



# NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

**Philip Murphy**  
Governor

**Tahesha L. Way, Esq.**  
Lt. Governor

**Christine Norbut Beyer, MSW**  
Commissioner

## JOB VACANCY POSTING

<b>POSTING #:</b>	022-25	<b>ISSUE DATE:</b>	January 7, 2025
<b>TITLE:</b>	<b>FAMILY SERVICE SPECIALIST 1, BILINGUAL IN SPANISH AND ENGLISH (CLASSIFIED COMPETITIVE)</b>	<b>CLOSING DATE:</b>	January 21, 2025
	<b>OR</b>		
	<b>FAMILY SERVICE SPECIALIST 1 (CLASSIFIED COMPETITIVE)</b>		
<b>FUNCTIONAL TITLE:</b>	<b>RESOURCE DEVELOPMENT SPECIALIST</b>		
<b>LOCATION:</b>	Department of Children and Families (DCF) Division of Child Protection and Permanency Hudson Central 438 Summit Avenue, 4th Floor Jersey City, NJ 07306		
<b>POSITIONS:</b>	1	<b>RANGE:</b>	P 24
<b>DISTRIBUTION:</b>	DEPARTMENT-WIDE	<b>SALARY:</b>	\$71,214.39-\$101,098.35

**SCOPE OF ELIGIBILITY:** Open to employees of the Department of Children and Families who are permanent in a competitive title with underlying permanent State service as a promotional opportunity or to employees of the Department of Children and Families who are permanent as a **Family Service Specialist 1, Bilingual in Spanish and English** or **Family Service Specialist 1**, as a lateral opportunity, subject to current promotional and hiring restrictions.

**SPECIAL NOTE:** In order to be considered for this position as a promotional opportunity for Family Service Specialist 1 Bilingual in Spanish and English I, candidates must have applied for the Family Service Specialist 1 Bilingual in Spanish and English Promotional Examination, Symbol #PS8270K in Unit Scope CF99 that closed on September 23, 2024.

**SPECIAL NOTE:** In order to be considered for this position as a promotional opportunity for Family Service Specialist 1, candidates must have applied for the Family Service Specialist 1 Promotional Examination, Symbol #PS8271K in Unit Scope CF99 that closed on September 23, 2024.

**SPECIAL NOTE:** Candidates must have successfully passed the BICAT for the **Family Service Specialist 1 Bilingual in Spanish and English** title.

**SPECIAL NOTE:** This position may be eligible to work remotely for up to two days in a calendar week.

**DEFINITION:** Under direction of a Supervising Family Service Specialist 2 or other supervisor in the Department of Children and Families, handles a caseload of clients and performs field and office work to:

- Screen allegations of child abuse and/or neglect; and/or
- Initiate or conduct various types of investigations, including child welfare assessments or abuse and/or neglect referrals in problematic, high-risk situations, in-home supervision, residential placement; and/or
- conduct assessment, recruitment, and placement in resource family/foster homes, adoption related work and placement supervision; and/or
- assist supervisory staff in developing, coordinating and facilitating social programs using sophisticated social work skills, including engagement, analysis, assessment group work, and/or individualized therapeutic interaction with clients; and/or
- assist in developing needed services, additional resources, and training programs; and/or
- provide direct treatment/counseling services, Family Team Meetings, and referrals for family services to a high risk caseload requiring intensive intervention; and/or
- manage various aspects of court involved cases;
- does other related duties as required.

### REQUIREMENTS

**NOTE:** Applicants must meet one of the following or a combination of both experience and education. Thirty (30) semester hour credits are equal to one (1) year of relevant experience.

Six (6) years of professional experience in social work, direct support counseling, guidance, or case management involving high risk child abuse and neglect or other problematic situations involving counseling services to clients with social, emotional, psychological, or behavioral problems including gathering and analyzing information, determining needs, and planning and supporting and/or carrying out treatment plans.

**OR**

Possession of a bachelor's degree from an accredited college or university; and two (2) years of the above-mentioned professional experience.

**OR**

Possession of a master's degree in social work, psychology, guidance and counseling, divinity, marriage and family therapy, or other related behavioral science area; and one (1) year of the above-mentioned professional experience.

**OR**

Possession of a bachelor's degree and a supervised social work field placement of three hundred (300) hours serviced through an accredited college or university or performed in a social service agency; and one (1) year of the above-mentioned professional experience.

**OR**

Four (4) years of the above-mentioned professional experience and a supervised social work field placement of three hundred (300) hours serviced through an accredited college or university or performed in a social service agency; and one (1) year of the above-mentioned professional experience.

**NOTE:** A maximum of one year of non-caseload carrying experience may be credited toward the experience requirement listed above.

**NOTE:** "Professional experience" refers to work that is creative, analytical, evaluative, and interpretive; requires a range and depth of specialized knowledge of the profession's principles, concepts, theories, and practices; and is performed with the authority to act according to one's own judgment and make accurate and informed decisions.

**RESUME NOTE:** Eligibility determinations will be based upon information presented on the resume only. Applicants who possess a degree from a college or university outside the United States must provide an evaluation of one's transcripts from a recognized evaluation service at the time of submission by the above closing date. Failure to do so may result in your ineligibility.

**LICENSE:** Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

**NOTE:** APPLICABLE SPECIAL RE-EMPLOYMENT LIST ESTABLISHED AS A RESULT OF A LAYOFF WILL BE USED BEFORE ANY PROMOTIONS ARE MADE.

#### **IMPORTANT NOTICE**

**RESIDENCY** - Effective 9/1/11, NJ PL 70 (NJ First Act), requires all State employees to reside in New Jersey, unless exempted under the law, or current employees who live out-of-state and do not have a break-in service of more than 7 calendar days, as they are "grandfathered." New employees or current employees who were not grandfathered and who live out-of-state have one year after the date of employment to relocate their residence to New Jersey or request an exemption. Current employees who reside in NJ must retain NJ residency, unless he/she obtains an exemption. Employees who fail to meet the residency requirements or obtain an exemption will be removed from employment.

#### **Electronic Filing:**

Forward a cover letter and resume as a **single PDF document**, saving the file by your **Last Name, First Name** to:

[Job.Posting@dcf.nj.gov](mailto:Job.Posting@dcf.nj.gov)

Include the **Job Posting #** in the subject line of your email.

**The Department of Children and Families is an Equal Employment Opportunity Employer and is committed to fostering a respectful and inclusive work environment which reflects the diversity of the state we serve.**