



VACANCY ANNOUNCEMENT

Posting #: 2026-108	Issue Date: 5/13/2026	Closing Date: 5/27/2026	
Title: Assistant Director- Quality Control, Performance Management, and Strategic Improvement (SES/Unclassified)	Range/Title Code: M98 / 90752	Salary: \$165,312.50	
Unit Scope: Statewide Public/Private	Location: Division of Vocational Rehabilitation Services (N850); One John Fitch Way, Trenton, NJ 08625	Workweek: NL	Vacancies: 1

Job Description

Under the administrative direction of the Director of the Division of Vocational Rehabilitation Services (DVRS), performs duties and functions as indicated below:

1. Quality Control Management:

- Develops and implements quality control procedures and standards to ensure product and service excellence.
- Monitors compliance with quality regulations and industry standards, conducting audits and assessments as needed.
- Collaborates with internal and external stakeholders to resolve quality-related issues and implement corrective actions.

2. Performance Management:

- Designs and oversees performance management frameworks to evaluate organizational and employee performance.
- Analyzes performance data to identify trends, areas for improvement, and opportunities for innovation.
- Works with leadership to set performance targets and track progress towards achieving them.

3. Strategic Improvement Initiatives:

- Leads strategic improvement projects aimed at enhancing operational efficiency and effectiveness.
- Develops and executes plans to implement process improvements, leveraging best practices and new technologies.
- Facilitate workshops and training sessions to promote a culture of continuous improvement within the organization.

4. Cross-Functional Collaboration:

- Collaborates with other departments to align quality control and performance management practices with organizational goals.
- Provides expertise and guidance to teams on quality assurance and strategic improvement initiatives.
- Fosters a collaborative environment that encourages innovation and teamwork.

5. Reporting and Communication:

- Prepares and presents reports on quality control, performance metrics, and strategic improvement outcomes to senior management.
- Communicates effectively with stakeholders to share insights and recommendations for improvement.
- Ensures transparent and timely communication regarding quality and performance management activities.

Does other related work as required.

Employee Benefit(s)

The Department of Labor and Workforce Development (DOL) provides many employee benefits to acknowledge, and value, their contribution. Statewide benefits include:

- Alternate Work Week*
- Deferred Compensation
- Health and Life Insurance
- Public Service Loan Forgiveness (PSLF)
- Telework*
- 100% Tuition Reimbursement*
- Flexible and Health Spending Accounts (FSA)/(HSA)
- Temporary Expanded PSLF (TEPSLF) Programs

**Pursuant to the Department's policy, procedures and/or guidelines.*

Civil Service Commission Requirements (Education/Experience/Licenses)

Open to candidates who meet the requirements below:

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

Successful completion of the Certified Public Managers (CPM) Program will be a factor in selection. Participating in any portion of the CPM program or related programs would be helpful.

EXPERIENCE: Minimum of six (6) years of professional experience in vocational rehabilitation services, public administration, employment services, or other work programs. A minimum of two years of such experience shall have included supervisory responsibility in a multi-service vocational rehabilitation facility, public administration, employment service or other work program.

TITLES: All SES positions will be allocated to the title SES. Departments will determine what descriptive title shall be used for SES positions.

RESUME NOTE: Eligibility determinations will be based only upon information presented on the resume along with other supporting documents. Applicants who possess a degree from a college or university outside the United States must provide an evaluation of the transcripts from a recognized evaluation service at the time of submission. Failure to do so may result in your ineligibility.

SAME APPLICANTS: If you are applying under the NJ "SAME" program, your supporting documents (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 email: SAME@csc.nj.gov, or call CSC at (609) 292-4144, Option 3.

VETERANS PREFERENCE: Are you a veteran? If so, proof of your NJ Veterans Preference is required at application. 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.

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.

TO APPLY

If you qualify, **please submit a letter of interest, transcripts, attached Personal Relationship Disclosure Statement and your resume (including the best contact number and email address)** to the email address listed below. Your submission **must** be received by the closing date and include the job posting number.

EMAIL:

Human Capital Strategies
Recruitment Unit

LWDJobPostings@dol.nj.gov

Subject line must include the specified job posting number.

This is not a promotional announcement for a Civil Service Examination.

This posting may result in personnel actions which will require final approval by the Department of Labor and Workforce Development and the Civil Service Commission in accordance with Civil Service Commission rules and regulations.

**This job posting is authorized by the Department of Labor and Workforce Development,
Division of Human Capital Strategies.**

- Newly hired employees must agree to a thorough background check that may include fingerprinting.
- 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.
- As of September 2010, in accordance with N.J.S.A. 52:14-7, the “New Jersey First Act,” all new employees must reside in the State of New Jersey, unless exempted under the law. If you do not live in New Jersey, you have one year after you begin employment to relocate your residence to New Jersey, or to secure an exemption.
- Work Authorization: Applicants must be authorized to work in the United States according to the Department of Homeland Security, United States Citizenship and Immigration Services regulations. NJDOL does not provide sponsorship or accept student OPT/CPT programs, F1 or H1B work authorization visas.

The New Jersey Department of Labor and Workforce Development is an Equal Opportunity/Affirmative Action Employer.

New Jersey Department of Labor and Workforce Development
PERSONAL RELATIONSHIPS DISCLOSURE STATEMENT

In accordance with the Uniform Ethics Code adopted by the NJ State Ethics Commission and the State Policy Prohibiting Discrimination in the Workplace, the New Jersey Department of Labor and Workforce Development (NJ DOL) requires the disclosure of all relatives, consensual personal relationships, and cohabitants. No NJ DOL employee may supervise or exercise any authority with regard to personnel actions involving their relative, anyone with whom there is a consensual personal relationship, or anyone with whom they cohabit.

Relative means an individual’s spouse/domestic partner/civil union partner¹ or the individual or spouse’s/domestic partner’s/civil union partner’s parent, child, brother, sister, aunt, uncle, niece, nephew, cousin, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, whether the relative is related to the individual or the individual’s spouse/domestic partner/civil union partner by blood, marriage or adoption.

Consensual personal relationship means marriage, engagement, dating or other ongoing romantic or sexual relationships.

Cohabitant means non-related persons who share a household under circumstances where there is financial interdependence.

The New Jersey Department of Labor and Workforce Development requires the disclosure of all relatives and consensual personal relationships to be promptly reported directly to the Division of Human Capital Strategies (HCS), Director’s Office. Confidentiality shall be maintained to the extent possible and practicable. This information may be shared with NJ DOL’s Equal Employment Opportunity Office and/or the NJ DOL Ethics Office as deemed necessary. Upon receiving notice of the relationship, HCS may address any situation as necessary in consultation with the EEO Office and/or the Ethics Officer. This may include, but is not limited to, the changing of reporting relationships or transferring any of the employees involved. Failure to provide notification to HCS may result in discipline up to and including termination and the denial of legal representation and indemnification by the State in the event that a lawsuit is filed having a connection with a personal relationship. Employees are under a continuing obligation to promptly report personal relationships that develop during the course of their employment.

I DO NOT have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Department of Labor and Workforce Development.

I DO have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Department of Labor and Workforce Development identified as follows:

Name	Relationship	Division and Work Location

Do you need more space for disclosure? Yes No **If YES, continue writing on the back of this form.**

I certify that the information on this form to the best of my knowledge and belief is true, complete and accurate. I understand that any misleading or incorrect information, willful misstatement, or omission of a material fact, may be just cause for disciplinary action up to and including termination. I understand my obligation to promptly report personal relationships that develop during the course of my employment.

Applicant/Employee’s Name (Print) _____

Applicant/Employee’s Signature _____ Date _____

¹ Domestic Partner as defined in NJSA 26:8A-1 et. seq. and Civil Union status as defined in NJSA 37:1-28 et. seq.