



NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

Philip Murphy
Governor

Tahesha L. Way, Esq.
Lt. Governor

Christine Norbut Beyer, MSW
Commissioner

JOB VACANCY POSTING

POSTING #:	242-25	ISSUE DATE:	May 22, 2025
TITLE:	RESEARCH SCIENTIST 3 (CLASSIFIED NON-COMPETITIVE)	CLOSING DATE:	June 6, 2025
FUNCTIONAL TITLE:	PROGRAM EVALUATOR		
LOCATION:	Department of Children and Families (DCF) Office of Applied Research & Evaluation 50 East State Street Trenton, NJ 08625		
POSITIONS:	1	RANGE:	P 25
DISTRIBUTION:	STATEWIDE	SALARY:	\$74,534.83 - \$105,943.75
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 direction of a Research Scientist 1 or other supervisory official in a state department, institution, or agency, conducts or participates in research projects or developed programs in a specified professional field; does other related work.

This position will provide technical and administrative support for the Office of Applied Research and Evaluation's research and evaluation-related projects.

Anticipated tasks of this position include:

- Support the design and implementation of program evaluation projects across the Department using qualitative and quantitative methods.
- Assist in the coordination and management of evaluation teams consisting of both research and programmatic staff.
- Review, summarize, and communicate findings from relevant scientific and national literature related to research and program evaluation projects.
- Participate in the design of evaluation plans.
- Develop and maintain data collection tools, data collection systems and databases, as needed.
- Maintain analytical files including analytical outputs and tables evaluation findings.
- Participate in continuous quality improvement processes related to DCF programs. Create and maintain standardized reports and data visualizations. Facilitate data-driven conversations aimed at improving program performance and outcomes.
- Analyze qualitative and quantitative data using software packages such as Excel and SPSS.
- Maintain interactive data dashboards and visualizations using Tableau for program partners and stakeholders.
- Collaborate with stakeholder groups to implement projects, interpret data and develop recommendations.
- Communicate findings to stakeholders at multiple levels and with various backgrounds through presentations and written products.

REQUIREMENTS:

EDUCATION: Graduation from an accredited college or university with a Master's degree in a discipline appropriate to the position. A PhD is preferred.

SPECIAL NOTE: Candidates must possess an advanced degree in Public Health, Social Work, Psychology or other Social Science field from an accredited college or university, a PhD is preferred.

EXPERIENCE: Two (2) years of full-time experience in a field appropriate to the position.

SPECIAL NOTE: Successful candidates will have at least two (2) years of experience evaluating programs in public health, child welfare, health services, or related areas. Proven quantitative analysis skills. Proven track record of delivering accurate, comprehensive results within tight deadlines. Excellent oral and written communication skills. Strong problem-solving and communication skills. Enjoy working independently and in teams in a fast-paced environment. Passionate about conducting research with real-world impact.

NOTE: A Doctorate in a discipline appropriate to the position may be substituted for two (2) years of experience indicated above.

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

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.

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.

RE-EMPLOYMENT LISTS: Applicable special re-employment list established as a result of a layoff will be used before any appointments are made.

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.