N.J. PUBLIC EMPLOYMENT RELATIONS COMMISSION
NOTICE OF VACANCY

POSTING #: 2026-001	ISSUE DATE: November 5, 2026	CLOSING DATE: Open Until Filled
TITLE: Public Employment Relations Specialist 3	OPEN TO: State-Wide – Unclassified Position	
SECTION: Unfair Practices & Representation	TITLE CODE: RANGE: Y29	
LOCATION: 495 W. State St., Trenton, NJ	SALARY RANGE: $86,549.27-$123,424.72	

POSITION DESCRIPTION

The Public Employment Relations Commission (PERC) is seeking a labor relations professional to join the office as a Public Employment Relations Specialist 3 focusing on unfair labor practices and representation challenges. PERC resolves questions regarding public-sector collective negotiations units, including definition, employee placement, and majority representation. PERC determines the scope of negotiations, provides mediation services for negotiation impasses, and maintains panels of outside factfinders and arbitrators to aid in contract formation and dispute resolution. PERC also reviews charges of unfair labor practices, such as a failure to negotiate or represent in good faith and interference with the specific rights under N.J.S.A. 34:13A-1 et seq., including filing grievances and joining with, assisting, and receiving the assistance of employees and employee organizations.

The current opening is in the Unfair Practices and Representation (UPR) section. UPR staff represent PERC in unfair practice and representation election matters, holding conferences to seek resolution of labor disputes, recommending whether complaints should result in formal charges, researching and writing proposed administrative decisions, and conducting elections under the New Jersey Employer-Employee Relations Act. UPR staff interact with public employee unions and employers of all sizes ranging from municipal police and fire departments and school districts to colleges and universities and large State employee unions. The role is unique in that it provides an opportunity to solve major public policy issues and the opportunity to help resolve conflicts and hear and decide cases as a type of administrative law judge. The work is varied and challenging, involving writing, critical thinking, creative problem-solving and communication skills.

REQUIREMENTS

EDUCATION: Graduation from an accredited college with a Law degree (J.D.) or a Master's degree in labor relations, or a related field (M.I.L.R., etc.).

EXPERIENCE: Three years of experience as a mediator, hearing officer, labor relations neutral or advocate involving labor relations. A law degree may be substituted for two (2) years of experience. Public sector experience preferred.

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.

INSTRUCTIONS

Interested applicants should submit a resume, cover letter and writing sample to: **resumes@perc.state.nj.us** or mail to:

Recruitment
PERC
P.O. Box 429
Trenton, NJ 08625-0429

IMPORTANT NOTES

EQUAL OPPORTUNITY: *New Jersey is an Equal Opportunity Employer.*

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 visit their Website at: https://nj.gov/csc/same/overview/index.shtml , email: SAME@csc.nj.gov , or call CSC at (833) 691-0404.*

RESIDENCY: *Please note 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.*