

NEW JERSEY DEPARTMENT OF CORRECTIONS
WHITTLESEY ROAD
P.O. BOX 863
TRENTON, NJ 08625

NOTICE OF JOB VACANCY

TITLE: Legal Specialist 3, Confidential	SALARY RANGE: \$132,250.00	POSTING NO.: 187-26	ISSUE DATE: 07/10/2026 CLOSING DATE: 07/24/2026
LOCATION: Central Office Headquarters, Equal Employment Division – Trenton, NJ		CLASS OF SERVICE: Unclassified	
THIS POSTING IS ONLY OPEN TO THE FOLLOWING: ☐ Current Department of Corrections employees who are permanent in a competitive title or a Civil Service Commission-approved non-competitive title. Subject to current promotional and hiring restrictions ☐ 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 ☒ Interested individuals who meet the stated requirements			
JOB DESCRIPTION Under administrative direction of a managerial executive in a state department, institution, or autonomous agency, manages and has direct involvement in representing the State of New Jersey in the collective negotiations process and/or manages the negotiation and administration of employee collective bargaining unit agreements; or serves as a hearing officer in disciplinary matters and/or serves as the senior manager over a disciplinary hearings unit; or manages higher-level supervisors and/or state government managers; or manages a legal unit responsible for confidential legislative, legal, and policy-influencing research related to department programs, in conformance with guidelines established by the State Attorney General; acts as liaison between a state department and the Office of the Attorney General in receiving, formulating, and transmitting requests for legal advice on behalf of a state agency; manages and directs the preparation of reports and recommendations on the impact of proposed or existing legislation; does other related duties as required.			
REQUIREMENTS EDUCATION: Graduation from an accredited law school with Juris Doctor (J.D.) or a Bachelor of Laws (L.L.B.) degree. Four (4) years of experience involving legal or legislative research, drafting of rules, regulations, legislation, amendments, and/or the interpretation of statutes, two (2) years of which shall have been in a supervisory capacity. -OR- EDUCATION: Graduation from an accredited college or university with a bachelor's degree. EXPERIENCE: Seven (7) years of experience involving legal or legislative research, drafting of rules, regulations, legislation, amendments, and/or the interpretation of statutes, two (2) years of which shall have been in a supervisory capacity. NOTE: Appointees currently matriculating in an accredited law school as an L.L.B or J.D. candidate may substitute such enrollment for three (3) years of the required non-supervisory experience on a year-for-year basis. Preferred: Two (2) years of experience investigating employment discrimination claims or legally representing the State of New Jersey in employment litigation defense matters. Prior experience as an Equal Employment Opportunity Officer and/or an Ethics Liaison Officer for an Executive Branch agency of the State of New Jersey will be strongly considered in the recruitment process.			
BENEFIT(S)* *Pursuant to the State/Department's policy, procedures and/or guidelines.			
Joining the second largest department in the State of New Jersey offers many benefits to acknowledge the hard work, dedication and leadership of staff members. Statewide benefits include: • Alternate Work Week available for some positions • Telework available for some positions • Deferred Compensation • Paid Time Off • 13 State Holidays • Health and Life Insurance • Pet Insurance available through certain plans • Flexible and Health Savings Accounts (FSA)/(HSA) • Tuition Reimbursement • Public Student Loan Forgiveness (PSLF) • Up to \$250 in rewards for exercising • Gym membership discounts • Diversity & Inclusion events • Workplace security, health and safety • Incarcerated Person empowerment and rehabilitation			
SAME PROGRAM INFORMATION The SAME program allows candidates, who identify as having a significant disability, to apply for non-competitive and unclassified positions through a fast track hiring process. For more information about the SAME program and the Fast Track Hiring program, visit the CSC Website at: https://nj.gov/csc/same/overview/index.shtml , email: SAME@csc.nj.gov or please click here . If you have any questions, please email, or call the contact as indicated on the job vacancy announcement. If you are applying under the NJ "SAME" program, your supporting documents must be submitted along with your resume by the closing date indicated above.			
APPLICATION INSTRUCTIONS Please include resume and copy of transcripts (unofficial copies are acceptable), certification(s), and/or license(s), if applicable, in your response. Posting title and number must be included in the subject line of your email. All attachments must be sent in PDF or word format only. Additionally, you must provide your email address. To be considered, responses must be postmarked no later than closing date. Emailed resumes are to be sent only to: Civilian.Recruitment@doc.nj.gov Forward Response To: Robert Smith Region 6 Personnel Services Central Office, Civilian Recruitment P.O. Box 863 Trenton, NJ 08625-0863			