



NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

Mikie Sherrill
Governor

Dr. Dale G. Caldwell
Lt. Governor

Joseph E. Ribsam JR.
Acting Commissioner

JOB VACANCY POSTING

POSTING #:	292-26	ISSUE DATE:	July 10, 2026
TITLE:	PERSONNEL ASSISTANT 1 (CLASSIFIED COMPETITIVE)	CLOSING DATE:	July 24, 2026
LOCATION:	Department of Children and Families (DCF) Office of Human Resources 50 East State Street Trenton, NJ 08625		
POSITIONS:	2	RANGE:	R28
DISTRIBUTION:	STATE-WIDE	SALARY:	\$91,628.18 - \$134,900.38* *Salary Effective 7/11/26

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 the general direction of a higher level supervisory official in a state department, institution, or agency, supervises a major personnel program area such as personnel research, administrative services, employee counseling, personnel services, recruitment, management assistance, personnel orientation, or employee relations; as part of a personnel program, supervises the work activities of a unit performing employee relations tasks; or under the direction of a Personnel Officer or equivalent, acts as an Assistant Personnel Officer; in a small institution, acts as a Personnel Officer; supervises staff and work activities; prepares and signs official performance evaluations for subordinate staff; 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.

Eight (8) years of professional experience in a personnel program of a public or private organization.

OR

Possession of a bachelor's degree from an accredited college or university; and four (4) years of the above-mentioned professional experience.

OR

Possession of a master's degree in business administration, personnel administration, public administration, management, or other related field from an accredited college or university; and three (3) 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

RE-EMPLOYMENT LISTS: Applicable special re-employment list established as a result of a layoff will be used before any appointments are made.

PROVISIONAL APPOINTMENTS: Promotions into this title will result in a provisional appointment, which is subject to a NJ Civil Service Commission (CSC) promotional examination. Individuals are responsible for applying for the examination upon announcement by the CSC and must be reachable on the issued list of eligible(s) to be appointed permanently. An employee serving in a provisional appointment and who does not appear or is not reachable on the issued list of eligible(s) may be separated from their provisional title and returned to their last permanently held title.

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.

AUTHORIZATION TO WORK: Selected candidates must be authorized to work in the United States according to the Department of Homeland Security, United States Citizenship and Immigration Services Regulations. This position does not offer visa sponsorship now or in the future.

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.