NYC Finance Hiring Tracker Methodology

Version 1.6
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1. Purpose

The NYC Finance Hiring Tracker measures hiring-posting activity across major financial institutions in New York City using public openings published on employers' own career sites. It is designed to describe both the current stock of postings and the flow of postings entering and leaving the tracked market.

The tracker collects job-level data daily, preserves the underlying source material, and applies a standardized analytical enrichment layer. This supports comparisons by employer, primary finance function, seniority, compensation, credentials, tools, skills, and qualifications.

The project measures public job-posting activity, not completed hiring, layoffs, or total employment.

2. Employer coverage

The initial production universe consists of public New York City postings from 10 institutions:

- JPMorgan Chase
- Bank of America
- Citi
- Wells Fargo
- Goldman Sachs
- Morgan Stanley
- U.S. Bank
- Capital One
- PNC
- BNY

The sample is intentionally focused on large banking and financial-services employers. It is not a comprehensive census of every New York financial employer. Asset managers, insurers, hedge funds, private equity firms, fintech firms, and smaller institutions are not comprehensively covered in Version 1.1.

Any future change in employer coverage will be documented so that changes in the tracked universe can be separated from changes in hiring activity.

3. Source data

Employer career sites are the primary source of record. Third-party job boards are not used to define the official posting population.

Each employer has a source-specific collector because recruiting platforms, pagination, identifiers, and job-detail structures differ. Stable source identifiers are preserved whenever available, together with titles, locations, source URLs, posting information, and job-description content.

Raw source information is archived separately from the analytical parser. This allows classifications to be reprocessed later without rewriting the historical source record.

4. Observation frequency

The production system is scheduled to collect the tracked universe daily.

Multiple runs on the same calendar day are attempts to establish the best valid observation for that date. They do not represent multiple days of hiring activity and cannot advance a job through the lifecycle more than once.

5. New York City scope

A posting is included when the employer's public source data identifies at least one New York City location. Multi-location postings are included when New York City is among the listed locations and are counted once.

Employer-specific location formats are normalized where necessary. The methodology does not intentionally treat a generic New York State location as New York City without sufficient source evidence.

6. Unit of observation

The primary unit is an individual employer job posting. Employer requisition IDs, job IDs, role IDs, or other stable source keys are used to track the same posting across observation dates.

A posting remains the same job when the source identifier remains stable even if title, description, compensation, or other details change. Those source changes can create a new raw-detail or enrichment version without creating a new job identity.

7. Collection completeness

Each employer run is validated before it is allowed to affect lifecycle status. Validation can include result counts, page completion, uniqueness checks, detail-page success, source-total reconciliation, and other employer-specific controls.

Runs are classified as COMPLETE, PARTIAL, or FAILED.

Only sufficiently complete runs can advance disappearance and closure logic. PARTIAL and FAILED runs can preserve observed data but cannot create artificial closures caused by incomplete source collection.

8. Job lifecycle

A job is not considered closed after one absence.

A posting that is absent from its first qualifying complete observation enters a pending-missing state and remains in the retained-current universe. If it is absent again on the next qualifying complete observation on a distinct date, it becomes a confirmed exit.

A posting that reappears before confirmed closure returns to observed status without becoming a gross new entry because it never left the retained universe.

A posting that returns after previously leaving the retained universe is treated as a gross entry or reactivation.

This two-observation rule is intentionally conservative. It reduces false closures caused by temporary source instability, at the cost of recognizing genuine removals later than the exact moment they may have disappeared from an employer site.

9. Raw-detail archive

The project maintains an append-only archive of job-detail versions. Source descriptions are preserved independently from the analytical output and are linked to hashes that identify when the source content changes.

When multiple collection attempts occur on the same day, the accepted daily links are associated with the final accepted source run rather than unioning inconsistent attempts.

The archive allows future methodology versions to reprocess historical source content while preserving what the employer originally published.

10. Versioned analytical enrichment

Raw postings are converted into structured fields using a versioned enrichment system.

An enrichment record is identified by employer, source job ID, archived source hash, normalized title hash, and enrichment-methodology version. If the source content and methodology are unchanged, an existing enrichment record can be reused. A changed source version or changed methodology creates a new enrichment version while prior versions remain preserved.

The production enrichment described in this paper uses **ENRICHMENT_PRODUCTION_V2_7_2026_10_01**. V2.3 added CFP to the professional-credential vocabulary, V2.4 hardened education extraction, V2.5 expanded professional-license parsing, V2.6 hardened experience extraction, and V2.7 hardens the title-based finance taxonomy using the September 29 false-negative audit.

11. Finance scope classification

The scope taxonomy answers a single question: how should a posting be treated in the finance-hiring analysis?

There are three scope tiers:

Scope tier	Interpretation
Core Finance	The posting is included in the finance subset and its title provides sufficient evidence of a finance occupation or banking/lending occupation included in the project scope.
Finance-Adjacent	The business context is financial, but the occupation itself is not sufficiently finance-specific for the core finance subset.
Non-Finance	The role is outside the finance subset under the current title-based rules.

Consumer and retail banking roles are no longer represented by a separate scope tier. When such roles qualify for the finance subset, they are classified as **Core Finance** and assigned to the Consumer Banking & Lending primary function.

V2.7 is a deliberate scope-classification correction rather than a change in employer coverage or lifecycle definitions. It adds durable title rules for direct finance occupations that were previously missed and for finance-specialized adjacent occupations that were previously defaulted to Non-Finance. Generic titles without sufficient occupational evidence remain conservative.

12. Primary finance function taxonomy

Every finance-subset job is assigned one primary finance function. The taxonomy is designed for cross-company reporting rather than reproducing each employer's internal organization.

The production taxonomy contains 11 functions:

Primary finance function	Typical coverage
Investment Banking & Capital Markets	M&A, investment banking, equity capital markets, debt capital markets, leveraged finance, project finance, and related advisory/capital-markets roles
Markets & Trading	Trading, sales and trading, structuring, derivatives, prime services, securities finance, and market-facing quantitative roles
Asset & Wealth Management	Asset management, portfolio management, private banking, wealth advisory, alternatives, private markets, and investment-management roles
Corporate & Commercial Banking	Corporate banking, commercial banking, public-sector banking, relationship banking, business banking, and related payments-sales roles
Consumer Banking & Lending	Branch banking, personal banking, consumer banking, mortgage banking, and consumer-lending roles
Finance & FP&A	FP&A, financial analysis, controllers, financial reporting, valuation, business finance, and related finance functions
Treasury & Balance Sheet Management	Treasury, liquidity, asset-liability management, funds-transfer pricing, capital management, and related balance-sheet roles
Risk Management	Market risk, credit risk, counterparty risk, liquidity risk, model risk, investment risk, portfolio risk, and related risk roles

Primary finance function	Typical coverage
Credit & Underwriting	Credit analysis, underwriting, credit officers, credit origination, asset-based lending, commercial term lending, and other lending-credit roles
Research & Strategy	Equity research, credit research, economics, macro research, quantitative research, market strategy, and investment-strategy roles
Structured Finance & Securitization	Securitization, ABS, CLO structuring, asset-backed financing, structured finance, and related securitized-product roles

The categories are intended to be mutually usable for reporting even though some jobs naturally touch more than one area. The classifier therefore assigns a **primary function based on the strongest occupational signal in the title**.

Examples of routing improvements include separating securitization from generic credit, placing project finance within Investment Banking & Capital Markets, placing credit origination and commercial term lending within Credit & Underwriting, and assigning clearly identified research or investment-strategy occupations to Research & Strategy. V2.7 additionally recognizes occupations such as leveraged acquisition finance, private-client wealth advisory, agency mortgage closing, DCM/debt private placement, capital planning/CCAR, home lending advisory, model validation, and other audited direct-finance title families.

13. Seniority

Seniority is classified primarily from the published title using recognizable levels such as Analyst, Associate, Senior Associate, Vice President, Director, Executive Director, Managing Director, Manager, Principal, Lead, and Internship.

Employer titles are not perfectly comparable. A Vice President at one institution may represent different responsibilities from a Vice President at another institution. Seniority statistics should therefore be interpreted as standardized title levels rather than exact equivalence of authority or experience.

14. Compensation

Compensation analysis uses salary information explicitly published in employer postings. No salary is inferred when the source does not provide sufficient information.

Annual and hourly compensation are identified separately. Published salary statistics should compare compatible pay periods and generally focus on annual base-salary ranges.

Bonuses, commissions, incentive pay, equity, and benefits are not assumed to be included in base-salary statistics unless explicitly stated by the employer.

The original salary wording is preserved for audit purposes.

15. Source salary errors

The parser permits only narrow normalization of an obvious source formatting error when the intended annual salary is unambiguous, such as a missing final zero in a conventionally formatted annual salary.

The exact employer-published text remains preserved and a source-salary-normalized QA flag identifies the correction. Ambiguous malformed values remain unparsed rather than being guessed.

16. Experience and education

The enrichment system extracts explicit years-of-experience language and required or preferred education language when the source wording supports a reliable classification. Education extraction includes explicitly stated high-school diploma, GED, secondary-school-equivalent, associate, bachelor's, master's, MBA, doctoral, and other named degree requirements.

When a posting combines a minimum education requirement with separately preferred advanced education in the same flattened source text, the parser classifies the clauses independently rather than treating the entire line as preferred.

Required-experience extraction uses the parsed Required Qualifications, Basic Qualifications, Minimum Qualifications, or equivalent required section whenever that structure is available. Preferred experience does not override the required-experience field.

The parser recognizes numeric and written-number formulations, including phrases such as "one year experience," "6 years of financial services experience," and "5 years of treasury management experience." Occupational descriptors between the year count and the word "experience" do not prevent extraction.

When several experience thresholds are independently required, the effective minimum required experience is the highest lower-bound requirement because all independently stated minima must be satisfied. For example, a posting requiring 6 years of financial-services experience, 5 years of sales experience, and 5 years of treasury-management experience is recorded with a minimum required experience of 6 years.

Explicit alternative qualification routes are treated differently. If a posting states, for example, a bachelor's degree plus 8 years of experience or a master's degree plus 6 years, the alternative route with the lower qualifying experience threshold is used for the structured minimum. Preferred thresholds remain separate and do not replace the required value.

Experience requirements are not inferred from title seniority alone. Missing structured fields mean that the parser did not identify a sufficiently reliable explicit value, not necessarily that the employer has no preference.

17. Credentials and securities licenses

The project identifies explicit references to selected professional credentials and securities registrations.

The current credential vocabulary includes CFA, FRM, CAIA, CPA, CFP, and PMP. Securities-related extraction includes FINRA, SIE, and any explicitly stated FINRA Series registration. Compact alternatives such as "Series 7 & 66 (63 & 65 in lieu of 66)" are normalized to the individual Series 7, Series 63, Series 65, and Series 66 labels.

Credentials can be classified as required, preferred, or mentioned overall when the posting language supports the distinction. Required-versus-preferred assignment uses the parsed qualification-section context, with local wording overriding the section default when an employer embeds a preferred credential within a required-qualification block.

Credential-prevalence percentages use an explicitly stated denominator. For example, the share of finance jobs mentioning CFA equals the number of finance-subset postings explicitly mentioning CFA divided by the finance-subset posting count for the observation or reporting period.

A posting is counted once for a credential even if that credential appears multiple times. Different credential percentages are not expected to sum to 100% because one job can mention multiple credentials.

18. Technology tools and standardized skills

The system identifies explicit references to commonly requested tools such as Excel, PowerPoint, Python, SQL, R, VBA, Tableau, Power BI, Bloomberg, FactSet, Aladdin, SAS, MATLAB, Snowflake, AWS, and Azure.

A standardized skill vocabulary also identifies selected capabilities such as financial modeling, valuation, credit analysis, risk management, portfolio management, investment research, data analysis, statistical analysis, forecasting, scenario analysis, financial reporting, accounting, project management, stakeholder management, machine learning, artificial intelligence, and data visualization.

Frequencies should be interpreted as observable minimum demand. An employer may expect a tool or capability without explicitly naming it in every posting.

19. Required and preferred qualifications

The parser attempts to distinguish required qualifications from preferred qualifications despite substantial variation in employer headings and wording.

When the required-versus-preferred structure cannot be resolved confidently, the job receives a qualification-review flag instead of forcing an arbitrary classification. These QA flags remain visible but do not invalidate the entire daily dataset.

20. Reporting universes

The reporting system keeps several populations separate because they answer different questions.

Universe	Definition	Primary use
Observed today	Jobs directly present in the accepted source observation for the date	Salary, skills, credentials, qualifications, seniority, and same-day composition
Pending missing	Retained jobs absent for the first qualifying observation	Lifecycle monitoring
Retained current	Observed jobs plus eligible pending-missing jobs	Current vacancy-stock measures
Lifecycle events	Jobs entering, reappearing in, or leaving the retained universe	Entry, exit, and turnover analysis

A pending-missing job can remain part of retained-current vacancy stock without being represented as directly observed on that day's employer site.

21. Carry-forward enrichment

A retained job that was not directly observed on the current date can still require analytical attributes for retained-stock reporting. In that case, the analytics layer uses the latest archived source detail and the same frozen enrichment version.

The process uses only previously archived source material and does not revisit employer websites.

The same frozen-version carry-forward supports analysis of confirmed exits by prior finance function, seniority, compensation, credentials, and other attributes.

22. Gross entries, confirmed exits, and reconciliation

A gross entry is a job present in the current retained universe that was absent from the immediately prior retained universe. A job that merely reappears after one pending-missing observation is not a gross entry because it never left retained current.

A confirmed exit is present in the prior retained universe but absent from the current retained universe after satisfying the closure rules.

The analytics system requires the identity:

Prior retained + gross entries - confirmed exits = current retained

A nonzero reconciliation delta requires review before the daily analytical output is considered complete.

23. Quality assurance

Quality controls operate at multiple stages:

- employer-source collection validation
- raw-detail archive linkage
- enrichment coverage and parser-error checks
- retained-current enrichment coverage
- confirmed-exit enrichment coverage
- job-identifier reconciliation
- company-level and portfolio-level lifecycle reconciliation

Successful script execution by itself is not considered sufficient evidence of a valid analytical observation.

24. September validation period

September 2026 is the production-validation and rehearsal period. October 1, 2026 is the intended beginning of the formal comparable production time series.

On September 23, the live pipeline reconciled 3,112 retained-current postings, including 3,007 directly observed postings and 105 pending-missing postings. The analytics layer achieved full retained-current enrichment coverage, full confirmed-exit enrichment coverage, zero unmatched enrichment rows, zero unresolved job identifiers, and a lifecycle reconciliation delta of zero.

The V2.2 taxonomy replay preserves the 957-job observed finance subset while replacing the prior mixed function labels with the 11-function taxonomy documented above.

25. Interpretation

Job postings measure public recruiting activity rather than completed hiring. A posting can represent more than one potential hire, and some hiring can occur without a public posting.

A posting can disappear because it was filled, cancelled, paused, consolidated, or removed for another reason. The tracker therefore reports posting entries, confirmed exits, vacancy stock, and posting momentum rather than claiming to observe hires or layoffs directly.

Daily movements can be volatile. Rolling weekly and monthly measures should provide stronger evidence of sustained direction as the time series develops.

26. Cross-company comparability

Recruiting systems and organizational conventions differ across institutions. Some employers may publish one requisition for multiple potential hires, while others may publish multiple similar requisitions. Salary practices and multi-location posting practices also differ.

The tracker standardizes observable fields where feasible but does not assume identical recruiting processes across employers. Absolute counts, shares, and changes over time should be considered together.

26A. September 28 pre-production credential correction

Before the formal October 1 production start, QA identified that CFP references were not included in the structured credential vocabulary even when explicitly stated in source postings. Enrichment V2.3 adds CFP (Certified Financial Planner) to the credential parser. This change affects credential fields only; it does not change finance scope, primary finance function, lifecycle status, compensation, experience, or seniority classification. Archived source material can be replayed under V2.3 so historical pre-production QA outputs remain reproducible.

26B. October 1 production taxonomy hardening

Immediately before the formal production start, a September 29 false-negative audit reviewed 885 postings that had defaulted to `no_v4_rule`. The audit identified direct-finance occupations and finance-specialized adjacent occupations that were not adequately represented by the frozen V2.2 title rules.

Enrichment V2.7 adds durable title-based recovery rules while preserving the three-tier scope framework and the existing 11 primary finance functions. The update is intentionally conservative:

- 153 audited definite Core Finance misses are recovered through occupation-based title families.
- 89 audited finance-specialized adjacent roles are recovered where the title itself provides sufficient financial-domain specialization.
- 15 audited "Likely Core Finance" cases remain unpromoted pending stronger rule evidence.
- 14 context-dependent adjacent cases remain unpromoted because their titles are too generic to classify reliably without employer- or description-specific context.

- One audit inconsistency, `Associate/VP, Quantitative Analyst - Commodities`, is treated as Core Finance / Markets & Trading because the occupation is directly market-facing.
- Previously Finance-Adjacent titles such as `Analyst-Leveraged Acquisition Finance`, `Global Banking & Markets - IB Capital Solutions Group - Corporate Derivatives Analyst`, and `Risk, AI Model Validation` are promoted to Core Finance.

A replay against the September 29 retained-current universe changes the distribution from 995 Core Finance / 294 Finance-Adjacent / 1,873 Non-Finance to 1,152 Core Finance / 380 Finance-Adjacent / 1,630 Non-Finance. The replay changes classification only; lifecycle, compensation, seniority, experience, education, credential, tool, and skill parsing are unchanged.

27. Methodology change control

Methodology stability is prioritized during the formal production period.

Minor technical fixes that do not change analytical meaning can be made as needed. Material changes to employer scope, finance classification, primary-function taxonomy, lifecycle rules, compensation treatment, credentials, or other published definitions receive a new version and are documented.

Where feasible, material changes are replayed against archived source data before adoption so that the effect of the methodology change can be separated from changes in the hiring market.

28. Current limitations

The tracker covers 10 institutions rather than the entire New York financial sector. It measures advertised openings rather than completed hiring or employment levels.

Title-based classification cannot capture every occupational nuance, and some roles can reasonably touch more than one primary function. Employer salary, qualification, credential, and tool disclosure is not uniform. Explicit-mention statistics therefore understate capabilities or credentials that an employer expects but does not state.

These limitations should be considered when interpreting both levels and changes over time.

29. Production standard

Beginning October 1, 2026, the tracker is intended to build a daily comparable history using frozen production definitions.

The long-run objective is not simply to report how many jobs are open. The tracker is designed to measure how the composition and velocity of finance hiring change across employers, primary functions, seniority levels, compensation bands, credentials, and skills.