



BOARD OF PUBLIC UTILITIES

NOTICE OF VACANCY



POSTING: 01 – 2026	OPENING DATE: FEBRUARY 6, 2026	CLOSING DATE: OPEN UNTIL FILLED
TITLE: DIRECTOR, DIVISION OF REVENUE & RATES (DIV. DIR. OR SES)	WORKWEEK: 35 HOURS (NL)	EXISTING VACANCIES: 1
SALARY: \$150,000.00 - \$153,000.00	DIVISION/OFFICE: DIVISION OF REVENUE & RATES	
OPEN TO: GENERAL PUBLIC		

GENERAL DESCRIPTION

Manage the day-to-day operation of the Division, including the development of all written and oral presentations regarding significant policy matters in order to brief the Commissioners, Executive Director, members of the Governor's Office or legislative representatives, and their staff, and the state's congressional delegation on federal legislation which may impact the BPU regarding significant policy matters.

WORK RESPONSIBILITIES

Manage the day-to-day operations of revenue and rates within the Division. Manages staff responsible for all financial analysis and rate regulation of the utilities that provide electric, natural gas, water, and wastewater service, including utility general rate cases and other cost recovery proposals, as well as cost of service, rate design, and revenue requirements matters. Coordinates and manages all regulatory matters concerning rates for service, tariff design, plan evaluation, demand, and growth projections, and electric, gas, and water resource acquisition programs to ensure the provision of reliable service to electric and gas customers at the most affordable rates reasonably achievable. Supervises Division Staff, responsible for approving biweekly timesheets, preparing employee performance evaluations (PARS) to include creating development plans and handling of disciplinary matters as needed. Coordinates and manages all matters concerning energy program design and implementation, and policy analysis. Reviews policy initiatives aimed at increasing competition in State's energy and water industries. Formulates forward-looking policies concerning the State's energy and water utilities, including innovative ratemaking, the BGS Auction, and gas procurement. Assists in developing and implementing the State's Energy Master Plan pursuant to N.J.S.A 52:27F-14. Participates and intervenes in and advises on, as appropriate, the Federal Energy Regulatory Commission proceedings and other appropriate interstate and regional matters that directly impact matters in New Jersey. Develops policy recommendations for all regulatory matters concerning rates for service, tariff designing, plan evaluation, demand, and growth projections to ensure safe, adequate, and proper service at reasonable rates for all electric, gas, water, and wastewater customers in the State. Testifies, or oversees the development of appropriate testimony, in formal proceedings where and when necessary, relating to all rate and regulatory matters, including, but not limited to, tariff design, rate classifications, and general and specific conditions affecting the energy and water industries and their customers.

REQUIREMENTS

EDUCATION: Graduation from an accredited college or university with a bachelor's degree in accounting, Finance, Business Management, Engineering, Economics or another related field. An advanced degree is preferred.

EXPERIENCE: Candidate must have five (5) to seven (7) years of operational and managerial experience involving the operation and/or regulation within the energy sector, including familiarity with utility regulatory policies, standards and procedures.

Demonstrated managerial skills, including such factors as interpersonal skills, decision-making, problem analysis and creative thinking, administrative judgment, delegation, managerial or financial control, interdepartmental cooperation/liaison, development of subordinates and organizational awareness are required. Good communication skills and leadership skills are necessary.

NOTE: We value inclusion, integrity, innovation, empowerment, and hard work above all else. Candidates with relevant undergraduate or professional experience are encouraged to apply, as are candidates who have shown a strong commitment to remedying the historical under-representation of people of color in energy through their work promoting equity, inclusion, and diversity as well as through their own lived experiences.

RESUME NOTE: Eligibility determinations will be based upon information presented in the resume and proof of degree submitted. Applicants who possess foreign degrees (degrees earned outside of the U.S.) are required to provide an evaluation indicating the U.S. equivalency.

GENERAL INFORMATION

BENEFITS: The State of New Jersey offers a variety of employee benefits statewide, including:

- Health and Dental Benefit Plans
- Prescription Drug Plan
- Vision Care Reimbursement
- Deferred Compensation
- 12 Vacation Days, 15 Sick Days, 3 Administrative Leave Days
- 13 Paid Holidays
- Telework available for some positions* (*Pursuant to the BPU's policy, procedures, and/or guidelines.*)
- Flexible and Health Savings Accounts
- Public Student Loan Forgiveness
- Paid Leave for Military Training

HOURS OF WORK: The hours of work for this position are Monday through Friday from 9:00 a.m. to 5:00 p.m. All No Limit (NL) titles will be required to perform work beyond the stated hours of work as needed, in compliance with applicable collective bargaining agreements and laws.

STATE AS A MODEL EMPLOYER (SAME) APPLICANTS If you are applying under the NJ "SAME" program, your supporting documents (Schedule A or B letter), must be submitted along with your resume by the closing date indicated above. **The SAME program allows candidates, who identify as having a significant disability, to apply for non-competitive and unclassified positions through a fast track hiring process. For more information about the SAME program and the Fast Track Hiring program, please [click here](#) if you have any questions, please email, or call the contact as indicated on the job vacancy announcement.**

TELEWORK: This position may be eligible to participate in the Department's pilot Telework Program/Policy, which offers eligible employees the opportunity to work remotely up to two (2) days per week, if approved by Management per operational needs, subject to all requirements of the Department's Telework Program/Policy. For questions regarding Telework eligibility, please ask during the interview process if selected for an interview.

WORK AUTHORIZATION: In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment verification forms upon hire. Selected candidates must be authorized to work in the United States according to the Department of Homeland Security, United States Citizenship, and Immigration Services Regulations. The State of New Jersey does not provide sponsorships for citizenships or Visas to the United States.

RESIDENCY REQUIREMENTS: The "New Jersey First Act," N.J.S.A. 52:14-7 (L. 2011, Chapter 70) effective September 1, 2011, contains new residency requirements for public officers and employees, unless exempted under the law. Current, new, or prospective employees should be aware of the following: *Effective September 1, 2011, all employees of State and local government must reside in the State of New Jersey, unless exempted under the law. If you already work for the State or local government as of September 1, 2011, and you do not live in New Jersey, you are not required to move to New Jersey. However, if you begin your office, position or employment on September 1, 2011, or later, you must reside in New Jersey. If you do not reside in New Jersey, you have one year after the date you take your office, position, or employment to relocate your residence to New Jersey. If you do not do so, you are subject to removal from your office, position, or employment. For more information, visit: <https://www.nj.gov/labor/research-info/njfirst.shtml>*

APPLICATION INSTRUCTIONS: Submissions must be received in time to the email address listed below to be considered.

Failure to submit all required documents may result in an ineligibility determination. Interviews will be granted based on the resume.

If you are qualified, please submit the documents listed below by 5:00 pm on the closing date of this vacancy:

- Cover letter/letter of interest indicating the posting number
- A current resume
- Proof of degree (a copy of your final official/unofficial transcripts and/or foreign degree evaluation)
- Writing Sample
- A complete [State of NJ Employment Application](#) and [Personal Relationships Disclosure Form](#)

All documents must be submitted via email at humanresources@bpu.nj.gov (Subject line must include the specific job posting number).