



STATE OF NEW JERSEY

In the Matter of Akmal Abdalla,
Director of Economic Development
Program (M0035H), Hillside

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

CSC Docket No. 2026-2272

Examination Appeal

ISSUED: August 12, 2026 (JET)

Akmal Abdalla appeals the determination of the Division of Agency Services (Agency Services) that he did not meet the experience requirements for the open competitive examination for Director of Economic Development Program (M0035H), Hillside.

The examination at issue was announced with specific requirements which had to be met as of the January 21, 2026 closing date. The requirements included the following applicable experience: 10 years of professional experience in the administration or organization of small business enterprises of various types; or possession of a Bachelor's degree and six years of the above-mentioned professional experience. The application also indicated in bold print that foreign transcripts must be evaluated by a recognized evaluation service, that such evaluations must be uploaded with the application, and failure to do so will result in ineligibility.

The resulting eligible list promulgated on April 2, 2026 and expires on April 1, 2028, containing the names of two eligibles. No certifications have been issued yet.

A review of the appellant's application and resume reveals that he possesses a Ph.D. in Economics from Taras Shevchenko National University, Kyiv, Ukraine; a Master's degree in European Studies from RWTH Aachen University in Germany; and a Bachelor of Commerce degree in Accounting from Ain Shams University, Cairo, Egypt. However, since he did not submit a foreign transcript evaluation for his

education, Agency Services did not credit him with any applicable experience for his education.

The appellant also indicated that he served as a Senior Consultant and Director¹ from January 2001 to the June 21, 2026 closing date. He described his duties as leading multi public sector programs in economic development; implementing municipal initiatives focused on workforce development; advising senior officials on policy development; directing teams; managing complex portfolios; and producing regulatory documentation and reports. The appellant indicated that he also served as a Managing Director for Helvig Arztpraxen AG from June 2014 to October 2023. He described his duties as leading a multi-site healthcare services group; directing long-term corporate strategy, business expansion planning, and financial performance management; negotiating contracts; overseeing executive operations; supervising senior management; developing economic feasibility studies; overseeing executive operations; leading mergers and restructuring; and enduring regulatory compliance. The appellant also indicated that he served as a Chief Executive Officer for AgreeMed from January 2022 to January 2025. He described his duties as providing executive oversight of healthcare and compliance programs, and leading partnerships and program development. Moreover, the appellant indicated that he served as a Deputy Chairman for Helvig Artzpraxen AG from January 2014 to January 2023. He described his duties as leading executive operations for a healthcare network; and overseeing regulatory compliance and internal program expansion. The appellant also indicated that he served as a Business Strategy Analyst for RWTH Aachen University from January 2004 to January 2022. He described his duties as conducting applied economic and strategic research supporting innovation programs, institutional development, and public-private collaboration.² Agency Services did not find any of the appellant's experience applicable. Accordingly, Agency Services determined that the appellant was ineligible for the examination, as he lacked the required experience and education.

On appeal, the appellant maintains that he is qualified for the examination. Specifically, the appellant asserts that his background includes experience in economics, higher education, and analysis. The appellant also submits a copy of a foreign evaluation transcript with respect to his education from American Education and Translation Services, which indicates that the appellant possesses the equivalent of a Doctor of Philosophy in Economics, and a Master's degree in European Studies from an accredited institution in the United States.³

CONCLUSION

¹ The appellant did not indicate the organization for this position.

² The appellant also indicated that he served as a substitute teacher from January 2024 to the closing date.

³ The foreign evaluation transcript does not indicate any information with respect to the appellant's Bachelor of Commerce degree in Accounting.

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the announcement by the closing date. *N.J.A.C.* 4A:2-1.4(c) provides that burden of proof shall be on the appellant.

Agency Services correctly determined that the appellant was ineligible for the subject examination. In this regard, Agency Services correctly found that none of the appellant's experience was applicable. Although the appellant submits a foreign transcript for his education on appeal, he did not submit such information with his application. As he did not submit such information with his initial application, it cannot now be considered, since as noted above, applicants were required to submit it with their initial application. Even if, *arguendo*, such information is considered, since the requirements indicate that a Bachelor's degree and six years of applicable experience are required, the appellant's education alone is not sufficient to establish eligibility. In this regard, the appellant's educational transcript has now been fully reviewed on appeal, and such information alone does not establish eligibility in this matter. In other words, although the appellant possesses a Master's degree and a Ph.D., the requirements do not provide for substitution of additional education, beyond a Bachelor's degree for the experience requirement. Moreover, as will be discussed more fully below, neither the appellant's education, nor his experience, when considered, establish eligibility in this matter.

Additionally, with respect to his work experience, such duties are not consistent with professional experience in the administration or organization of small business enterprises of various types. Rather, the primary focus of the appellant's duties listed on his application and resume for his positions as noted above include experience in public sector programs; healthcare systems; evaluating initiatives; municipal workforce development; service optimization; oversight of healthcare programs and networks; conducting economic research; and as a substitute teacher. In order for experience to be considered applicable, it must have as its primary focus full-time responsibilities in the areas required in the announcement. *See In the Matter of Bashkim Vlashi* (MSB, decided June 9, 2004). Based on the above, the primary duties performed by the appellant, as indicated on his application and on appeal, are not applicable to satisfy the duties required to establish eligibility for the title under test.

A thorough review of all material presented indicates that Agency Services' determination that the appellant did not meet the eligibility requirements by the closing date is amply supported by the record. Thus, the appellant has failed to support his burden of proof in this matter.

ORDER

Therefore, it is ordered that this appeal be denied.

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 12TH DAY OF AUGUST, 2026



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