



State of New Jersey

DEPARTMENT OF BANKING AND INSURANCE

ADMINISTRATION

PO Box 325

TRENTON, NJ 08625-0325

TEL (609) 292-7272

MIKIE SHERRILL
Governor

SUSAN OCHS
Acting Commissioner

DR. DALE G. CALDWELL
Lt. Governor

ILA BHATNAGAR
Assistant Commissioner

The New Jersey Department of Banking & Insurance invites qualified candidates to apply for the following position:

POSTING NUMBER	2026-BIA-086	OPENING DATE	September 2, 2026	CLOSING DATE	October 2, 2026
TITLE & TITLE CODE IF APPLICABLE	Title: Policy Analyst (Government Representative 3) Title Code: 54460				
UNIT & LOCATION	Department of Banking and Insurance Mary Roebling Building 20 W. State Street Trenton, New Jersey	TITLE RANGE & SALARY RANGE	X98 \$110,000 - \$135,000		
		STARTING SALARY	Salary will be commensurate with education and experience		
OPEN TO	General Public				
TITLE DESCRIPTION	The Department of Banking and Insurance seeks an experienced policy analyst to provide daily support to the Commissioner and Chief of Staff. The work of the Department is broad in scope, covering all lines of insurance, as well as banks, credit unions, real estate, non-bank consumer finance including digital currency, and the State's health insurance exchange. As such, this position requires nimbleness and the ability to get up to speed on new topics quickly. Working directly with the Commissioner, the Policy Analyst will conduct research, prepare analyses and recommendations, draft and edit briefings, create slide decks and ensure the Commissioner has all the necessary materials to inform decision-making for the Department. Sample projects might include: researching insurance and banking laws in peer states, building financial models to determine the impact of reinsurance, tracking the regulation of digital currency and legal implications, analyzing auto or home insurance trend data and recommending actions, devising climate resilience strategies to lower homeowner's insurance premiums, examining dynamics in the real estate market, or reviewing an actuarial analysis and synthesizing the conclusions. Candidates should have experience working with minimal supervision in a fast-paced environment, often under tight deadlines. Responsibilities: • Conduct policy research, perform analysis of relevant data, provide recommendations. Research laws, regulations and legislation, as required. • Write and edit policy briefings, memos, slides, and other documents, often on short timelines. • Work collaboratively across the Department on projects, and engage with leadership team to ensure appropriate materials and briefings are prepared. • Oversee and review relevant policy briefings for Commissioner's book.				

EXPERIENCE REQUIREMENTS	REQUIREMENTS • Minimum of 5 years' experience in a policy role; prior work on relevant topics a plus • Exceptional analytical skills: deft with spreadsheets, creating charts, navigating data sets. Ability to interpret data, then identify and build the most effective visual representation of it. A TRUE AND ACCURATE COPY OF A TRANSCRIPT EVIDENCING ACHIEVEMENT OF FILL IN DEGREE FROM AN ACCREDITED COLLEGE OR UNIVERSITY MUST BE INCLUDED WITH YOUR APPLICATION; IF THE TRANSCRIPT IS NOT SUBMITTED ALONG WITH YOUR APPLICATION, YOUR APPLICATION MAY NOT BE CONSIDERED.
LICENSE REQUIREMENTS	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.
GENERAL INFORMATION	<u>Medical Accommodation Requests:</u> The New Jersey Department of Banking and Insurance provides reasonable accommodations to applicants with disabilities upon request in accordance with the law. If you need a reasonable accommodation for any part of the application, interview, and/or hiring process, please contact the Department's ADA/Medical Accommodations Coordinator, Lisa Clapp, at lisa.clapp@dob.nj.gov or (609) 940-7337, for assistance. <u>State as a Model Employer ("SAME") Applicants:</u> If you are applying for this position under the State of New Jersey's SAME Program, please note that your supporting documents (i.e. Schedule A or B Letter), must be submitted along with your Resume, by the closing date indicated above. For information on the SAME Program, please visit the New Jersey Civil Service Commission's ("CSC") website at: Civil Service Commission Overview (https://nj.gov/csc/same/overview/index.shtml), and for any questions regarding the SAME program, please contact CSC by email: CSC-Same@csc.nj.gov, or by phone at: 609-292-4144, "option 3". <u>Hours of Work:</u> The hours of work for this position are Monday through Friday from 9:00 a.m. to 5:00 p.m. All No-Limit (NL) titles will be required to perform work beyond the stated hours of work as needed, in compliance with applicable collective bargaining agreements and laws. ADDITIONAL INFORMATION • Health Benefits, including Dental, effective 60 days from hire date. This also includes a robust prescription plan. • Vision care partial reimbursement for exams, glasses and/or contacts. • Earn 20 vacation days per year as an unclassified employee. May carry up to one year of earned vacation time into the next succeeding year only. • Earn up to 15 sick days per year, which may be carried from year to year on an unlimited basis. Will also receive 1 additional bereavement day, applying to immediate family members. • Will receive up to 3 personal days per year (Administrative Leave Days). • Receives 13 paid Holidays per year. • Per the most recent collective bargaining agreement ending June 30, 2027, union-represented employees will receive the following salary increases: ○ 3.5% Across the board for each of the 4 years of the contract, beginning July 1, 2023. ○ Continued salary steps each year at approximately 3.7% (1.5 years from step 8 to step 9, and 2 years from step 9 to step 10, and step 10 to step 11). • Mandatory enrollment in a fixed Pension Plan. Employee contribution is 7.5% of salary. Vested after 10 years. • May qualify for Telework up to 2 days per week after a period of training and acclimation to the department

RESIDENCY REQUIREMENTS	The “New Jersey First Act,” effective September 1, 2011, contains new residency requirements for public officers and employees, unless exempted under the law. Current, new or prospective employees should be aware of the following: Effective September 1, 2011, all employees of State and local government must reside in the State of New Jersey, unless exempted under the law. If you already work for State or local government as of September 1, 2011, and you do not live in New Jersey, you are not required to move to New Jersey. However, if you begin your office, position or employment on September 1, 2011 or later, you must reside in New Jersey. If you do not reside in New Jersey, you have one year after the date you take your office, position or employment to relocate your residence to New Jersey. If you do not do so, you are subject to removal from your office, position or employment. For more information, please visit Department of Labor & Workforce Development New Jersey First Act
APPLICATION INSTRUCTIONS	
Applicants must submit a Letter of Interest, Resume, transcript(s) if specified above, and three (3) professional references of your current or former supervisors/ managers- please only provide references for those to whom you have reported in the workplace and who have supervised or managed your work. Please provide your references’ names, job titles and current contact information, including email addresses. All application documents must be submitted by the Closing Date specified above to the Department of Banking and Insurance’s Human Resources Office at Recruitment_Hiring@dobi.nj.gov, with your last name and the BIA Posting Number above included in the subject line of your email. Thank you.	

The New Jersey Department of Banking & Insurance is an Equal Employment Opportunity Employer.