



# New Jersey Department of Veterans Affairs

## General Notice of Vacancy

The New Jersey Department of Veterans Affairs invites you to apply for the following position:

JOB POSTING #	59-26	ISSUE DATE:	06/30/2026	CLOSING DATE:	07/21/2026
TITLE:	Software Development Specialist 3			WORK WEEK:	NL
LOCATION:	Information Services Division 131 Eggerts Crossing Road Lawrenceville, NJ	RANGE:	R29	SALARY:	\$95,955.40- \$141,386.20
		CLASS OF SERVICE:	Competitive		
		UNIT SCOPE:	VA11		
		WORK SCHEDULE:	Standard: M-F 8:00am-3:30pm or AWP: M-Th 8:00am-4:00pm/M-F 8:00am-4:30pm		

**THIS POSTING IS ONLY OPEN TO THE FOLLOWING:**

<input checked="" type="checkbox"/> Current Department of Veterans Affairs employees who are permanent in a competitive title or a Civil Service Commission-approved non-competitive title. Subject to current promotional and hiring restrictions	<input type="checkbox"/> State employees who are permanent in a competitive title or a Civil Service Commission-approved non-competitive title. Subject to current promotional and hiring restrictions	<input type="checkbox"/> Interested individuals who meet the stated requirements
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**JOB DESCRIPTION**

<b>DEFINITION:</b>	<p>Under general supervision in a state or local government agency, performs analysis, consulting, design, programming, maintenance, and support work on software for information technology services; may develop web applications or websites; coordinates and supervises work activities of lower level Software Development Specialists; supervises staff and work activities; prepares and signs official performance evaluations for subordinate staff; does other related duties.</p> <p><b>NOTE:</b> The examples of work for this title are for illustrative purposes only, and are intended to be representative of the level of duties and responsibilities carried out by this job class. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p> <p>Serves as deputy to the CIO/Director. Performs analysis, consulting, design, programming, maintenance, and support work on software for information technology services; may develop web applications or websites; coordinates and supervises work activities of lower-level Software Development Specialists; supervises staff and work activities; prepares and signs official performance evaluations for subordinate staff. Responsible for ensuring IT needs of DVA activities through the State are documented, solutions are evaluated, stakeholders are engaged, estimates are generated, and projects are initiated, managed, and completed. Prepares reports and recommendations, establishes processes, prepares training, updates and reviews Departmental Directives and other publications and policies, develops operating instructions and documents to standardize goals and objectives of the division. Ensure compliance with State procurement procedures, record keeping and reporting responsibilities associated with the division's activities. Serve as primary point of contact for all Information Technology project management.</p> <p><b>TASKS:</b></p> <p>1. Direct, coordinate, implement, control, complete Information Technology Projects in accordance with published standards, regulations, guidance and timelines.</p>
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	<ol style="list-style-type: none"> <li>2. Develop and manage technology projects and their cost, time and scope. Responsibilities include: project plan, communication plan, allocating tasks and setting milestones.</li> <li>3. Ensure Information Services Division remains aligned with strategy, commitments and goals of DMA and it's divisions and facilities.</li> <li>4. Administer, direct, and review policy and planning programs.</li> <li>5. Conduct analysis of department organization and operations; and activities related to policy development, planning, and performance measurement.</li> <li>6. Analyze policies, government regulations, and legislation to develop new policies and plans or revise existing policies, plans, or programs.</li> <li>7. Analyze statistical data and reports to identify and determine causes of problems and develop recommendations for improvement of policies and practices.</li> <li>8. Analyze and interpret results of studies, and prepare reports detailing findings, recommendations, or conclusions.</li> <li>9. Design, evaluate and modify policies to ensure that programs are effective and in compliance with legal requirements.</li> <li>10. Direct preparation and distribution of written and verbal information to inform management and employees of organizational and administrative policies.</li> <li>11. Manage the design and development of tools to assist management in developing and interpreting polices.</li> <li>12. Interfaces with other managers that direct divisions involved in developing and recommend implementation of policy, programmatic, budgetary, regulatory, planning, measurement, and fiscal initiatives.</li> <li>13. In coordination with the CIO, advise and guide executive level department decision-makers.</li> </ol>
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<b>NOTE:</b>	<p>The examples of work for this title are for illustrative purposes only. Job specifications for this position can be found using this link: <a href="https://info.csc.nj.gov/TitleList/TitleSearch.aspx">https://info.csc.nj.gov/TitleList/TitleSearch.aspx</a> A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.</p>
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**REQUIREMENTS**

<b>EDUCATION &amp; EXPERIENCE:</b>	<p>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 in programming, systems analysis, or computer analysis.</p> <p><b>OR</b></p> <p>Possession of a bachelor's degree from an accredited college or university; and three (3) years of the above-mentioned professional experience.</p> <p><b>OR</b></p> <p>Possession of a master's degree in an Information Technology field; and two (2) years of the above-mentioned professional experience.</p> <p><b>NOTE:</b> "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.</p>
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<b>LICENSE / CERTIFICATION:</b>	<p>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.</p>
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**SPECIAL NOTICES**

<b>RESUME NOTE:</b>	<p>Eligibility determinations will be based upon information presented on the resume and application 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.</p>
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<b>PUBLIC SERVICE LOAN FORGIVENESS:</b>	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 <a href="https://StudentAid.gov/PSLF">https://StudentAid.gov/PSLF</a>
<b>VETERANS PREFERENCE:</b>	Are you a veteran? If so, <b>proof of your NJ Veterans Preference is required at application.</b> Please provide a copy of your New Jersey Civil Service Commission NOTIFICATION OF VETERANS STATUS along with your cover letter and resume. For information on how to apply for Veterans Preference in the State of NJ, please visit the Civil Service Commission's website at: <a href="https://www.nj.gov/dva/veterans/services/civil-service-preference/">https://www.nj.gov/dva/veterans/services/civil-service-preference/</a> .
<b>SAME APPLICANTS:</b>	If you are applying under the NJ "SAME" program, your supporting documentation (Schedule A or B letter), must be submitted along with your resume by the closing date indicated above. For more information on the SAME program, visit their website at: <a href="https://nj.gov/csc/same/overview/index.shtml">https://nj.gov/csc/same/overview/index.shtml</a> , email: <a href="mailto:CSC-SAME@csc.nj.gov">CSC-SAME@csc.nj.gov</a> , or call CSC at (609) 292-4144, option 3
<b>RESIDENCY:</b>	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.
<b>DRUG SCREENING:</b>	If you are a candidate for a position that involves direct client care with the Department of Veterans Affairs, you may be subject to pre and/or post-employment drug testing/ screening. The cost of any pre-employment testing will be at your expense. Candidates with a positive drug test result or those who refuse to be tested and/or cooperate with the testing requirement will not be hired. You will be advised if the position for which you're being considered requires drug testing and how to proceed with the testing.
<b>INFLUENZA VACCINATION:</b>	NJ State Law (N.J.S.A. 26:2H-18.79) requires <u>ALL</u> health care facility employees to have the influenza vaccination annually.
<b>AVAILABLE BENEFITS:</b>	<p>As a NJ State Department, DVA provides a comprehensive list of benefits to the employees. The benefits include, but are not limited to, the following:</p> <ul style="list-style-type: none"> <li>• Alternate Work Week*</li> <li>• Telework*</li> <li>• Deferred Compensation</li> <li>• Health and Life Insurance with Partial Vision Reimbursement</li> <li>• Public Service Loan Forgiveness (PSLF)</li> <li>• Flexible and/or Health Spending Accounts (FSA) &amp; (HSA)</li> <li>• Benefit Leave Time* <i>Varies depending on years of service</i></li> <li>• NJ Pension Plan (NJ Public Employees' Retirement System - PERS)</li> <li>• Tuition Reimbursement*</li> <li>• Paid Time Off</li> <li>• 13 State Holidays</li> </ul> <p style="text-align: right;">* Pursuant to Department's Policy, Procedures, and/or guidelines</p>

#### FILING INSTRUCTIONS

Submit application for employment, cover letter, resume, and other supporting documentation as a **single PDF** document, saving the file by your **Last Name, First Name**, to:



[CareersCentral@dva.nj.gov](mailto:CareersCentral@dva.nj.gov) or by U.S

Mail: ATTN: DVA ERHS, P.O. Box 340

Trenton, NJ 08625-0340

Fax Number:(609) 530-7192

**If you are interested in any other postings within the department, please use your phone camera and scan the QR Code on the left. This will take you to the DVA Job Posting website where all other positions will be posted.**

Be sure to include the **Job Posting #** in the subject line of your email or cover letter  
Application forms may be obtained from the Employee Relations & Human Services website at:

<https://www.nj.gov/dva/admin/assets/documents/employment-application.pdf> or you may request via the email address provided.

New Jersey Department of Veterans Affairs is an Equal Opportunity Employer and is committed to fostering a respectful and inclusive work environment which reflects the diversity of the state we serve.