



NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

Philip Murphy
Governor

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Lt. Governor

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Commissioner

JOB VACANCY POSTING

POSTING #: 317-25

ISSUE DATE: July 9, 2025

TITLE: **ADMINISTRATIVE ANALYST 3
(CLASSIFIED COMPETITIVE)**

CLOSING DATE: July 23, 2025

LOCATION: Department of Children and Families
Office of Information Technology
50 East State Street
Trenton, NJ 08625

POSITIONS: 1

RANGE: P 26

DISTRIBUTION: STATE-WIDE

SALARY: \$80,755.57-\$118,678.17
*Salary Effective 07/12/2025

SCOPE OF ELIGIBILITY: Open to employees who are permanent in a competitive title with underlying permanent State service as a promotional or lateral opportunity, subject to current promotional and hiring restrictions.

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

DEFINITION: Under general supervision of an Administrative Analyst 4 or other supervisor in a state department, institution, or agency, performs the review, analysis, and appraisal of current department administrative procedures, organization, and performance and helps to prepare recommendations for changes and/or revisions; does other related duties.

SPECIAL NOTE: This position will function as a System Analyst in our Application Maintenance and Production Support Unit.

- System Analysts must be able to meet with internal and external stakeholders to establish project scope, system goals, and requirements for changes to the Department's Comprehensive Child Welfare Information System (CCWIS) application (NJ SPIRIT) and other applications.
- System Analysts must create system specifications that account for best practices in scalability, supportability, ease of maintenance, and system performance for the development team. They must document the changes in design documents and create flow charts and data mapping for developers to follow in their coding and testing.
- System Analysts are responsible for testing system updates, creating testing documentation and supporting User Acceptance Test. They must translate highly technical specifications (code changes) into clear non-technical language (requirements) to be comprehensible by non-technical staff.
- System Analysts must have experience working with large data sets, developing ad-hoc queries, and recommending solutions based on data analysis.
- System Analysts must have experience with programming languages (oracle database, SQL, Java, etc) and a comprehensive knowledge of the technology industry, to understand systems' complexities and processes.
- Other tasks include, managing the system's workflow, detecting, and diagnosing malfunctions, and assisting the Help Desk staff with reported issues and concerns

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.

Seven (7) years of professional experience involving the review, analysis, and evaluation of budget, organization, administrative practices, operational methods, management operations, or data processing applications, or any combination thereof, which shall have included responsibility for the recommendation, planning, and/or implementation of improvements in a business or government agency.

OR

Possession of a bachelor's degree from an accredited college or university; and three (3) years of the above-mentioned professional experience.

OR

Possession of a master's degree in Public Administration, Business Administration, Economics, Finance, or Accounting; and two (2) years of the above-mentioned professional experience.

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.

IMPORTANT NOTICES

EMPLOYEE BENEFITS: The Department of Children and Families provides many employee benefits, including but not limited to:

- Alternative Workweek Program*
- Deferred Compensation
- Health, Dental and Life Insurance
- Flexible and Health Spending Accounts
- Pension
- Telework*
- Public Service Loan Forgiveness
- Benefit Leave (Vacation, Sick, Administrative Leave)
- 13 Paid Holidays

*Pursuant to Department policy, procedures and/or guidelines

UNIT SCOPE: Any appointments made from postings which involve movement between unit scopes may result in a forfeiture of rights to any promotional list in a former unit scope. A complete list of DCF unit scopes can be found [here](#).

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

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.