



**-AMENDED REPOST-**

**Amended to revise qualifications. Applicants that previously applied need not reapply.**

***To enrich education through diversity, The College of New Jersey is an Equal Opportunity Employer and is dedicated to the goal of building a culturally diverse staff committed to teaching and working in a diverse environment, and strongly encourages applications from women, minorities, individuals with disabilities and veterans.***

**Post Date:** February 12, 2024

**Close Date:** Continuous

**Job Title:** Human Resources Benefits Analyst

**NJ CSC Job Spec Code & Title:** 81271 - Professional Services Specialist 1, Administrative Services

**Job Category:** Classified, Non-Competitive, Exempt, NL Workweek

**Union Description:** Communications Workers of America (CWA) aligned, Confidential

**Class Code:** 27

**Internal Salary Range:** P27/\$78,926.30 - \$101,228.66

**External Salary Range:** P27/\$78,926.30 - \$90,077.48 (Steps 1-4).

*The internal salary range is used for applicants who are current NJ state employees with underlying classified status for promotional calculations who meet the requirements below.*

*The external salary range is used for candidates who are not NJ state employees who meet the requirements below.*

**Position Summary:**

The Office of Human Resources is dedicated to the recruitment, retention, and development of a highly qualified, committed, and diverse workforce, encouraging and supporting the faculty and staff in their vital role of meeting the College's mission and goals and our commitment to our students. Human Resources is committed to best practices, emerging technologies, and operating from a focused customer centric orientation to meet these goals. We ensure effective, efficient, productive and timely processes and services and are committed to provide benefits that support the home and professional lives of our faculty and staff, offer opportunities for personal development and advancement, and ensure fairness and consistency in the application of policies and procedures.

Under the general direction of the Director of Benefits and Wellness, the Benefits Analyst will provide professional level analysis and administration in all health, welfare, retirement and ancillary benefit areas of retirement plans, work/life balance and ancillary benefit programs. The selected candidate will be responsible for independently performing professional work of considerable difficulty using established policies, procedures, precedents, and guidelines. The selected candidate will also take the lead for lower-level staff and independently coordinate training and communication of human resources programs, support departmental projects and initiatives, and will serve as a resource for the college community with regard to human resources programs, initiatives and benefits plans and programs.

**Main Responsibilities:**

- Administer benefits plans, including health care (medical, dental, vision), welfare (life & disability), and leave of absence plans, and coordinate COBRA and wellness related matters.
- Compile data relating to New Jersey State Health Benefit & Pension plans to prepare clear, technically sound, accurate, and informative reports containing findings, conclusions, and recommendations.



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- Analyze business processes, procedures, reports, and systems and make recommendations for enhancements.
  - Reconcile bi-weekly and monthly pension contribution amounts and audit systems to ensure timely enrollment to Pension and Life Insurance Programs.
  - Collaborate with the Payroll office and the NJ Division of Pensions and Benefits to ensure timely and accurate reporting of State of New Jersey pension plans.
  - Establish and maintain strong working relationships across all HR functions, vendors and carriers to ensure collaboration in meeting benefits deliverables.
  - Serve on standing and ad hoc committees, and coordinate and represent the HR department at myriad programs, particularly related to retirement plans and employee benefits.
  - Input employee benefit and separation information in Oracle HCM Cloud and State of New Jersey systems (EPIC, BenefitSolver).
  - Validate and reconcile benefits data, including enrollment, deductions and invoices.
  - Evaluate HR business processes and design enhancements to current internal practices to improve efficiency and effectiveness, increased customer response time, and enhanced client engagement.
  - Collaborate cross functionally with the Talent Acquisition, Classification and Compensation, and HRIS (HR Information System) teams. Work closely with the HRIS team to create/maintain electronic vendor files, to implement benefit rate changes, and to automate benefit processes.
  - Represent the Benefits unit at New Hire Orientation to present benefit and wellness plans for employees.
  - Assist with open enrollment, including disseminating information to employees, answering questions about the various plans offered, as well as entering and validating changes into the system.
  - Takes the lead over lower-level staff in the benefits unit. This includes training new staff, providing guidance on a daily basis and supervising the unit in the absence of the Director of Benefits and Wellness.

**Required Qualifications:**

- Bachelor's Degree in Human Resources, Business Administration or a related field and at least four years of experience in benefits administration.
- A Master's degree may be substituted for one (1) year of the required experience. A Ph.D or an Ed.D. degree may be substituted for two (2) years of the required experience.
- Excellent analytical, quantitative and problem-solving skills. Experience with Payroll and HRIS systems as well as analytical tools.

*Persons with disabilities may request reasonable accommodations in order to perform the essential functions of the position. If the requested accommodation(s) cannot be made because it would cause the employer undue hardship, the applicant may not be eligible for the position.*

**Preferred Qualifications:**

- NJ State and/or municipality experience strongly preferred.
- Demonstrated ability to research, interpret and analyze information and formulate recommendations for senior management; Ability to comprehend, analyze, interpret, and apply established law, regulations, policies, procedures, precedents, and guidelines.
- Ability to conduct research, analyze data, and interpret findings.
- Proficiency with Microsoft Excel. Ability to synthesize large amounts of data and identify key trends; Ability to prepare clear, technically sound, accurate, and informative reports containing findings, conclusions, and recommendations.



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- Ability to meet assigned deadlines and work well under pressure and effectively handle multiple priorities in a time-sensitive, fast-paced environment.
  - Detail and results oriented and organized. Ability to organize assigned work, and develops appropriate methods for meeting goals and objectives.
  - Excellent communication and interpersonal skills; Ability to establish liaisons and maintain cooperative working relationships with other staff or organizations whose functions impact on assigned responsibilities.
  - Ability to develop and conduct training, workshops, and/or seminars for the campus community.

#### **Employer Qualifications:**

- Final offer of employment is contingent upon the successful completion of a background check and reference checks.
- **Residency Requirement:** In accordance with the New Jersey First Act P.L. 2011 c.70, effective September 1, 2011, new public employees in certain positions (faculty exempt) are required to obtain New Jersey residency within one (1) year of employment. Applicants must meet the requirements listed.

#### **About TCNJ:**

TCNJ is a highly selective institution that has earned national recognition for its commitment to excellence. Founded in 1855, TCNJ has become an exemplar of the best in public higher education and is consistently acknowledged as one of the top comprehensive colleges in the nation. TCNJ currently is ranked as one of the 75 "Most Competitive" schools in the nation by Barron's Profiles of American Colleges and is rated the No. 1 public institution in the northern region of the country by U.S. News & World Report. TCNJ was named the #10 value in public higher education by the Princeton review in 2009 and, in 2006, was awarded a Phi Beta Kappa chapter - an honor shared by less than 10 percent of colleges and universities nationally. A strong liberal arts core forms the foundation for programs offered through TCNJ's seven schools - Arts & Communication; Business; Education; Humanities and Social Sciences; Science; Nursing, Health, and Exercise Science; and Engineering. TCNJ faculty members are teacher-scholars who share a commitment to liberal learning. TCNJ is located within an hour, by train, of New York City and Philadelphia. The College's campus is set on 289 tree-lined acres in suburban Ewing Township and is known for its natural beauty and has 39 major buildings.

#### **Employee Benefits:**

As a member of The College of New Jersey Community, you will be a part of an exciting and rewarding public university career. Eligible full-time employees will be able to take advantage of a generous benefits package that includes health, welfare, and retirement benefits, including:

- Comprehensive benefit plans covering medical, dental and prescription plans
- Generous leave entitlements program and Energy Savings Program
- Employee and dependent Tuition Waiver and Reimbursement Program
- Pension, retirement, and deferred compensation plans, group life insurance
- Employee Assistance Program (EAP)
- Employee affinity groups
- [New Jersey State Employee Discount Program](#) (Pet insurance, cell phone plan discounts, discounted amusement park tickets, etc.)
- Access to extensive learning opportunities



**THE COLLEGE OF NEW JERSEY**  
OFFICE OF HUMAN RESOURCES

[Click here to apply online.](#)

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*To view a comprehensive list of benefits available to employees, visit our [Health Benefits Plans and Programs](#) page to learn more!*

**Application Instructions:**

Qualified candidates should apply online at: [careers.tcnj.edu](http://careers.tcnj.edu) and submit a letter of interest, resume (CV), as well as the names and contact information for three professional references. Applications will be considered until a viable candidate is selected.

**SAME Applicants:**

If you are applying under the New Jersey "SAME" program, your supporting documents (Schedule A or B letter), resume (CV), as well as the names and contact information for three professional references by the closing date listed above to: [same@tcnj.edu](mailto:same@tcnj.edu). For more information on the SAME program visit their website at: <https://nj.gov/csc/same/overview/index.shtml>, email: [SAME@csc.nj.gov](mailto:SAME@csc.nj.gov), or call CSC at: 833-691-0404.