



JOB VACANCY POSTING

POSTING #:	425-26	ISSUE DATE:	September 23, 2026
TITLE:	GOVERNMENT REPRESENTATIVE 2 (UNCLASSIFIED)	CLOSING DATE:	October 7, 2026
LOCATION:	Department of Children and Families (DCF) Office of Community, Connection and Leadership 50 East State Street Trenton, NJ 08625		
POSITIONS:	7		
DISTRIBUTION:	STATE-WIDE	SALARY:	\$126,500.00

SCOPE OF ELIGIBILITY: 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.

SPECIAL NOTE: Positions will report to the Office of Community, Connection and Leadership in Trenton, but will work and be physically located throughout the state.

NOTE: Applicants are required to submit a completed [State of New Jersey Application for Employment](#) with their resume at the time of application. Failure to do so will result in disqualification for this position. Please note this does not apply to current DCF employees.

DEFINITION: The Office of Community, Connection and Leadership was established to advance policies and approaches that prioritize a work culture that is respectful of the unique needs, perspectives and potential of every team member, and to advance policies and approaches throughout The Department of Children and Families that will lead to equitable outcomes for everyone we serve in partnership with Divisions, Offices and Units across the Department.

All positions in this office will be performing activities to make improvements and changes to the culture and operations of the Department, and the communities that we serve.

Responsibilities will include but are not limited to:

- Provide consultation and technical assistance to staff, peers, management and leadership on matters related to community, connection, leadership development, engagement and organizational culture.
- Interpret applicable laws, policies, rules, and regulations and provide guidance for staff, peers, management and leadership that support effective engagement, development and organizational culture.
- Develop public information and public relation programs related to leadership development.
- Review, analysis, and appraisal of current department administrative procedures, organization, and performance and helps to prepare recommendations for changes and/or revisions.
- Handle sensitive and complex program issues and act as subject matter expert.
- Identifies and resolves problems in the delivery, administration, implementation, or integrations.
- Create and facilitate local community and connection committees.
- Act as a liaison between local/areas/divisions, Central Office, community partners, and other stakeholders to strengthen communication, relationships, collaboration and alignment.
- Promote practices that support psychological safety, meaningful participation, respectful communication, and constructive dialogue within offices/areas/divisions. Develop and implement strategies to raise awareness of the need for systemic, cross-systems approaches to addressing organizational needs.
- Develop and maintain a comprehensive understanding of the assigned county or office.
- Mobilize cultural and experiential resources unique to the assigned county or office to strengthen community engagement, connection and organizational learning.
- Model cultural humility and facilitate courageous conversations that promote reflection, understanding, accountability and connection.
- Partner with sister divisions and offices to strengthen understanding of organizational roles, responsibilities, and available resources related to employee concerns, workplace culture and engagement.
- Identify and resolve problems in the delivery, administration, implementation, or integration of DCF systemic issues.
- Develop and deliver presentations at meetings, conferences, training sessions, and community events to promote community connection and organizational learning.
- Establish and facilitate Community Advisory Committees to engage local communities and incorporate community perspectives into leadership development, onboarding and succession planning.

REQUIREMENTS

EDUCATION: Graduation from an accredited college or university with a Bachelor's degree.

EXPERIENCE: Three (3) years of 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.

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
- Alternative Workweek Program*
 - Deferred Compensation
 - Health, Dental and Life Insurance
 - Flexible and Health Spending Accounts

*Pursuant to Department policy, procedures and/or guidelines

PUBLIC SERVICE LOAN FORGIVENESS: As a prospective employee of the State of New Jersey, you may be eligible for federal loan forgiveness programs and state repayment assistance programs. For more information, please visit the U.S. Department of Education’s website at [StudentAid.gov/PSLF](https://studentaid.gov/PSLF).

SAME APPLICANTS: If you are applying under the NJ “SAME” program, you must submit any of the supporting documentation specified in N.J.S.A. 11A:7-13.3 along with your resume by the closing date indicated above.

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, resume, and completed Application for Employment 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.