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State of New Jersey
DIVISION OF ADMINISTRATION
DEPARTMENT OF LAW AND PUBLIC SAFETY
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NOTICE OF JOB VACANCY
#24-022

Temporary employment services opportunities currently exist with the Department of Law and Public Safety, Division on Civil Rights, for applicants who meet the requirements specified below:

TITLE: Special Services – Hourly Agency Services Representative Trainee (Tester)

SALARY: \$17.19 per hour

LOCATION: [Division on Civil Rights](#)
Affirmative Enforcement Unit
Trenton, Newark, Cherry Hill or Atlantic City, NJ
(*Statewide travel required for work responsibilities*)

NUMBER OF POSITIONS AVAILABLE: Ten (10) – Location preference required.

The N.J. Division on Civil Rights (DCR) is charged with enforcing the New Jersey Law Against Discrimination (LAD), New Jersey Family Leave Act (FLA), and Fair Chance in Housing Act (FCHA). Testers play a key role in ensuring that people are not denied access to housing, employment, or public accommodations in violation of the law.

DUTIES: Under the supervision of the Associate Director for Affirmative Enforcement or other supervisory officials within the Affirmative Enforcement Unit, Testers will participate in DCR's efforts to uncover discrimination in violation of the New Jersey Law Against Discrimination, the New Jersey Family Leave Act, and the Fair Chance in Housing Act. Testers play a key role in ensuring that people are not denied access to housing, employment, or public accommodations in violation of the law. Testers pose as ordinary seekers of employment, housing, or other services. They observe the ordinary, unvarnished business practices of entities and businesses and then report back to DCR about their experiences. Testers are trained and then sent to apply for or seek specific housing, employment or public accommodation services. Once the visit is completed, Testers will create a report about their experiences, which will then be evaluated by DCR to determine if the report demonstrates a violation of New Jersey's anti-discrimination laws. For example, if a white tester is extended an offer of housing but a similarly situated Black tester is not, that may show evidence of discrimination. Responsibilities of Testers include: Acting as, or pretending to be, prospective job-seekers, tenants, homeowners, or users of public accommodations to evaluate compliance with New Jersey's civil rights laws; working collaboratively with supervisory officials and other staff within the Affirmative Enforcement Unit to identify possible targets and conduct tests; reporting back to the Division about the test, including by writing a detailed account of their conversations, their actions, and the actions of the entity being tested; collecting, and maintaining the proper chain of custody of, any evidence obtained on a test; participating in regular debriefings with supervisory officials and others within the Affirmative Enforcement Unit regarding the tests they have conducted; providing testimony, where necessary, at depositions or in litigation regarding their actions during the testing investigation; participating in regular trainings; and performing other related duties as required and as requested by supervisory officials within DCR.

REQUIREMENTS

LICENSE: Appointees will be required to possess a driver's license valid in New Jersey.

PREFERENCE: Testers should possess strong writing skills, the ability to follow directions carefully, objectivity, confidentiality, and the ability to accurately document and collection information provided to them. Prior acting or testing experience preferred.

SAME APPLICANTS: If you are applying under the NJ CSC "SAME" program, your Schedule A or B letter must be submitted along with your resume and any other required supporting documents indicated on the announcement by the closing date indicated below. For more information on the SAME Program please email: SAME@csc.nj.gov, or call CSC at (609) 292-4144.

RESUME NOTE: Eligibility determinations are based upon information presented in resume only. Applicants who possess foreign degrees (degrees earned outside of the U.S.) are required to provide an evaluation indicating the U.S. equivalency prior to the closing date. Failure to do so may result in your ineligibility.

SPECIAL NOTE: Special Services positions are filled on a part-time, temporary basis during normal business hours. Candidates appointed to a Special Services title will be limited to 944 work hours in a fiscal year.

All offers of employment are conditional subject to the applicant agreeing to and then passing a background check that may include fingerprinting.

HOW TO APPLY: If qualified, please send a cover letter indicating interest in job vacancy announcement #24-022 with location preference and current resume to the Recruitment Coordinator via email at jobs@njoag.gov.

This announcement will remain open until all vacancies are filled.

The "New Jersey First Act," N.J.S.A. 52:14-7 (L. 2011, Chapter 70), requires new public employees to reside in the State of New Jersey within one (1) year of employment.

The Department of Law and Public Safety is an Equal Opportunity Employer and is committed to inclusive hiring and dedicated to diversity in our staff. We strongly encourage people from all groups and communities to apply.

