



BOARD OF PUBLIC UTILITIES

NOTICE OF VACANCY



POSTING: 04 – 2026	OPENING DATE: FEBRUARY 6, 2026	CLOSING DATE: FEBRUARY 20, 2026
TITLE: ENVIRONMENTAL ENGINEER TRAINEE	WORKWEEK: 35 HOURS (NE)	EXISTING VACANCIES: 2
SALARY: \$66,894.99 - \$69,587.42	DIVISION/OFFICE: DIVISION OF ENGINEERING	
OPEN TO: GENERAL PUBLIC		

GENERAL DESCRIPTION

Under close supervision of a supervisor within the Division of Engineering, learns the general operations of water, wastewater, electric, and natural gas utilities. Learns to conduct basic utility engineering duties, including analysis of utility filings, complaints, and programs, and other related work.

WORK RESPONSIBILITIES

Learning how the water, wastewater, electric and natural gas utility systems operate, the functions of utility equipment, and the design decisions made to improve reliability, resiliency and safety. Applies general engineering principles and knowledge of utility operations and equipment to the review of utility infrastructure investments and projects to determine if the expenditures are prudent and provide safe, adequate and proper service. Assists in the review of utility company operations, system reliability, and programs to improve service. Reviews construction plans and cost estimates for proposed and existing utility projects. Assists Division Director and Staff in preparing reports, orders, and presentations for Senior Staff and the Board Commissioners. Assists in the preparation of summaries of findings involving engineering studies and proposed utility programs. Assist in conducting technical studies, reviews, and/or investigations of water, wastewater, natural gas, and electric companies to determine compliance with Board regulation, performance standards, and state and federal laws and regulations. Performs special assignments as assigned by the Division Director or supervisor. Assists in the resolution of utility complaints involving quality of service and technical issues. Maintains essential records and files.

REQUIREMENTS

EDUCATION: Graduation from an accredited college or university with a Bachelor's degree in Civil, Chemical, Mechanical, Environmental, Ocean, Coastal, Bio-Resource, Biomedical, Sanitary, Industrial, Agricultural, or Mining Engineering, or other field of engineering related to the environment.

NOTE: An Engineer-In-Training (EIT) certification issued by the Division of Consumer Affairs, New Jersey Office of the Attorney General may be substituted for the above education requirement. Applicants must submit proof of the EIT certification and the Fundamentals of Engineering (FE) exam results. The area of discipline indicated on the FE exam results must be in Chemical, Civil, Environmental, Industrial & Systems, Mechanical, or other disciplines.

ADVANCEMENT: Appointees who successfully complete the twelve (12) month training period will be eligible for advancement to the title of Environmental Engineer 1, in accordance with the New Jersey Civil Service Commission procedures. The inability of an employee in this trainee title to attain a level of performance warranting advancement to the Environmental Engineer 1 title shall be considered as cause for separation.

RESUME NOTE: Eligibility determination will be based upon information presented on the resume and/or education documents provided. Applicants who possess foreign degrees (degrees earned outside of the U.S.) are required to provide an evaluation indicating the U.S. equivalency prior to the closing date. Failure to do so may result in your ineligibility.

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).