



STATE OF NEW JERSEY

In the Matter of Artificial
Intelligence Research Scientist

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

CSC Docket No. 2026-289

Title Creation

ISSUED: August 13, 2025 (SLK)

The Division of Agency Services (Agency Services) requests the creation of the non-competitive title of Artificial Intelligence (AI) Research Scientist.

By way of background, the Office of Information Technology (OIT), requests that several AI focused job titles be established within the Executive Branch to use technologies for the benefits of State agencies and citizens. The titles will be dedicated to using AI in various departments to optimize processes, drive efficiencies, and enhance decision-making across public services. The current request is for the AI Research Scientist.

The responsibilities of this title include but are not limited to collecting, cleaning, and preparing data for analysis and modeling, analyzing large datasets and identifying trends/patterns; exploring new algorithms and developing prototypes to test new theories; and evaluating model performance.

The bargaining unit for this title has been assigned by the Governor's Office of Employee Relations (GOER). In addition, the appropriate negotiation representative has been notified of the creation of the new AI Research title and has not expressed any objections.

Agency Services recommends that the AI Research Scientist title be allocated to the non-competitive division of the career service pursuant to *N.J.A.C. 4A:3-1.2(c)*

as it opines that competitive testing is not practicable due to the knowledge, skills, and abilities associated with the job. After surveying the National Compensation Association of State Governments contacts, Agency Services did not find any states that have AI job titles in its classification systems at this time. AI is a technological field involving computers and machines to simulate human learning, problem solving, and decision making. It is evolving at a rapid pace due to technological advances. The AI Research Scientist title requires specialized knowledge of programming languages, machine learning frameworks and libraries, data visualization tools, and cloud services. Therefore, it is unlikely that the development of written examination content will keep up with, or adequately measure, these specific knowledge, skills, and abilities.

This title is structured as follows:

P26 Non-Competitive * NL12

The effective date of this action will be the beginning of the first pay period that follows that Civil Service Commission's (Commission) approval.

CONCLUSION

N.J.A.C. 4A:3-3.6(a) states, in pertinent part, that the Commission may determine that a new title or title series is necessary. *N.J.A.C.* 4A:3-1.2(a) states that the Commission shall allocate and reallocate career service titles between the competitive and non-competitive divisions. *N.J.A.C.* 4A:3-1.2(c) states that a job title may be placed in the non-competitive division on an ongoing or interim basis when it is determined that competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job.

Based on the foregoing, ample reasons exist for the creation of the AI Research Scientist title and to allocate the title to the non-competitive division of the career service. In this regard, the AI Research Scientist title requires specialized knowledge of programming languages, machine learning frameworks and libraries, data visualization tools, and cloud services. Therefore, it is unlikely that the development of written examination content will keep up with, or adequately measure, these specific knowledge, skills, and abilities.

ORDER

Therefore, it is ordered that this request be granted, and the title of AI Research Scientist be established and allocated to the non-competitive division of the career service. This action shall be effective August 23, 2025.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 13TH DAY OF AUGUST, 2025

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