



NEW JERSEY DEPARTMENT OF THE TREASURY

NOTICE OF VACANCY

POSTING #:
2026 - 132 - P

ISSUE DATE:
October 21, 2026

CLOSING DATE:
November 23, 2026

TITLE: Director, Division of Pensions

OPEN TO: General Public

DIVISION: Pensions and Benefits

TITLE CODE: 53509

RANGE: M98

UNIT: Director's Office

WORKWEEK: NL (35 hours)

LOCATION: 50 West State Street, Trenton, NJ

SALARY RANGE: \$189,750.00

JOB DESCRIPTION

The New Jersey Department of the Treasury seeks a Director for the Division of Pensions and Benefits. The position is responsible for the administration and management of the State's pensions and health benefits funds. The position will not be responsible for the investment of the funds.

Currently, the Division administers one of the largest non-federal public benefits programs in the nation, consisting of ten separate retirement systems, three supplemental retirement savings programs, a health benefits program for employees, retirees, and family members, and several other employee benefits programs. Over 950,000 members enjoy the benefits of the various pension systems administered by the Division and nearly 700,000 lives are covered in the State Health Benefits Program (SHBP) and the School Employees Health Benefits Program (SEHBP). In addition to the State, over 2,100 local public employers participate in the retirement systems and approximately 1,000 local employers participate in the SHBP or SEHPB.

The ideal candidate must possess an exceptional understanding of public employee pension systems and large-scale public health benefits programs. The prospective candidate will be responsible for or participate in program design, compliance management, vendor negotiations, budget oversight, strategic alignment and team leadership. More specifically, the ideal candidate will:

- Direct oversight of pension, retirement savings, health benefit and employee benefit programs exceeding \$100 billion in assets;
- Direct the development and management of the annual employee benefit accounts budget, totaling over \$11 billion, and the Division's \$90 million operating budget and its nearly 500 employees;
- Assist in the development and implementation of administrative and executive policy for public employee pension and benefits systems;
- Advise the Treasurer's and Governor's Offices on benefit costs, vendor contracting, rate setting, employee contract negotiations, actuarial valuations and assumptions and financial reporting;
- Serve as the Secretary to multiple commissions, boards, and councils, and as a gubernatorial or Treasurer appointee to key boards and committees;
- Ensure the pension plans maintain IRS qualified status and compliance with federal and state law and accounting standards;
- Oversee benefit delivery systems to ensure that the needs of clients are met in the most effective and efficient manner possible;



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POSITION DESCRIPTION CONTINUED

- Coordinate bond disclosure activities and engage with rating agencies on the State's credit ratings.
- Ensure all benefit plans comply with applicable federal and state laws.
- Ensure strategic alignment with all stakeholder's goals.
- Provide supervision over the state and local retirement systems and board of trustee administration.
- Participate in developing and implementing pension and health benefit reform efforts as well as testifying to the State Legislature on pending pension and health benefits legislation, and on the annual State budget.
- Serve as administrator of New Jersey's agreement with the Social Security Administration to allow State and local employees to participate in Social Security.

The ideal candidate must have a broad-based experience with a proven track record of managing and supervising staff.

The standard workweek is Monday through Friday. This position may be eligible to participate in the Department's telework program, which allows eligible employees to work remotely for up to two (2) days per week or the Alternate Workweek Program (AWP), which offers eligible employees alternative work hours and schedules to facilitate a more vital work-life balance. The AWP does not change the number of hours worked per pay period; however, it allows for a varied distribution of work hours during the week to grant an additional day or half-day(s) off. Participation in either program is subject to approval by management. The position offers a comprehensive benefits package including medical, prescription drug, and dental coverage, benefit leave, paid holidays, supplemental pension plan options, and tax saving programs. For more information regarding the New Jersey State Health Benefits Program (SHBP) and the various pension plan offerings, eligibility requirements, and enrollment, please visit the New Jersey Division of Pensions and Benefits website at <https://www.nj.gov/treasury/pensions>.

Please refer to the **Active Employees** section on the home page.

POSITION REQUIREMENTS

Education: Possession of a bachelor's degree from an accredited college or university.

Experience: Six years of administrative experience in a public or private insurance, retirement, or pension system.



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GENERAL INFORMATION

Appointment Information:

Upon initial appointment, incumbent will serve as the Acting Director. Appointment to the Director title is subject to advice and consent of the Senate. The position may be eligible for enrollment in the Public Employees' Retirement System or the Defined Contribution Retirement System.

Vacancy Notice:

This is not a promotional announcement. Appointment(s) resulting from this posting will be made in accordance with Civil Service Commission rules and regulations.

Foreign Degrees:

Degrees and/or transcripts issued by a college or university outside of the United States must be evaluated for accreditation by a reputable evaluation service at your expense and must be included in your application submission by the closing date.

NJ SAME Program:

In accordance with P.L. 2021, c.465 and P.L. 2021, c.466, the **State as a Model Employer of People with Disabilities (SAME) program** allows qualified individuals with a significant disability to apply for non-competitive and unclassified positions through a fast track hiring process. If you are applying under the "NJ SAME Program", your supporting documents (Schedule A or B letter), must be included in your application submission by the closing date. Reasonable accommodations will be made for qualified candidates with disabilities upon request.

For more information, call (609) 292-4144, option 3; email CSC-SAME@csc.nj.gov or visit <https://nj.gov/csc/same/overview/index.shtml>.

Residency:

In accordance with the New Jersey First Act, P.L. 2011, c.70, requires all employees to reside in the State of New Jersey, unless otherwise exempted under the law. If you do not live in New Jersey, you have one year from the date of appointment to relocate and maintain residence in New Jersey.

For more information, visit: <https://nj.gov/labor/lwdhome/njfirst/NJFirst.html>.

Work Authorization:

Selected candidates must be authorized to work within the United States in accordance with United States Citizenship and Immigration Services and the Department of Homeland Security regulations. The State of New Jersey does not permit nor provide sponsorships. Individuals on student visas such as F1, J1, CPT, OPT, CPT, and H1B visas are not eligible for employment.



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INSTRUCTIONS TO APPLY

Submissions must be received timely to the email address listed below in order to be considered. Failure to submit all required documents may result in an ineligibility determination. Interviews will be granted on the basis of the resume.

If you are qualified, please submit the documents listed below by 5:00 p.m. on November 23, 2026:

- Cover letter/Letter of interest
- Resume
- Proof of degree (unofficial transcript reflecting the date the degree was awarded or copy of diploma)
- If you are applying under the "NJ SAME Program", your supporting documents (Schedule A or B letter), must be included in your application submission by the closing date.

Treasury Employment Recruiter

Email address: EmploymentRecruiter@treas.nj.gov

(Please list the "2026-132-P Director, Division of Pensions" in the Subject Line)

THIS POSTING IS AUTHORIZED BY:

Sandi DeLuca

Sandi DeLuca, Acting Human Resources Officer

The State of New Jersey is an Equal Opportunity Employer