



State of New Jersey

Department of Human Services

Philip Murphy
Governor
Tahesha L. Way
Lt. Governor
Sarah Adelman
Commissioner

The New Jersey Department of Human Services invites you to apply for the following position:

JOB POSTING #:	337-25	ISSUE DATE:	10/20/2025	CLOSING DATE:	12/20/2025
TITLE:	Personnel Assistant 4, Employee Relations, Personnel Assistant 3, Employee Relations or Personnel Assistant 2, Employee Relations				
LOCATION:	Woodbine Developmental Center 1175 DeHirsch Avenue Woodbine, NJ 08270	RANGE:	Personnel Assistant 4, Employee Relations - Y19 Personnel Assistant 3, Employee Relations - Y22 Personnel Assistant 2, Employee Relations - Y25		
		SALARY:	Y19 - \$58,817.70 - \$85,742.00 Y22 - \$67,312.27 - \$98,503.27 Y25 - \$77,143.55 - \$113,263.75		
		UNIT SCOPE(S):	K490		
		SERV. CLASS:	Competitive		
OPEN TO:	Current State Employees				
DESCRIPTION					
DEFINITION:	Under the general supervision of a Human Resource Manager, Personnel Assistant 1, Employee Relations Coordinator, or other supervisory official in a state department, institution, or agency, conducts contractual and noncontractual grievance hearings; reviews the administration of agreements and contracts for statewide negotiation units and grievance processing; prepares cases for disciplinary arbitration hearings; conducts audits and recommends corrective actions; may take the lead over lower-level Personnel Assistants; does other related duties as required.				
REQUIREMENTS					
EXPERIENCE:	NOTE: Applicants must meet one of the following or a combination of both experience and education. Thirty (30) semester hour credits are equal to one (1) year of relevant experience. Personnel Assistant 4, Employee Relations - Five (5) years of professional experience in a personnel program of a public or private organization. Personnel Assistant 3, Employee Relations - Six (6) years of professional experience in the administration of negotiated contracts, grievance, and disciplinary processing programs in a large public or private organization. Personnel Assistant 2, Employee Relations - Seven (7) years of professional experience in the administration of negotiated contracts, grievance, and disciplinary processing programs in a large public or private organization.				
EDUCATION:	Personnel Assistant 4, Employee Relations - Possession of a bachelor's degree from an accredited college or university; and one (1) year of the above-mentioned professional experience. OR Personnel Assistant 3, Employee Relations - Possession of a bachelor's degree from an accredited college or university; and two (2) years of the above-mentioned professional experience. OR Possession of a master's degree in business administration, public administration, personnel, labor relations, economics, finance, or accounting from an accredited college or university; and one (1) year of the above-mentioned professional experience. Personnel Assistant 2, Employee Relations - Possession of a bachelor's degree from an accredited college or university; and three (3) years of the above-mentioned professional experience. OR Possession of a master's degree in business administration, public administration, personnel, labor relations, economics, finance, or accounting from an accredited college or university; and two (2) years of the above-mentioned professional experience.				

NOTE:	"Professional experience" refers to work that is creative, analytical, evaluative, and interpretive; requires a range and depth of specialized knowledge of the profession's principles, concepts, theories, and practices; and is performed with the authority to act according to one's own judgment and make accurate and informed decisions.
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.
IMPORTANT NOTICES	
FOREIGN DEGREES:	Degrees and/or transcripts issued by a college or university outside of the United States <i>must be evaluated</i> by a reputable evaluation service at your expense. The evaluation must be included with your submission. Failure to submit the required evaluation may result in an ineligibility determination.
RESIDENCY:	In accordance with N.J.S.A. 52:14-7 (NJ PL 70), the "New Jersey First Act", all employees must reside in the State of New Jersey (NJ), unless exempted under the law. If you do not live in NJ, you have (1) year after you begin employment to relocate your residence to NJ.
DRUG SCREENING:	If you are a candidate for a position with DHS, you may be subject to pre and/or post-employment drug testing/screening. The cost of any pre-employment testing <i>will be at your expense</i> . Candidates with a positive drug test result, or those who refuse to be tested and/or cooperate with the testing requirement, will not be hired. You will be advised if the position for which you're being considered requires drug testing and how its administered.
CIVIL SERVICE LISTS:	Applicable regular or special re-employment list(s) established as a result of a layoff will be used before promotions are made. All appointments will be made utilizing the procedures and guidelines in accordance with N.J.A.C. 4A.
TELEWORK:	Certain positions may be eligible to participate in the Department's "Telework Program", which offers eligible employees the opportunity to work remotely for up to two (2) days per week, as approved by management. Details on this, and other benefits, will be made available throughout the interview process.
EMPLOYEE BENEFITS:	In accordance with the "Pay Transparency Act", the NJ State Benefits Package includes: State Health Benefits Program (medical, dental, prescription drug and vision care); Pension; Deferred Compensation; Public Service Loan Forgiveness (PSLF) participation; Tuition Reimbursement; Flexible and Health Spending Accounts (FSA/HSA); Paid holidays; Paid Leave (vacation days, sick days and administrative leave days); Telework; Alternate Work Week Program; Life Insurance; Tax\$ave; NJ Well; State Employee Discount Program; Employee Advisory Service (EAS); Please be advised that eligibility for any of the benefits listed may vary pursuant to job duties, operational need, funding, policy, procedures and/or guidelines.
FILING INSTRUCTIONS	
Forward a cover letter, resume and completed application, found at: https://www.nj.gov/csc/about/publications/forms/pdf/DPF-663.pdf , electronically to: Ddd-wdbn.Resumes@dhs.nj.gov You must include the Job <u>Posting #</u>, and <u>Last Name</u> in the subject line of your email. Example: (123-22, Smith)	
New Jersey Department of Human Services is an Equal Opportunity Employer	