**Description of the Variables**

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| --- | --- | --- | --- |
| Variable: | Description: | Role | Level |
| Salary | Salary of the job | Target | Numeric |
| Job Description | The job description posted for the job | Input | Text |
| Location | The location of the job (e.g., East campus, HQ,  Southeast campus, West campus, Remote) | Input | Categorical |
| Min\_years\_exp | Minimum years of experience required | Input | Numeric |
| Technical | Technical skills required (1: very low … 5: very high) | Input | Numeric |
| Comm | Communication skills required (1: very low … 5: very high) | Input | Numeric |
| Travel | Hours of possible travel to other locations in one month (0: no travel; 1-5: one to five hours of travel; 5-10: five to ten hours of travel; 10-15: ten to fifteen hours of travel) | Input | Categorical |