



# VACANCY ANNOUNCEMENT



<b>Posting #:</b> 2026 - 149	<b>Issue Date:</b> 06/12/2026	<b>Closing Date:</b> 06/25/2026	
<b>Title:</b> Supervising Affirmative Action Assistant, Public Contracts (Competitive)	<b>Range/Title Code:</b> R28/65514	<b>Salary:</b> \$88,529.64– \$130,338.54	
<b>Unit Scope:</b> Statewide Career Service	<b>Location:</b> Human Capital Strategies-Contract Compliance Unit, 1 John Fitch Way, Trenton, NJ 08625 (N185)	<b>Workweek:</b> NL	<b># Vacancies:</b> 1

### Job Description

Under the supervision of the Assistant Director of Contract Compliance, the Supervising Affirmative Action Assistant will oversee and supervise the Contract Compliance Unit; assist with developing, directing, and coordinating the implementation of Equal Employment Opportunity/Affirmative Action policies and procedures with staff to ensure contractor compliance throughout the State of NJ; ensure adherence to the unit's operations manual; attend pre-construction meetings with contractors; perform unannounced field visits at contractor work sites; conduct employee performance evaluations; and other duties as assigned.

The duties of the division Supervising Affirmative Action Assistant will consist of the following:

- Ensure equal employment opportunities are being met by contractors awarded State projects.
- Supervise the Contract Compliance unit by training and ensuring compliance of the Standard Operations Procedures
- Overseeing and approving the weekly schedules of field visits for the investigators
- Attend pre-construction meetings with contractors to ensure understanding of their responsibilities
- Review reports submitted by contractors to ensure accuracy and timeliness

Full Civil Service specifications can be found [Here](#)

### Employee Benefit(s)

The Department of Labor and Workforce Development (DOL) provides many employee benefits to acknowledge, and value, their contribution. Statewide benefits include:

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|--|---|
| Alternate Work Week*                   | Telework*   |
| Deferred Compensation                  | 100% Tuition Reimbursement*                       |
| Health and Life Insurance              | Flexible and Health Spending Accounts (FSA)/(HSA) |
| Public Service Loan Forgiveness (PSLF) | Temporary Expanded PSLF (TEPSLF) Programs         |

*\*Pursuant to the Department's policy, procedures and/or guidelines.*

### Civil Service Commission Requirements (Education/Experience/Licenses)

**Open to NJ State Career Service employees permanent in any competitive title and meet the requirements listed below:**

#### REQUIREMENTS:

**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.

Eight (8) years of professional experience in the implementation, investigation and/or monitoring of equal employment opportunity, affirmative action and/or civil rights, or other anti-discrimination programs, one (1) year of which shall have been in a supervisory capacity.

**OR**

Possession of a bachelor's degree from an accredited college or university; and four (4) years of the above-mentioned professional experience, one (1) year of which shall have been in a supervisory capacity.

**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.

**RESUME NOTE:** Eligibility determinations will be based only upon information presented on the resume along with other supporting documents. Applicants who possess a degree from a college or university outside the United States must provide an evaluation of the transcripts from a recognized evaluation service at the time of submission. Failure to do so may result in your ineligibility.

**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.

#### **TO APPLY**

If you qualify, **please submit a letter of interest, transcripts (if applicable) and your resume (including the best contact number and email address) by clicking on the link below.** Your submission **must** be received by the closing date and include the job posting number.

**[CLICK HERE TO APPLY:](#)**

**[# 2026-149 Supervising Affirmative Action Assistant, Public Contracts](#)**

This is not a promotional announcement for a Civil Service Examination.

This posting may result in personnel actions which will require final approval by the Department of Labor and Workforce Development and the Civil Service Commission in accordance with Civil Service Commission rules and regulations.

**This job posting is authorized by the Department of Labor and Workforce Development,  
Division of Human Capital Strategies.**

- Newly hired employees must agree to a thorough background check that may include fingerprinting.
- Any appointments made from postings, which involve movement between unit scopes, may result in a forfeiture of rights to any promotional list in a former unit scope.
- As of September 2010, in accordance with N.J.S.A. 52:14-7, the "New Jersey First Act," all new employees must reside in the State of New Jersey, unless exempted under the law. If you do not live in New Jersey, you have one year after you begin employment to relocate your residence to New Jersey, or to secure an exemption.
- Work Authorization: Applicants must be authorized to work in the United States according to the Department of Homeland Security, United States Citizenship and Immigration Services regulations. NJDOL does not provide sponsorship or accept student OPT/CPT programs, F1 or H1B work authorization visas.

***The New Jersey Department of Labor and Workforce Development is an Equal Opportunity/Affirmative Action Employer.***



New Jersey Department of Labor and Workforce Development  
**PERSONAL RELATIONSHIPS DISCLOSURE STATEMENT**

In accordance with the Uniform Ethics Code adopted by the NJ State Ethics Commission and the State Policy Prohibiting Discrimination in the Workplace, the New Jersey Department of Labor and Workforce Development (NJ DOL) requires the disclosure of all relatives, consensual personal relationships, and cohabitants. No NJ DOL employee may supervise or exercise any authority with regard to personnel actions involving their relative, anyone with whom there is a consensual personal relationship, or anyone with whom they cohabit.

**Relative** means an individual's spouse/domestic partner/civil union partner<sup>1</sup> or the individual or spouse's/domestic partner's/civil union partner's parent, child, brother, sister, aunt, uncle, niece, nephew, cousin, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, whether the relative is related to the individual or the individual's spouse/domestic partner/civil union partner by blood, marriage or adoption.

**Consensual personal relationship** means marriage, engagement, dating or other ongoing romantic or sexual relationships.

**Cohabitant** means non-related persons who share a household under circumstances where there is financial interdependence.

The New Jersey Department of Labor and Workforce Development requires the disclosure of all relatives and consensual personal relationships to be promptly reported directly to the Division of Human Capital Strategies (HCS), Director's Office. Confidentiality shall be maintained to the extent possible and practicable. This information may be shared with NJ DOL's Equal Employment Opportunity Office and/or the NJ DOL Ethics Office as deemed necessary. Upon receiving notice of the relationship, HCS may address any situation as necessary in consultation with the EEO Office and/or the Ethics Officer. This may include, but is not limited to, the changing of reporting relationships or transferring any of the employees involved. Failure to provide notification to HCS may result in discipline up to and including termination and the denial of legal representation and indemnification by the State in the event that a lawsuit is filed having a connection with a personal relationship. Employees are under a continuing obligation to promptly report personal relationships that develop during the course of their employment.

**I DO NOT** have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Department of Labor and Workforce Development.

**I DO** have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Department of Labor and Workforce Development identified as follows:

Name	Relationship	Division and Work Location

**Do you need more space for disclosure?**  Yes  No **If YES, continue writing on the back of this form.**

I certify that the information on this form to the best of my knowledge and belief is true, complete and accurate. I understand that any misleading or incorrect information, willful misstatement, or omission of a material fact, may be just cause for disciplinary action up to and including termination. I understand my obligation to promptly report personal relationships that develop during the course of my employment.

Applicant/Employee's Name (Print) \_\_\_\_\_

Applicant/Employee's Signature \_\_\_\_\_

Date \_\_\_\_\_

<sup>1</sup> Domestic Partner as defined in NJSA 26:8A-1 et. seq. and Civil Union status as defined in NJSA 37:1-28 et. seq.