



NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

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Governor

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Commissioner

AMENDED JOB VACANCY POSTING

POSTING #:	254-25	ISSUE DATE:	May 30, 2025
TITLE:	PROGRAM SPECIALIST TRAINEE (CLASSIFIED NON-COMPETITIVE)	CLOSING DATE:	June 13, 2025
LOCATION:	Department of Children and Families Office of Family Preservation & Reunification Division of Family & Community Partnerships 50 East State Street Trenton, NJ 08625		
POSITIONS:	1	RANGE:	P95
DISTRIBUTION:	STATEWIDE	STARTING SALARY:	\$49,738.97
		6 MONTH SALARY INCREASE:	\$51,987.70
SPECIAL NOTE: After successful completion of the 12-month training period, appointees will be eligible for advancement to the journeyman title of Program Specialist 1, with a starting salary of \$54,351.06.			
SCOPE OF ELIGIBILITY: Subject to current promotional and hiring restrictions			
SPECIAL NOTE: This position may be eligible to work remotely for up to two days in a calendar week.			

DEFINITION: Under the close supervision of a Program Specialist 3, Program Specialist 4, or other supervisory officer in a State department or agency, as a trainee and productive worker, receives on-the-job training while assisting in the professional, administrative, and analytical work to promote the planning, operation, implementation, monitoring and/or evaluation of human or social service programs, programs serving the socio-economic needs of specific clients populations, or regulatory programs designed to ensure public safety, health and welfare, or protection of the environment; completes assignments which provide practical Program Specialist experience; does other related work.

The Program Specialist Trainee will work within the Office of Family Preservation and Reunification (FPR) which is committed to collaborating across state government, and with state and local partners as a means to promote the delivery and enhancement of high quality, efficient and effective services to families, youth, and children. In collaboration with DCP&P, the office will develop, manage, and provide oversight of family preservation and maltreatment prevention programs.

DESCRIPTION: The Program Specialist Trainee will oversee the planning, implementation, and monitoring of a small portfolio of assigned family preservation and maltreatment prevention programming. The Program Specialist will work closely and collaboratively with FCP staff, local and area CP&P leadership, other DCF Offices, public and private partners, including parents, youth, and families, community providers, external technical assistance and/or evaluation providers to ensure services are accessible, of high quality, culturally competent, and effectively meets youth and family needs.

- RESPONSIBILITIES:**
- Provides oversight of a small portfolio of assigned county/local family preservation, family support and/or and reunification programs
 - Builds understanding of, and adherence to, program training/coaching, policies and procedures, and other program supports to ensure fidelity
 - Develops skills and abilities in program implementation to provide consultation/technical assistance to implementing agencies and facilitates sharing of best practices among implementing agencies for systems-building and program development
 - Collaborates with consultants and research partners to support programmatic data collection, reporting, continuous quality improvement processes and evaluation
 - Continually review information regarding the provider network and its performance and impact on constituents, other parts of DCF/state and local government, and the community
 - Participates in programmatic teams with public and private stakeholders, including parents, youth, and families
 - Ensures clear communication across teams by using feedback loops, and other communication strategies.
 - Prepare documents, develops presentations, and co-facilitates goal-oriented stakeholder meetings.
 - Manages meeting processes including scheduling, agenda, minutes and monitoring next steps, as needed.

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.

Four (4) years of professional experience relevant to the position.

NOTE: Please refer to the Advancement section located at the bottom of this title specification for a comprehensive list of approved titles connected to this trainee title. Experience must be related to the journeyman title associated with the position.

OR

Possession of a bachelor's degree from an accredited college or university.

NOTE: "Professional experience" refers to work that is analytical, evaluative, and interpretive; requires a range of basic knowledge of the profession's concepts and practices; and is performed with the authority to act and make accurate and informed decisions.

ADVANCEMENT: Appointees who successfully complete the 12 month training period will be eligible for advancement to one of the following titles: Program Specialist 1, Program Specialist 1 (Socio-Economic Programs), Program Specialist 1 (Social/Human Services), or Program Specialist 1 (Regulatory Programs).

The inability of an employee in this title to attain a level of performance warranting advancement to one of the titles listed above shall be considered as cause for separation

RESUME NOTE: Eligibility determinations will be based upon information presented on the resume only. Applicants who possess a degree from a college or university outside the United States must provide an evaluation of one’s transcripts from a recognized evaluation service at the time of submission by the above closing date. 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.

***IMPORTANT NOTICES**

***EMPLOYEE BENEFITS:** The Department of Children and Families provides many employee benefits, including but not limited to:

- Alternative Workweek Program*
 - Deferred Compensation
 - Health, Dental and Life Insurance
 - Flexible and Health Spending Accounts
 - Pension
- Telework*
 - Public Service Loan Forgiveness
 - Benefit Leave (Vacation, Sick, Administrative Leave)
 - 13 Paid Holidays

*Pursuant to Department policy, procedures and/or guidelines

PUBLIC SERVICE LOAN FORGIVENESS: As a prospective employee of the State of New Jersey, you may be eligible for federal loan forgiveness programs and state repayment assistance programs. For more information, please visit the U.S. Department of Education's website at [StudentAid.gov/PSLF](https://studentaid.gov/PSLF).

VETERANS PREFERENCE: Are you a veteran? If so, [proof of your NJ Veterans Preference is required at application](#). Please provide a copy of your New Jersey Civil Service Commission NOTIFICATION OF VETERANS STATUS along with your cover letter and resume. For information on how to apply for Veterans Preference in the State of NJ, please visit the Civil Service Commission's website at <http://www.state.nj.us/csc/seekers/veterans>.

SAME APPLICANTS: If you are applying under the NJ “SAME” program, your supporting documents (Schedule A or B letter), must be submitted along with your resume by the closing date indicated above. For more information on the SAME Program visit their Website at: <https://nj.gov/csc/same/overview/index.shtml>, email: CSC-SAME@csc.nj.gov, or call CSC at (609) 292-4144, option 3.

UNIT SCOPE: 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. A complete list of DCF unit scopes can be found [here](#).

RESIDENCY: Effective 9/1/11, NJ PL 70 (NJ First Act), requires all State employees to reside in New Jersey, unless exempted under the law, or current employees who live out-of-state and do not have a break-in service of more than 7 calendar days, as they are “grandfathered.” New employees or current employees who were not grandfathered and who live out-of-state have one year after the date of employment to relocate their residence to New Jersey or request an exemption. Current employees who reside in NJ must retain NJ residency, unless he/she obtains an exemption. Employees who fail to meet the residency requirements or obtain an exemption will be removed from employment.

Electronic Filing:

Forward a cover letter and resume as a **single PDF document**, saving the file by your **Last Name, First Name** to:

Job.Posting@dcf.nj.gov

Include the **Job Posting #** in the subject line of your email.

The Department of Children and Families is an Equal Employment Opportunity Employer and is committed to fostering a respectful and inclusive work environment which reflects the diversity of the state we serve.