



Careers in State and Local Government



About the Civil Service Commission (CSC)

The Civil Service Commission is the agency within NJ state government which is responsible for providing fair and efficient human resources for the state's civil service workforce. It also is an unbiased, independent body that hears and decides appeals filed by State, county and municipal civil service employees, candidates for employment, and appointing authorities.

Website:
<https://www.state.nj.us/csc/>



JOB SEEKERS

- Overview
- About Public Service
- Nine Steps
- For Veterans
- Job Announcements and Testing Information**
- Address Change
- Public Safety Testing News
- Job Seekers FAQ
- 2019 Fire Fighter Examination Results**



CURRENT EMPLOYEES

- Training
- Employee Advisory Service
- EEO/AA
- Job Announcements and Testing Information
- Appeals
- Address Change
- For Veterans
- Public Safety
- Compensation Compendium
- Occupational Categories
- Employee Programs



APPOINTING AUTHORITIES AND EMPLOYERS

- Training
- Agency Services
- Classification and Compensation
- Employee Advisory Service
- Appeals
- Job Announcements and Testing Information
- Intergovernmental Services
- CAMPS
- Team Map
- Appointing Authorities / Employers FAQ



ABOUT US

- About CSC
- Mission
- Objectives
- Brief History
- Office of the Chair
- Divisions / Offices
- Contact and Directions
- CSC Decisions
- Meetings of the CSC
- Rules e-Notification
- Regulations and Laws
- News
- Forms and Publications



Consider a Career In Public Service

At the Civil Service Commission, we recruit for all types of careers.

In looking through our job announcements, you might see opportunities for:

- Police, Firefighters and Correction Officers
- Social workers
- Program specialists
- Nurses
- Engineers
- Medical records clerks
- Behavioral therapy assistants
- Librarians
- Psychiatrists
- and many more.

- We update our website daily with new announcements, and usually have 30 to 50 new announcements on a weekly basis.
- New Jersey 's public employees, day after day, deliver the essential services we have all come to rely on.
- A career in public service will allow you to be a part of making New Jersey a good place to live for you and your family.



Careers In State
Government are
open to all
college majors

Some Recent Highlights

- Law Enforcement Exam
- Trainee Positions
- County and Local Jobs

Social Sciences Related Careers

- Children/ Families
- Education
- Health
- Higher Education
- Human Services
- Military/Veteran Affairs

For example: nurses, social workers, educators





Science, Technology,
Engineering, and Mathematics-
STEM Related Careers

- Agriculture
- Board of Public Utilities
- Community Affairs
- Environmental Protection
- Health
- Information Technology
- Transportation

For example: engineers, solar project specialist, road workers, information specialist, building inspector

Business,
Customer
Service, and
Finance
Related Careers

Banking and Insurance

Community Affairs

Motor Vehicle
Commission

State

Treasury

For example: risk
management,
accountants, financial
examiner, customer
service representative

Legal and Public Safety Related Careers

- Attorney General's Office
- Corrections
- Homeland Security
- Law Enforcement
- Law and Public Safety
- State Parole Board
- Military/Veteran Affairs



For example: correction officers, counter terrorism analyst, state police



Human Resources Related Careers

- Labor
- Civil Service Commission

For example: trainers, job coaches,
human resources managers

NJ Employee Benefits

- Members of the State Health Benefits Program (SHBP)
- Various departments offer tuition reimbursement
- 12 Paid Holidays
- 12 Paid Vacation
- 12 Sick Days
- Paid Family Leave
- Life Insurance Valued at 3 Times Your Pay
- Employee Pension
- Intergovernmental Transfer Program
- Employee Training
- Employee Discounts for State & Local Employees
- Paid Leave for Annual Military Training
- Paid Jury Duty
- Vision Care Reimbursement
- Health and Dental Benefits
- Prescription Drug Plan
- Retirement Plans
- Deferred Compensation Plan 401K
- State and Local Opportunities throughout the entire State
- Diversity and Inclusion Programs and Initiatives



Different Types of Positions Available

- Open Competitive Announcements
- Non Competitive Announcements
- Temporary Employee Services (TES)
- Promotional Announcements

Job Announcements and Testing Information

Link: <https://www.state.nj.us/csc/seekers/jobs/announcements/>

Job Announcements and Testing Information

Browser Compatibility Statement

We recognize that our users may have various Internet Browsers and Operating Systems.

We like our visitors to have the best possible experience on our website when using our on-line application.

However, we do recognize that it is impossible to develop applications that work identically, efficiently and effectively on all web browsers.

The application is not compatible with FireFox. Please use one of these browsers; Internet Explorer 11, Edge and Chrome.

Mobile Devices and Tablets

This site does not support browsing from a Mobile or Tablet device.

Visit the link below to download the latest version of your favorite browser:

[Microsoft Internet Explorer](#)

Job Announcements for the Public

An Open Competitive Job Announcement is an invitation for the public to compete for existing and future job vacancies in a State, County or Municipal government job title. To better understand the process of obtaining careers for New Jersey's Public Service please visit the [Job Application Process](#).

[View **Open Competitive Announcements** here](#)

[Online Application System \(OAS\) User Guide](#)

▸ Job Description and Title Search

▸ Eligibility Lists

▸ Testing Facility Information

Differences between competitive vs. non-competitive

- Competitive permanent titles are those allocated to the competitive division of the career service and are subject to an examination process and successful completion of a working test period. » NJAC 4A:4-1.1
- Non competitive permanent are titles in the career service where competitive testing is not required due to the nature of the knowledge, skills, and abilities associated with the job or difficulties associated with recruiting » NJAC 4A:3-1.2(c).










Competitive Positions

Competitive Position - (Identified by magnifying glass)

- Indicates a competitive vacancy to be filled by a civil service test
- Fee to take test

Process

- Review Job Announcement and Requirements
- Complete Online application
- Look for Eligibility Notice with Test Announcement
- Take Test
- Examination Results Those who pass are ranked on an Eligibility List
- Hiring Agency Certifies the List
- Notification of Certification
- Interview
- Accept the Position

	title	jurisdiction	open to residents of	issue date	closing date
	M0399A Program Specialist 2	Jersey City	(!) Jersey City; (2) United States	04/15/19	05/06/19
	M0263A Librarian 2/Technical Support Specialist 2	Bayonne	(1) Bayonne City; (2) Hudson County	02/15/19	04/29/19
	C0433A Recreation Program Coordinator	Bergen County	(1) Bergen County; (2) Essex County, Hudson County, Passaic County	04/15/19	05/06/19
	C0435A Principal Engineer Hydraulic	Bergen County	(1) Bergen County; (2) Essex County, Hudson County, Passaic County; (3) New Jersey	04/15/19	05/06/19
	C0437A Medical Claims Review Clerk	Bergen County	(1) Bergen County; (2) Essex County, Hudson County, Passaic County; (3) New Jersey	04/15/19	05/06/19
	M0426A Code Enforcement Officer	Bergenfield	(1) Bergenfield Borough and Englewood City; (2) Bergen County	04/15/19	05/06/19
	M0400A Construction Official	Bordentown Twp	(1) Bordentown Township; (2) Burlington County	04/15/19	05/06/19
	C0417A Librarian 2	Camden County	(1) Camden County; (2) Atlantic County, Burlington County, Gloucester County	04/15/19	05/06/19
	M0407A Construction Official	Delran Twp	(1) Delran Township; (2) Burlington County; (3) Atlantic County, Camden County, Mercer County, Monmouth County, Ocean County	04/15/19	05/06/19

Non-Competitive Positions

Non Competitive Position - (Identified by PDF icon)

- Indicates a real job opening
- No fee

Process

- Review Job Announcement and Requirements
- Send in Resume
- Hiring Agency contact you
- Interview
- Accept the position

	title	jurisdiction	open to residents of	issue date	closing date
	Bilingual Family Service Specialist Trainee (Non-competitive)	New Jersey Department of Children and Families	New Jersey	12/10/18	06/30/19
	Family Service Specialist Trainee (Non-competitive)	New Jersey Department of Children and Families	New Jersey	12/10/18	06/30/19
	Assistant Family Service Worker 1 (Non-competitive)	New Jersey Department of Children and Families	New Jersey	12/10/18	06/30/19
	Counterterrorism Watch Specialist (TES)	New Jersey Office of Homeland Security and Preparedness	New Jersey	01/25/19	12/31/19
	Grounds Worker (Hourly)	New Jersey Department of Military and Veterans Affairs	New Jersey	02/11/19	12/31/19
	Senior Food Service Worker - Temp. Employment Service (TES-Hourly Position)	New Jersey Department of Military and Veterans Affairs	New Jersey	10/29/18	12/31/19
	Temporary Employment Services (Hourly)	New Jersey Department of Agriculture	New Jersey	02/19/19	07/19/19

Veteran's Preference

Veteran's Preference gives all eligible Disabled Veterans and Veterans priority on the certified lists.



Rule of Three

The Civil Service Commission operates under what is commonly known as the "Rule of Three."

- "The "Rule of Three" means that after an open competitive or promotional exam is held, the Appointing Authority may select any candidate from the top three ranks unless a veteran is in the top three.
- However, the "Rule of Three" is applied differently to Open Competitive Exams than to Promotional Exams.



Thank you!

Any questions?

Contact Info

Civil Service Commission

Location:

44 S. Clinton Avenue
Trenton, NJ 08625

- **Information Center:**
Phone 609-292-4144

If you have a question about Civil Service Commission policies, programs or services, please consult our [FAQs section](#).

If you do not find the answer to your question in FAQs, please call the Civil Service Commission's Information Center at (609) 292-4144 or email us with your [comments or questions](#) and we will be happy to help you.