



STATE OF NEW JERSEY

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

In the Matter of Artificial
Intelligence Cloud Solutions
Architect

CSC Docket No. 2026-1809

Allocation to Noncompetitive Division

ISSUED: February 25, 2026 (GC)

The Division of Agency Services (Agency Services) requests the establishment of the noncompetitive title of Artificial Intelligence (AI) Cloud Solutions Architect for State government use in accordance with *N.J.A.C. 4A:3-1.2(c)*.

In support of its request, Agency Services presents that the subject title was created at the request of the Office of Information Technology but will be utilized by State departments, institutions, and agencies throughout New Jersey. It notes that it had surveyed the National Compensation Association of State Governments and did not find any states that had AI job titles in their classification systems. The primary functions of the subject title would include designing scalable and fault-tolerant AI architectures on the chosen cloud platform; identifying bottlenecks and performance issues in AI applications and optimizing cloud resources to achieve maximum performance; designing data pipelines and storage solutions for AI data; and designing solutions for disaster recovery to ensure continuous operation of AI applications.

Moreover, as AI is a technological field involving computers and machines to simulate human learning, problem solving, and decision making, and evolves at a rapid pace due to technological advancements, the subject title will require specialized knowledge of cloud platforms, coding and scripting languages, DevOps methodologies and tools, and AI technologies. Therefore, Agency Services indicates that applicants will be required to possess a Bachelor's degree in computer science,

data science, computer engineering, software engineering, information technology, or a related field and six years of experience related to cloud architecture design and/or implementation with a focus on AI/machine learning solutions. A Master's degree from an accredited college in one of the above indicated fields may be substituted for one year of the indicated experience.

Agency Services requests that the new title be assigned to the noncompetitive division on the basis that competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job. Additionally, due to the specialized knowledge required to perform the job, it is unlikely that the development of a written examination content would keep up with, or adequately measure, the specific knowledge, skills, and abilities. Agency Services indicates that the applicable collective negotiations representative was notified and no comments were received. Finally, Agency Services requests that the effective date for the requested action be the beginning of the first pay period following the Civil Service Commission's (Commission) approval.

CONCLUSION

N.J.A.C. 4A:3-3.2(a) provides that the Commission shall establish and maintain classification plans for all job titles in the career, senior executive and unclassified services. Additionally, *N.J.A.C.* 4A:3-3.3(a)2 provides that this agency shall implement and administer the classification plans and, in this regard, shall establish new titles, abolish unnecessary titles and consolidate titles.

N.J.A.C. 4A:3-1.2(c) provides that a job title may be placed in the noncompetitive division on an ongoing or interim basis when it is determined by the Commission that it is appropriate to make permanent appointments to the title and one or more of the following criteria are met:

1. Competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job;
2. Certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions; or
3. There is a need for immediate appointments arising from a new legislative program or major agency reorganization.

Based on all of the foregoing, ample reasons exist for the establishment of the subject title and its allocation to the noncompetitive division pursuant to *N.J.A.C.* 4A:3-1.2(c)1. In this regard, the subject title requires specialized knowledge of cloud

platforms, coding and scripting languages, DevOps methodologies and tools, and AI technologies. Additionally, incumbents would be required to complete a four-month working test period prior to attaining permanent status. *See N.J.A.C. 4A:4-5.1(b) and N.J.A.C. 4A:4-5.2(b)2.* Accordingly, competitive testing is impracticable for this title.

ORDER

Therefore, it is ordered that this request be granted and the title of Artificial Intelligence Cloud Solutions Architect be established and allocated to the noncompetitive division. This action shall be effective March 7, 2026.

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 25TH DAY OF FEBRUARY, 2026



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