Financial Services	bank	492
Banking & Financial Services	leading	459
Banking & Financial Services	experienced	442
Banking & Financial Services	work	428
Banking & Financial Services	seeking	414
CEO & General Management	opportunity	172
CEO & General Management	manager	161
CEO & General Management	role	144
CEO & General Management	leadership	133
CEO & General Management	team	127
CEO & General Management	business	124
CEO & General Management	lead	124
CEO & General Management	services	95
CEO & General Management	executive	93
CEO & General Management	join	91
CEO & General Management	management	86
CEO & General Management	operations	86
CEO & General Management	organisation	85
CEO & General Management	based	78
CEO & General Management	general	76
Call Centre & Customer Service	customer	1736
Call Centre & Customer Service	service	1528
Call Centre & Customer Service	team	1112
Call Centre & Customer Service	join	917
Call Centre & Customer Service	opportunity	730
Call Centre & Customer Service	sales	630

Sector	Keyword	Count
Call Centre & Customer Service	looking	570
Call Centre & Customer Service	role	556
Call Centre & Customer Service	career	501
Call Centre & Customer Service	centre	471
Call Centre & Customer Service	great	457
Call Centre & Customer Service	work	447
Call Centre & Customer Service	seeking	432
Call Centre & Customer Service	experience	367
Call Centre & Customer Service	exciting	365
Community Services & Development	support	1525
Community Services & Development	team	1040
Community Services & Development	care	930
Community Services & Development	join	884
Community Services & Development	community	824
Community Services & Development	people	727
Community Services & Development	seeking	590
Community Services & Development	work	576
Community Services & Development	services	551
Community Services & Development	opportunity	550
Community Services & Development	disability	532
Community Services & Development	role	475
Community Services & Development	time	451
Community Services & Development	experienced	439
Community Services & Development	provide	437
Construction	project	2587
Construction	projects	1898
Construction	manager	1673
Construction	join	1589
Construction	experienced	1588
Construction	opportunity	1465
Construction	work	1360
Construction	construction	1329
Construction	team	1304
Construction	commercial	1082
Construction	builder	1051
Construction	seeking	972
Construction	company	957
Construction	looking	932
Construction	site	908
Consulting & Strategy	business	259
Consulting & Strategy	opportunity	252

Sector	Keyword	Count
Consulting & Strategy	join	216
Consulting & Strategy	team	204
Consulting & Strategy	role	174
Consulting & Strategy	senior	152
Consulting & Strategy	change	151
Consulting & Strategy	seeking	141
Consulting & Strategy	manager	133
Consulting & Strategy	strategy	124
Consulting & Strategy	management	121
Consulting & Strategy	experienced	114
Consulting & Strategy	work	113
Consulting & Strategy	project	110
Consulting & Strategy	looking	102
Design & Architecture	design	559
Design & Architecture	join	465
Design & Architecture	team	433
Design & Architecture	designer	398
Design & Architecture	opportunity	377
Design & Architecture	projects	305
Design & Architecture	work	252
Design & Architecture	looking	239
Design & Architecture	architect	220
Design & Architecture	role	214
Design & Architecture	experience	212
Design & Architecture	seeking	209
Design & Architecture	senior	195
Design & Architecture	experienced	185
Design & Architecture	practice	163
Education & Training	join	1683
Education & Training	team	1670
Education & Training	school	1630
Education & Training	seeking	1585
Education & Training	teacher	1531
Education & Training	opportunity	1194
Education & Training	early	1177
Education & Training	centre	1151
Education & Training	time	1055
Education & Training	looking	982
Education & Training	experienced	958
Education & Training	work	952
Education & Training	education	902

Sector	Keyword	Count
Education & Training	learning	888
Education & Training	teaching	740
Engineering	engineer	1705
Engineering	team	1349
Engineering	projects	1333
Engineering	opportunity	1311
Engineering	project	1260
Engineering	join	1254
Engineering	engineering	1049
Engineering	work	949
Engineering	design	753
Engineering	civil	732
Engineering	experienced	727
Engineering	seeking	718
Engineering	role	701
Engineering	consultancy	606
Engineering	senior	585
Farming, Animals & Conservation	team	197
Farming, Animals & Conservation	opportunity	167
Farming, Animals & Conservation	join	165
Farming, Animals & Conservation	experienced	142
Farming, Animals & Conservation	farm	122
Farming, Animals & Conservation	seeking	115
Farming, Animals & Conservation	looking	105
Farming, Animals & Conservation	work	96
Farming, Animals & Conservation	time	90
Farming, Animals & Conservation	role	83
Farming, Animals & Conservation	manager	71
Farming, Animals & Conservation	exciting	70
Farming, Animals & Conservation	animal	64
Farming, Animals & Conservation	experience	59
Farming, Animals & Conservation	hand	59
Government & Defence	team	1396
Government & Defence	opportunity	1240
Government & Defence	join	1067
Government & Defence	role	807
Government & Defence	seeking	801
Government & Defence	services	763
Government & Defence	time	758
Government & Defence	officer	703
Government & Defence	work	697

Sector	Keyword	Count
Government & Defence	exciting	638
Government & Defence	support	637
Government & Defence	management	627
Government & Defence	government	595
Government & Defence	experienced	590
Government & Defence	health	546
Healthcare & Medical	join	3687
Healthcare & Medical	team	3627
Healthcare & Medical	care	3402
Healthcare & Medical	time	3127
Healthcare & Medical	health	2659
Healthcare & Medical	opportunity	2551
Healthcare & Medical	work	2363
Healthcare & Medical	experienced	2356
Healthcare & Medical	seeking	2090
Healthcare & Medical	looking	1947
Healthcare & Medical	nurse	1651
Healthcare & Medical	registered	1595
Healthcare & Medical	practice	1570
Healthcare & Medical	aged	1453
Healthcare & Medical	role	1374
Hospitality & Tourism	team	9305
Hospitality & Tourism	join	8837
Hospitality & Tourism	seeking	7891
Hospitality & Tourism	hours	6738
Hospitality & Tourism	week	6596
Hospitality & Tourism	cafe	4328
Hospitality & Tourism	time	4239
Hospitality & Tourism	casual	3864
Hospitality & Tourism	restaurant	3730
Hospitality & Tourism	cook	2341
Hospitality & Tourism	looking	1811
Hospitality & Tourism	experienced	1635
Hospitality & Tourism	chef	1564
Hospitality & Tourism	bar	1505
Hospitality & Tourism	barista	1450
Human Resources & Recruitment	team	1142
Human Resources & Recruitment	hr	1118
Human Resources & Recruitment	opportunity	1023
Human Resources & Recruitment	join	1020
Human Resources & Recruitment	recruitment	905

Sector	Keyword	Count
Human Resources & Recruitment	role	747
Human Resources & Recruitment	business	594
Human Resources & Recruitment	experienced	515
Human Resources & Recruitment	seeking	439
Human Resources & Recruitment	looking	432
Human Resources & Recruitment	work	431
Human Resources & Recruitment	career	430
Human Resources & Recruitment	exciting	365
Human Resources & Recruitment	manager	325
Human Resources & Recruitment	support	315
Information & Communication Technology	contract	4310
Information & Communication Technology	join	4046
Information & Communication Technology	opportunity	3933
Information & Communication Technology	team	3788
Information & Communication Technology	business	3132
Information & Communication Technology	work	3097
Information & Communication Technology	project	2977
Information & Communication Technology	looking	2908
Information & Communication Technology	role	2593
Information & Communication Technology	experience	2468
Information & Communication Technology	experienced	2404
Information & Communication Technology	month	2269
Information & Communication Technology	developer	2266
Information & Communication Technology	analyst	2228
Information & Communication Technology	based	2136
Insurance & Superannuation	claims	528
Insurance & Superannuation	team	455
Insurance & Superannuation	join	361
Insurance & Superannuation	opportunity	350
Insurance & Superannuation	insurance	343
Insurance & Superannuation	role	267
Insurance & Superannuation	looking	182
Insurance & Superannuation	management	162
Insurance & Superannuation	career	153
Insurance & Superannuation	work	152
Insurance & Superannuation	manager	150
Insurance & Superannuation	leading	138
Insurance & Superannuation	new	134
Insurance & Superannuation	portfolio	133
Insurance & Superannuation	exciting	130
Legal	firm	1467



Sector	Keyword	Count
Legal	join	1202
Legal	law	1120
Legal	team	1099
Legal	legal	1021
Legal	opportunity	1016
Legal	work	826
Legal	role	739
Legal	lawyer	727
Legal	leading	593
Legal	senior	509
Legal	commercial	495
Legal	practice	450
Legal	career	443
Legal	tier	419
Manufacturing, Transport & Logistics	experienced	2774
Manufacturing, Transport & Logistics	team	2238
Manufacturing, Transport & Logistics	join	2213
Manufacturing, Transport & Logistics	seeking	2178
Manufacturing, Transport & Logistics	work	1898
Manufacturing, Transport & Logistics	opportunity	1792
Manufacturing, Transport & Logistics	looking	1602
Manufacturing, Transport & Logistics	start	1398
Manufacturing, Transport & Logistics	forklift	1330
Manufacturing, Transport & Logistics	driver	1279
Manufacturing, Transport & Logistics	drivers	1267
Manufacturing, Transport & Logistics	company	1253
Manufacturing, Transport & Logistics	based	1230
Manufacturing, Transport & Logistics	role	1193
Manufacturing, Transport & Logistics	currently	1172
Marketing & Communications	marketing	1704
Marketing & Communications	team	905
Marketing & Communications	opportunity	895
Marketing & Communications	join	870
Marketing & Communications	role	652
Marketing & Communications	manager	592
Marketing & Communications	digital	560
Marketing & Communications	communications	507
Marketing & Communications	looking	459
Marketing & Communications	exciting	430
Marketing & Communications	brand	388
Marketing & Communications	work	364

Sector	Keyword	Count
Marketing & Communications	experienced	358
Marketing & Communications	media	353
Marketing & Communications	seeking	347
Mining, Resources & Energy	experienced	1798
Mining, Resources & Energy	seeking	1602
Mining, Resources & Energy	join	1197
Mining, Resources & Energy	team	1162
Mining, Resources & Energy	mining	1075
Mining, Resources & Energy	currently	876
Mining, Resources & Energy	roster	861
Mining, Resources & Energy	opportunity	856
Mining, Resources & Energy	fifo	757
Mining, Resources & Energy	work	721
Mining, Resources & Energy	required	665
Mining, Resources & Energy	role	630
Mining, Resources & Energy	perth	604
Mining, Resources & Energy	operators	573
Mining, Resources & Energy	based	571
Real Estate & Property	property	1371
Real Estate & Property	team	1077
Real Estate & Property	manager	1011
Real Estate & Property	opportunity	823
Real Estate & Property	join	751
Real Estate & Property	real	529
Real Estate & Property	estate	528
Real Estate & Property	looking	512
Real Estate & Property	work	496
Real Estate & Property	management	495
Real Estate & Property	role	490
Real Estate & Property	career	471
Real Estate & Property	experienced	464
Real Estate & Property	sales	463
Real Estate & Property	portfolio	416
Retail & Consumer Products	team	2491
Retail & Consumer Products	store	2137
Retail & Consumer Products	join	2063
Retail & Consumer Products	retail	1931
Retail & Consumer Products	sales	1500
Retail & Consumer Products	looking	1368
Retail & Consumer Products	manager	1325
Retail & Consumer Products	opportunity	1258

Sector	Keyword	Count
Retail & Consumer Products	customer	1066
Retail & Consumer Products	career	984
Retail & Consumer Products	service	922
Retail & Consumer Products	seeking	798
Retail & Consumer Products	work	766
Retail & Consumer Products	great	752
Retail & Consumer Products	assistant	752
Sales	sales	4122
Sales	join	1889
Sales	team	1795
Sales	opportunity	1653
Sales	business	1616
Sales	manager	1196
Sales	role	1065
Sales	looking	1052
Sales	company	929
Sales	new	911
Sales	career	862
Sales	seeking	780
Sales	experienced	775
Sales	work	733
Sales	development	687
Science & Technology	join	191
Science & Technology	opportunity	187
Science & Technology	team	177
Science & Technology	role	124
Science & Technology	data	109
Science & Technology	seeking	103
Science & Technology	laboratory	95
Science & Technology	work	90
Science & Technology	research	89
Science & Technology	environmental	88
Science & Technology	experienced	82
Science & Technology	based	79
Science & Technology	support	76
Science & Technology	company	71
Science & Technology	looking	67
Self Employment	opportunity	53
Self Employment	looking	45
Self Employment	earn	37
Self Employment	largest	35

Sector	Keyword	Count
Self Employment	extra	34
Self Employment	provides	34
Self Employment	christmas	34
Self Employment	club	34
Self Employment	retailer	34
Self Employment	australia	34
Self Employment	calendar	34
Self Employment	income	34
Self Employment	pop	34
Self Employment	period	34
Self Employment	business	26
Sport & Recreation	fitness	257
Sport & Recreation	team	252
Sport & Recreation	looking	237
Sport & Recreation	join	232
Sport & Recreation	personal	186
Sport & Recreation	seeking	129
Sport & Recreation	opportunity	106
Sport & Recreation	training	103
Sport & Recreation	trainer	100
Sport & Recreation	club	91
Sport & Recreation	new	88
Sport & Recreation	manager	86
Sport & Recreation	motivated	83
Sport & Recreation	role	82
Sport & Recreation	trainers	75
Trades & Services	join	3802
Trades & Services	team	3662
Trades & Services	experienced	3557
Trades & Services	seeking	3372
Trades & Services	work	3003
Trades & Services	looking	2501
Trades & Services	opportunity	2112
Trades & Services	required	1962
Trades & Services	qualified	1910
Trades & Services	start	1813
Trades & Services	service	1679
Trades & Services	time	1558
Trades & Services	currently	1455
Trades & Services	company	1436
Trades & Services	immediate	1386

