

2024



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# VETS HIRED

**NATIONAL DIRECTORY OF VET-FRIENDLY EMPLOYERS**

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# Banking & Financial Services



CalCoast Credit Union understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

**We are hiring: Floater Service Rep, Floater Service Rep, Foundation Manager**

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CalCoast Credit Union is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.

# Construction



We will expand our team's capabilities accelerating employee development, building a high performing craft workforce, and attracting and retaining top talent. We will empower our team to be innovative builders, material producers, and decision makers to achieve excellence in execution supporting our strategic plan goals. We will empower our teams at every level of the Region to be builders and decision makers, responsible and accountable for the growth and success of their area of responsibility.

**We Are Hiring: Safety Health Specialist, Project Manager/ Estimator, Project Engineer**

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Granite prohibits discrimination based on age, ancestry, color, religious creed, denial of family and medical care leave, disability, marital status, medical condition, genetic information, military and veteran status, national origin, race, sex, gender, gender identity, gender expression, sexual orientation, or any other characteristic protected by federal, state and/or local law.

# County Agency



The San Diego Housing Commission (SDHC) fosters social and economic stability for vulnerable populations in the City of San Diego through:

- Quality, affordable housing.
- Opportunities for financial self-reliance.
- Homelessness solutions.

**We are hiring various positions, and we encourage applicants to apply.**

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The Commission maintains an ongoing commitment to EEO in accordance with applicable Federal and State law. All employees and applicants are given equal opportunity without regard to race, color, gender identity, sex, creed, religion, national origin, age, marital status, ancestry, medical condition, pregnancy, or disability.



To effectively serve and partner with our community, departments and employees by leveraging best practices and innovation to foster a thriving county.



**We Are Hiring: Probation Corrections Officer I, Deputy Sheriff Trainee, Correctional Deputy Trainee, Deputy Sheriff/Correctional Deputy**

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The County of Riverside is an Equal Opportunity Employer. It is the policy of the County of Riverside to provide equal employment opportunity for all qualified persons. All applicants will be considered without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender, gender identity, gender expression, marital status, ancestry, medical condition (cancer and genetic characteristics), genetic information, or denial of medical and family care leave, or any other non-job-related factors.

# Criminal Justice



San Diego Police Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.



**We are hiring: Police Recruit, Police Officer 1 (Open Enrollee), Police Officer 2**

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San Diego Police Department is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



California Department Of Corrections understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.



**We are hiring: Engineers, Building maintenance workers, Plant supervisors**

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California Department Of Corrections is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



Chula Vista Police understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.



**We are hiring: Animal Care Specialist, Building Inspector, Equipment Mechanic**

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Chula Vista Police is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



# Criminal Justice



San Diego Probation Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills, and views. The more inclusive we are, the better our work will be.

**We are hiring: Assistant Engineer, Assistant Surveyor, Administrative Analyst**

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San Diego Probation does not discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, marital status, or based on an individual's status in any group or class protected by applicable laws. San Diego Probation encourages applications from minorities, women, the disabled, protected veterans, and all other qualified applicants.

# Educational Institutions



Join our team at the California State University, Chancellor's Office, and make a difference in providing access to higher education. We are the headquarters for the nation's largest and most diverse higher education system. The CSU offers a premium benefit package including vacation, health, and dental plans; a fee waiver education program; membership in the PERS system and 15 paid holidays/year.

**We are hiring various positions, and we encourage applicants to apply.**

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The university is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color, ancestry, age, disability, genetic information, gender, gender identity, gender expression, marital status, medical condition, National origin, sex, sexual orientation, covered veteran status, or any other protected status.



Coppin State University, a Historically Black Institution in a dynamic urban setting, serves a multi-generational student population and provides education opportunities while promoting lifelong learning. The university fosters leadership, social responsibility, civic and community engagement, cultural diversity and inclusion, and economic development.

**We Are Hiring: Desktop User Experience Specialist / Carpenter / Electrician / Faculty**

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Coppin State University is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, creed, color, ethnicity, national origin, ancestry, religion, gender, sexual orientation, gender identity, genetic information, marital status, pregnancy, age, disability status or veteran status.

# Government



Our mission is to develop and deliver transportation solutions to enhance the quality of life and keep Orange County moving. The Orange County Transportation Authority (OCTA) is the county transportation planning commission, responsible for funding and implementing transit and capital projects for a balanced and sustainable transportation system.

**We Are Hiring: Bus Drivers / General Service / Community Relations Specialist**

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OCTA is an equal employment opportunity employer that recruits, hires, and promotes qualified people without regard to race, color, religion, creed, ancestry, national origin, age, sex, pregnancy, gender, gender identity and/or expression, sexual orientation, marital status, medical condition, disability, genetic information, military and veteran status, or other legally protected status.



To provide superior public service and support so that all residents have the opportunity to improve their quality of life while enjoying the benefits of a safe, healthy, and vibrant community.

**We Are Hiring: Data Analyst III / Custody Records Technician / Civil Engineers**

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The County of Ventura is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.



San Diego Police Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

**We are hiring: Police Recruit, Police Officer 1 (Open Enrollee), Police Officer 2**

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San Diego Police Department is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



The Mission of the Employees of the City of Irvine is to create and maintain a community where people can live, work, and play in an environment that is safe, vibrant, and aesthetically pleasing. We are one team...that offers an exceptional quality of life. We have one focus...to differentiate ourselves by maintaining an intense focus on establishing Irvine as a learning organization that will service as an incubative launching pad for people, ideas, programs, and careers. And, we are One Irvine...through embrace of a team-oriented approach by living our values every day.

**We are hiring: Assistant Engineer, Assistant Surveyor, Administrative Analyst**

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Our commitment is to promote diversity in the City of Irvine workforce by recruiting highly qualified candidates and fostering meaningful collaborative partnerships with City departments and the community. The City of Irvine is taking steps to ensure we embrace and celebrate diversity in all aspects of our community and foster a workplace environment that is inclusive of all cultures, backgrounds, races, and ethnicities.



# Government



California Department Of Corrections understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be

**We are hiring: Engineers, Building maintenance workers, Plant supervisors**



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Our commitment is to promote diversity in the City of Irvine workforce by recruiting highly qualified candidates and fostering meaningful collaborative partnerships with City departments and the community. The City of Irvine is taking steps to ensure we embrace and celebrate diversity in all aspects of our community and foster a workplace environment that is inclusive of all cultures, backgrounds, races, and ethnicities.



Chula Vista Police understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

**We are hiring: Animal Care Specialist, Building Inspector, Equipment Mechanic**



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Chula Vista Police is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



The mission of the Santa Clara County Parks & Recreation Department is to provide, protect, and preserve regional parklands for the enjoyment, education, and inspiration of this and future generations.

**We are hiring: Deputy Director of Parks and Recreation and Park Natural Resources Program Supervisor**



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The County of Santa Clara is an Equal Opportunity Employer and values diversity at all levels of the organization. Santa Clara County Parks is dedicated to hiring and fostering a diverse and inclusive culture.



San Diego Probation Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills, and views. The more inclusive we are, the better our work will be.

**We are hiring: Assistant Engineer, Assistant Surveyor, Administrative Analyst**



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Our commitment is to promote diversity in the City of Irvine workforce by recruiting highly qualified candidates and fostering meaningful collaborative partnerships with City departments and the community. The City of Irvine is taking steps to ensure we embrace and celebrate diversity in all aspects of our community and foster a workplace environment that is inclusive of all cultures, backgrounds, races, and ethnicities.

# Government



To provide the highest quality of public service through crime prevention, homeland security, and quality of life for our communities



**We Are Hiring: Sales / Social Media / Career Fair Harbor Police Trainee / Harbor Police Lateral / Public Safety Dispatcher/ Community Service Officer**

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The Port of San Diego firmly believes in and is committed to the principles and practices of equal employment opportunity and nondiscrimination. It is the policy of the Port to recruit, hire, train and promote persons in all job classifications without regard to age (over 40), ancestry, color, disability (mental or physical), gender, marital status, medical condition, national origin, pregnancy, race, religion, sexual orientation or veteran status.



To courageously protect the rights of our citizens while maintaining positive relationships within the community through professional, compassionate service.



**We Are Hiring: Police Officer, Accreditation, Records Supervisor. Finance Director , Public Works Director**

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The City of Sebastian, does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service or other non-merit factor.



The County of San Diego has a vision for a just, sustainable, and resilient future for all. It is our mission to strengthen our communities with innovative, inclusive, and data-driven services through a skilled and supported workforce. In recognition that "The noblest motive is the public good," we are dedicated to the values of integrity, equity, access, belonging, excellence, and sustainability.



**We Are Hiring: Civil Engineer, County Surveyor, Air Quality Specialist, Agency Program and Operations Manager**

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The County of San Diego is committed to providing equal employment opportunity in employment for all persons and prohibit discrimination and harassment in all aspects of employment on the basis of race, color, religion, religious creed, ancestry, national origin, citizenship, sex, gender, gender identity, gender expression, marital status, age, sexual orientation, pregnancy and pregnancy related conditions, political affiliation, veteran status, military status, genetic information, disability or medical condition unrelated to job requirements, reproductive health decision-making, and all other statuses protected by the law.



Making Orange County a safe, healthy, and fulfilling place to live, work, and play, today and for generations to come, by providing outstanding, cost-effective regional public services.



**We Are Hiring: Sales / Social Media / Career Fair Harbor Police Trainee / Harbor Police Lateral / Public Safety Dispatcher/ Community Service Officer**

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Orange County, as an equal employment opportunity employer, encourages applicants from diverse backgrounds to apply. Fair and consistent treatment of applicants and employees in all aspects of human resources administration will be assured, without discrimination or disparate treatment based upon any protected category.



# Government



The Orange County Sanitation District (OC San) is a public agency that provides wastewater collection, treatment, and recycling for approximately 2.6 million people in central and northwest Orange County. OC San is a special district that is governed by a Board of Directors consisting of 25 board members appointed from 20 cities, two sanitary districts, two water districts and one representative from the Orange County Board of Supervisors. OC San has two operating facilities that treat wastewater from residential, commercial and industrial sources. Our Mission "To protect public health and the environment by providing effective wastewater collection, treatment, and recycling."

**We Are Hiring: Senior Engineer / Electrical Technician / Maintenance Superintendent / Senior Plant Operator**

OC San is an Equal Opportunity Employer and maintains a diverse, equitable, and inclusive workplace through objective and consistent standards, rules, programs, procedures, practices, and established Core Values. Equal opportunity shall apply to all aspects of the employment relationship, including, but not limited to, hiring, promotions, training and development, working conditions, compensation, benefits, and discipline.

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Placer County is comprised of over 1,400 square miles of beautiful and diverse geography, ranging from the residential and commercial areas of South Placer, through the historic foothill areas of Auburn, Forest Hill, and Colfax, and to the County's jewel of the North Lake Tahoe basin. Placer is a great place to live, work, play, and learn! For more information about Placer County, please visit [www.placer.ca.gov](http://www.placer.ca.gov).

**We Are Hiring: Correctional Officer II / Crime Analyst I / Deputy Sheriff II / Network Engineer**

Placer County is an equal opportunity employer and is committed to an active nondiscrimination program. It is the stated policy of Placer County that harassment, discrimination, and retaliation are prohibited and that all employees, applicants, agents, contractors, and interns/volunteers shall receive equal consideration and treatment. All terms and conditions of employment, including but not limited to recruitment, hiring, transfer, and promotion will be based on the qualifications of the individual for the positions being filled regardless of any classification protected by federal, state, or local law.

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We promote a healthy, safe, well-educated, and thriving community with a sustainable quality of life. We provide effective and efficient government our residents can trust.

**We are hiring various positions, and we encourage applicants to apply.**

It is the policy of Buncombe County to provide equal employment opportunities (EEO) to all persons regardless race, natural hair or hairstyles, ethnicity, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief or non-belief, age, or disability or any other legally protected class under federal or NC State law. EEO practices and employment decisions regarding recruitment, hiring, assignment, promotion and compensation shall not be based on any of these protected classes.

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# Government



**PADRE DAM**  
Municipal Water District

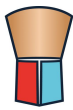
Our mission is to provide quality water, recycled water, park and recreational facilities and wastewater management services for our customers. We accomplish this mission in the most cost-effective manner possible, earning customer and community respect.

**We are hiring: Staff Accountant / Proposal Manager /Senior Director,Business Development**

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Padre Dam Municipal Water District is an Equal Opportunity Employer. For our full policy, please see our website at <http://www.padredam.org> under Employment Information.



**TLINGIT HAIDA**  
TRIBAL BUSINESS CORPORATION

THTBC's mission is to provide our customers with excellence in service, foster employee professional development, and uphold our commitment to continuous improvement. We deliver high quality services to our stakeholder and forge lasting partnerships that uplift and positively impact the success and economic prosperity of the Tlingit & Haida Indian Tribes of Alaska.

**We are hiring various positions, and we encourage applicants to apply.**

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THTBC and its subsidiaries are Equal Opportunity Employers. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.



The mission of the Housing Authority of the City of San Buenaventura is to provide and develop quality affordable housing for eligible low-income residents of Ventura County and to establish strong partnerships necessary for HACSB customers to achieve personal goals related to: literacy and education; health and wellness; and job training and employment leading to personal growth and economic self-sufficiency.

**We are hiring various positions, and we encourage applicants to apply.**

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The Housing Authority of the City of San Buenaventura is committed to creating an environment that is welcoming, safe, and inclusive for all individuals. We strive to foster a culture that values diversity, equity, and respect through our actions and decisions



San Bernardino County is a diverse public service organization serving America's largest county. We are governed by an elected Board of Supervisors and dedicated to creating a community where nearly 2.2 million residents can prosper and achieve well-being as outlined in the Countywide Vision. It is comprised of 42 departments and agencies, which are staffed by more than 25,000 public service professionals who provide a wide range of vital services. San Bernardino County's organizational culture is defined by the four pillars of value, innovation, service, and vision.

**We are hiring various positions, and we encourage applicants to apply.**

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San Bernardino County is an Equal Employment Opportunity (EEO) and Americans with Disabilities Act (ADA) compliant employer who is committed to providing equal employment opportunity to all employees and applicants. Here you will find information related to the County's EEO Office, as well as information pertaining to State and Federal EEO laws.



# Healthcare



To improve quality of patient care and provider performance through health IT.

**We are hiring: Staff Accountant / Proposal Manager /Senior Director,Business Development**

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Medisolv, Inc. is an equal opportunity employer promoting diversity and does not discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.



Livanta serves its customers by advancing population health, improving patient care, and effectively managing healthcare costs through quality improvement and innovation

**We are hiring: Staff Accountant / Proposal Manager /Senior Director,Business Development**

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Livanta is committed to promoting diversity in its workforce by recruiting highly qualified applicants. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

# Hospitality & Restaurant



We strive to create a friendly working environment where everyone is treated fairly and respectfully. With 100+ locations across Florida, Georgia, Tennessee, Maryland, Delaware, Virginia, Pennsylvania, New York, Illinois, and New Jersey; our employees can live almost anywhere! Like the military, we offer many unique ways to grow, providing each employee with both hands-on and digital training. At Miller's there's always a clear path to career growth, here, your future is what you make it.

**We are hiring: General Managers / Restaurant Managers / Kitchen Managers**

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We are committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee on the basis of race, color, religion, creed, national origin or ancestry, sex, age, physical or mental disability, veteran or military status, genetic information, sexual orientation, marital status, or any other legally recognized protected basis under federal, state or local laws, regulations or ordinances. Applicants with disabilities may be entitled to reasonable accommodation under the terms of the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company.

# Law Enforcement



To support and restore communities by providing compassionate supervision and accountability to justice-involved youth and adults, and to provide preventive and rehabilitative services through evidence-based practices and collaborative partnerships.

**We are hiring: Engineers / Building maintenance workers / Plant supervisors**



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Alameda County has a diverse workforce, that is representative of the communities we serve, and is proud to be an equal opportunity employer. All aspects of employment are based on merit, competence, performance and business need. Alameda County does not discriminate in employment on the basis of, race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors protected under federal, state and local law. Alameda County celebrates diversity and is committed to creating an inclusive, and welcoming workplace environment.



California Department Of Corrections understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

**We are hiring: Engineers / Building maintenance workers / Plant supervisors**



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California Department Of Corrections is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



To assure the availability of quality housing for low-income persons and to promote the civic involvement and economic self-sufficiency of residents and to further the expansion of affordable housing within Oakland. OHA is established as Oakland's trusted and valued partner in the preservation and development of affordable housing and diverse, thriving and welcoming communities.

**We Are Hiring: Development Program Manager, Police Officer Recruit, Police Reserve**



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The Oakland Housing Authority is an Equal Opportunity Employer. In accordance with federal and state laws, the OHA does not discriminate on the basis of race, color, national origin, gender, sexual orientation, religion, age, veteran's status or disability in the employment or the provision of services.



San Diego Probation Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills, and views. The more inclusive we are, the better our work will be.

**We are hiring: Assistant Engineer, Assistant Surveyor, Administrative Analyst**



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San Diego Probation does not discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, marital status, or based on an individual's status in any group or class protected by applicable laws. San Diego Probation encourages applications from minorities, women, the disabled, protected veterans, and all other qualified applicants.



# Law Enforcement



Chula Vista Police understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.



**We are hiring: Assistant Engineer, Assistant Surveyor, Administrative Analyst**

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Chula Vista Police is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



The vision of this department is to be a premier Police Department for the Oakland Housing Authority, its residence and staff; A department that proudly executes the highest ethical and professional standards in performing our duties, continuously improving upon the safety and security conditions for residents and staff, and protecting the fixed assets owned by the Authority; creating a safe, nurturing environment where children can develop their talents and abilities for the betterment of themselves and their community, an environment free from destructive influences of drugs, violence and hopelessness; using creativity, technology and training to execute our business as a progressive community-oriented Police Department, a department that continually promotes trust, relationships, cooperation and partnership with the community we serve.



**We Are Hiring: Police Officer Recruit Position**

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The Oakland Housing Authority does not discriminate on the basis of race, color, national origin, gender, sexual orientation, religion, age, veteran's status or disability in the employment or the provision of services.

In compliance with the federal, state and local disability laws, the Oakland Housing Authority will provide equal employment opportunities to all qualified individuals, without regard to disability. The Authority is committed to making reasonable efforts in the examination process to accommodate applicants with disabilities. Individuals requesting reasonable accommodation in the examination process must do so no later than five (5) working days after the point of invitation by the Authority to an examination, otherwise it may not be possible to arrange accommodation for this selection process. The Human Resources Department will make reasonable efforts in the examination process to accommodate disabled applicants. Applicants with special needs, please call (510) 874-1575 (voice); (510) 832-7331 (TDD).



The Hayward Police Department's mission statement commits to enhance quality of life in the City of Hayward by maintaining partnerships with Hayward's diverse community. In service of that vision, HPD has implemented and adhered to a community policing model since 1991. Acknowledging that partnership with the Hayward community does not end with community policing, HPD continuously strives to structure the department in a way that best serves the community and proactively addresses community concerns.



**We are hiring: Program Leader II, building Attendant**

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At the City of Hayward, we strive to build a culture of equity to ensure that we are meeting the needs of all residents. This requires tackling tough issues like institutional racism and implicit bias.

Hayward is one of the most diverse communities in the nation. The City is committed to providing equitable services that improve the lives of all residents and take into consideration past inequities and injustices. We know achieving that vision takes continuous listening, learning, and improvement.

# Law Enforcement



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In partnership with our communities, we commit to provide professional, firm, fair and compassionate public safety services with integrity and respect.

**We Are Hiring: Deputy Sheriff Trainee/Correctional Deputy I**

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The County of Sonoma prioritizes and is committed to continuously providing a workplace where equal employment opportunity is afforded to all people. Please view the County's Equal Employment Opportunity Policy for further information.



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San Diego Police Department understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

**We are hiring: Police Recruit, Police Officer 1 (Open Enrollee), Police Officer 2**

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San Diego Police Department is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.



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As law enforcement leaders, working in partnership with our communities, the Marin County Sheriff's Office provides professional, innovative, and proactive public safety services to promote the highest quality of life in Marin.

**We Are Hiring: Communications Dispatcher Lateral, Sheriff's Service Assistant, Deputy Sheriff Trainee**

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The County affords equal employment opportunity to all qualified employees and applicants as to all terms and conditions of employment, including compensation, benefits, hiring, training, promotion, transfer, discipline, and termination.

# Logistics & Transportation



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UPS understands that creating a culture of Equality isn't just the right thing to do, it is also the smart thing. We support Diversity, Equity, Inclusion, and Belonging and we embrace equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be.

**We are hiring: Drivers, Senior Applicants Developer, Account Manager**

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UPS is an equal opportunity employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.

# Nonprofit



We establish connections, share knowledge, and identify opportunities for veterans and their families. At VETS2INDUSTRY, it is all about PeopleFirst, Veterans and their families Always!

We are hiring: Volunteers for Research, Marketing, Events, Legal, Accounting, Grants, and Business Development



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Vets2Industry is an equal-opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

All employees and contractors of Vets2Industry are expected to promote and maintain a work culture free from discrimination and harassment by treating others with kindness and respect. We also intentionally create an environment where equal compensation and access to professional development that strengthens knowledge and skillsets are available to all employees.



The Arc of San Diego supports and empowers people with disabilities to achieve their life goals.

We are hiring various positions, and we encourage applicants to apply.

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The Arc of San Diego is an Equal Opportunity Employer. We have a strict policy against harassment and retaliation of any type and are dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment. For full EEO Policy, visit us at [https://www.arc-sd.com/wp-content/uploads/2024/01/Equal-Opportunity-Statement\\_2024.pdf](https://www.arc-sd.com/wp-content/uploads/2024/01/Equal-Opportunity-Statement_2024.pdf)



Interfaith Community Services empowers people in need to stabilize and improve their lives through comprehensive programs, in partnership with diverse faith communities and people of compassion.

We are hiring various positions, and we encourage applicants to apply.

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Interfaith is an equal opportunity employer. Qualified applicants will be considered without regard to age, race, creed, color, national origin, ancestry, religion, pregnancy, marital status, affectional or sexual orientation, gender identity or expression, genetic information, disability, nationality, sex, veteran status, or any other characteristic protected by federal, state or local law. In addition, Interfaith will provide reasonable accommodations for qualified individuals with disabilities.



# Consultant



ECM Consultants Inc. mission to provide industry-leading engineering solutions and high-quality construction management to facilitate the needs and overall goals of our clients.



We are hiring various positions, and we encourage applicants to apply.  
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ECM Consultants is an equal opportunity employer and we comply with EEOC Rules and Regulations. We are committed to diversity, equity and inclusion and do not discriminate based on race, age, disability or other non-merit characteristics. ECM's hiring decisions are based exclusively on merit, qualifications and business needs. ECM is an Equal Opportunity Employer F/M/Disabled/Veteran

# Contact Us For Further Inquiries

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