



**STATE OF NEW JERSEY**

In the Matter of Artificial  
Intelligence Security and Compliance  
Specialist

**FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION**

Request for Title Creation

CSC Docket No. 2025-1698

**ISSUED: March 19, 2025 (KMG)**

The Division of Agency Services (Agency Services) requests the establishment of the noncompetitive title of Artificial Intelligence Security and Compliance Specialist title for use in the Office of Information Technology (OIT), in accordance with *N.J.A.C. 4A:3-1.2*.

In support of its request, Agency Services presents that OIT has requested the creation of the Artificial Intelligence Security and Compliance Specialist title. OIT explained that this position falls under its efforts to establish roles focused on expanding the use of Artificial Intelligence (AI) to benefit the state of New Jersey. OIT further explained that this role will involve utilizing AI across various departments to optimize processes, improve efficiency, and enhance decision-making within public services. The position would require a deep technical knowledge of AI technologies and platforms, a strong understanding of security protocols related to risk assessment and security audits for AI systems, experience in developing and implementing AI-specific security measures, and familiarity with regulatory compliance concerning data protection laws. Individuals in this role would conduct risk assessments and security audits of AI systems and applications, monitor these systems for potential security incidents or unauthorized access, implement data encryption protocols, design and deliver security awareness training, and stay current with industry standards and best practices for AI security and compliance. Additionally, they would prepare reports and documents for regulatory authorities as required. These employees would ensure that AI projects adhere to ethical principles and do not breach any legal or ethical guidelines.

With regard to this title, Agency Services requests that it be placed in the noncompetitive division. In this regard, it contends that competitive testing for the title would not be practicable due to knowledge, skills and abilities associated with the title, as the technological advancement and specialized knowledge of AI platforms, AI technology, and data protection laws evolve at a rapid pace. Moreover, it notes that it is unlikely that the development of written examination content would keep up with, or adequately measure, the specific knowledge, skills, and abilities necessary for the position. Agency Services indicates that it has provided notice and the opportunity to review the instant title creation to the applicable collective negotiations unit and that no objections were received.

Finally, Agency Services requests that the effective date for the requested action be the beginning of the first pay period following the Civil Service Commission's (Commission) approval.

## CONCLUSION

*N.J.A.C.* 4A:3-3.2(a) provides that the Commission shall establish and maintain classification plans for all job titles in the career, senior executive and unclassified services. Additionally, *N.J.A.C.* 4A:3-3.3(a)2 provides that this agency shall implement and administer the classification plans and, in this regard, shall establish new titles, abolish unnecessary titles and consolidate titles. *N.J.A.C.* 4A:3-3.6(a) states, in pertinent part, that the Commission may determine that a new title or title series is necessary.

*N.J.A.C.* 4A:3-1.2(c) provides that a job title may be placed in the noncompetitive division on an ongoing or interim basis when it is determined by the Commission that it is appropriate to make permanent appointments to the title and one or more of the following criteria are met:

1. Competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job;
2. Certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions; or
3. There is a need for immediate appointments arising from a new legislative program or major agency reorganization.

Based on all of the foregoing, sufficient reason exists for the establishment of the subject title and the allocation of the Artificial Intelligence Security and Compliance Specialist title to the noncompetitive division based on *N.J.A.C.* 4A:3-


1.2(c)1. In this regard, as the Artificial Intelligence Security and Compliance Specialist title specializes in a rapidly advancing technological field, it is unlikely that the development of written examination content will keep pace with, or adequately measure, the specific knowledge, skills, and abilities necessary for the position. Additionally, incumbents would be required to complete a four-month working test period prior to attaining permanent status. *See N.J.A.C. 4A:4-5.1(b) and N.J.A.C. 4A:4-5.2(b)2.* Accordingly, competitive testing is impracticable for this title.

### ORDER

Therefore, it is ordered that this request be granted, and the title of Artificial Intelligence Security and Compliance Specialist be established. It also ordered that the title of Artificial Intelligence Security and Compliance Specialist be allocated to the noncompetitive division of the career service. This action shall be effective March 22, 2025.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 19<sup>TH</sup> DAY OF MARCH, 2025




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