

Together, we will help New Jersey protect its environment, promote the health of its citizens and lead the way for the nation.

[Home](#) / Employment Opportunities



A national leader. A balanced approach. A commitment to be guided by science. This is the New Jersey Department of Environmental Protection.

Now actively recruiting for summer seasonal positions

[Seasonal Job Openings](#)

## Employment Opportunities

Join us in working to protect our environment and public health.

[JOB OPENINGS](#)



### Why work at DEP?

DEP offers health benefits, paid time off, and flexible reporting.



### What can I do at DEP?

DEP offices are located across the state. From law enforcement and GIS specialists to biologists, foresters, and fiscal resource managers, there are many different types of careers.



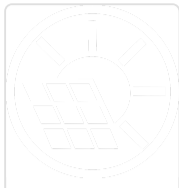
### How do I apply?

View current full time, part time, internship, and AmeriCorps opportunities.



# Program Areas

## How We Are Making A Difference



### [Air, Energy, & Materials Sustainability](#) >

Air, Energy, & Materials Sustainability develops statewide programs, policies, permits and regulations for controlling and reducing air quality and climate change pollutants and air toxics; ensuring regulated entities comply with the NJ Air Pollution Control Act; reducing public exposure to radiation, mitigating climate-altering pollutants, researching clean energy sources and supporting sustainable initiatives; oversees inspection, investigation, registration/licensing and enforcement operations and recycling of solid, hazardous, and medical waste.



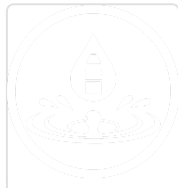
### [Community Investment & Economic Revitalization](#) >

We provide direction at the intersection of environmental, social, and economic improvement by analyzing and collaborating on investments in natural capital. We support economic growth that reinvigorates natural, cultural, & historic resources.



### [Contaminated Site Remediation & Redevelopment Program](#) >

We reduce the number of contaminated sites in New Jersey, ensure the protection of public health and the environment, and ready sites for redevelopment.



### [Water Resource Management](#) >

We protect New Jersey's water infrastructure by establishing water quality and palatable water standards, monitor and manage all of the State's waters by ensuring surface and groundwater standards are met and making sure water supplies are adequate, reliable and sustainable.



### [Watershed & Land Management](#) >

We ensure development does not negatively impede on New Jersey's natural resources and put public health at risk. We monitor community resiliency after severe weather and protect threatened and endangered species from being fragmented, dispersed, and severely impacted by development projects.



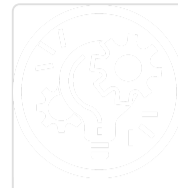
### [Fish & Wildlife](#) >

We protect and manage the State's fish and wildlife to maximize their long-term biological, recreational and economic values for all New Jerseyans.



### [State Parks, Forests, & Historic Sites](#) >

We are stewards of the state's rich and diverse historic, cultural, recreational, and natural resources for the benefit of present and future generations.



### [Management & Budget](#) >

We provide all of the support and leadership necessary for program areas to carry out the work they do, including the spearheading of initiatives, curating of standards, lobbying for legal representation and environmental justice, ensuring rigorous scientific integrity, and safeguarding and developing robust DEP technology and information systems.



# Our Values

## Principles

Follow The Law.

Use The Best Available Science.

Listen To All Sides.

Find The Best Balance.

Be Transparent And Honest With The Public.

## Priorities

Reduce and Respond to Climate Change >

From threats to its coastline to rising temperatures, New Jersey has an urgent need to lead the way in addressing climate change.

Protect New Jersey's Water >

Safe, clean water is vital to New Jersey's health, quality of life and economy. The DEP protects this precious resource by preventing pollution, cleaning up contamination, ensuring ample supply and investing in strong infrastructure.

Revitalize Our Communities and Protect Public Health >

Cleaner environments promote stronger communities. The DEP plays a major role in strengthening communities by reducing environmental burdens, working with partners to support new economic opportunities and improving the day-to-day life for all, especially vulnerable populations.

Manage and Promote Thriving Natural & Historic + Resources >

From the Atlantic Ocean to its forests, New Jersey is a diverse and inclusive place rich in history, wildlife and open space. The DEP encourages all New Jersey residents and visitors to experience the state first-hand.

Strengthen DEP >

The DEP's ability to achieve its goals and operate effectively depends on its staff and resources. Together, we will help New Jersey protect its environment, promote the health of its citizens and lead the way for the nation.



# Meet Our Team

## Emilie Snyder

Environmental Specialist

“The DEP provides a dynamic working environment, one where I feel that I can make a significant difference in the world!”



## Nicole Carmen

Conservation Police Officer

“I have the opportunity, every day, to make a positive impact on the natural resources of the State. The autonomous nature of this job, give me the freedom to work on something different every day if I choose.”



## Lee Clark

Program Specialist

“At the DEP, I know that I am making a difference. I truly enjoy working on State land acquisitions to protect public lands for future generations.”



## Kelly Scott

Resource Interpretive Specialist

“I LOVE how rewarding my job is!”



## Why Work At DEP?

### Benefits



State Health Benefits Program

Employee Prescription Drug Plan

Employee Dental Plans

State-Administered Retirement Systems

Group Life Insurance

New Jersey State Employees Deferred Compensation Program

Supplemental Annuity Collective Trust of New Jersey (SACT)

Long Term Care Insurance Plan.

State Employees Tax Savings Program (Tax\$ave)

New Jersey State Employees Commuter Tax Savings Program (Commuter Tax\$ave)

The following programs are administered by each State appointing authority in accordance with provisions set forth in collective negotiations agreements:

**Clothing Maintenance Allowance** - This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

**Tool Allowance** - This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

**Eye Care Program** - This benefit is provided to all eligible State employees and their dependents, and offers reimbursement toward the cost of eye examinations and prescription lenses.

For more detailed information, please visit the [Division of Pensions and Benefits](#).

### Paid time off



**Vacation Leave** - One day per month during initial employment. On January 1 following appointment, the career service employee receives 12 days per year. After five years of employment, the employee is credited with 15 days per year; after twelve years 20 days; and after twenty years 25 days. One year's allowance of unused vacation leave may be carried over to the next year. Employees are paid for unused days upon termination or retirement. In some departments, unclassified employees have vacation leave entitlements based on a plan specific to that department.

**Administrative Leave** - One half day per month during initial employment, up to three days. The employee is credited with three days per year thereafter. Administrative leave may be used for personal business and can be used in conjunction with vacation leave. Administrative leave does not accumulate.

**Sick Leave** - One day per month during initial employment. On every January 1 following appointment, the employee is credited with 15 days per year. Unused sick days accumulate from year to year with no limit on accumulation.

**Holidays** - The following 12 holidays are observed: New Year's Day; Martin Luther King Day (Third Monday in January); President's Day (Third Monday in February); Good Friday; Memorial Day (Last Monday in May); Juneteenth; Independence Day; Labor Day (First Monday in September); Columbus Day (Second Monday in October); Election Day; Veteran's Day; Thanksgiving; and Christmas.

For more detailed information, please visit page 91 of the [Compensation Compendium from the NJ Civil Service Commission](#).

## Flexibility for work hours and days >

Some jobs are eligible for flexible reporting - the ability to report remotely in certain limited circumstances. Eligible flexible reporting examples include child care due to school closing, bad road conditions due to local weather events, and other unique circumstances, approved by the employee's supervisor.

Jobs that are not suitable to be performed away from the worksite are not eligible for flexible reporting. These jobs include law enforcement, construction and maintenance, and lab work.

# How Do I Apply?

## Notice of Vacancy

[WLM-2023-10 – Environmental Services Trainee](#) – Apply by May 19, 2023

[WLM-2023-11 – Analyst Trainee – Apply by May 19, 2023](#) – Apply by May 19, 2023

[DCLRL-2023-7 - Government Representative 1](#) – Apply by May 30, 2023

[F&W-2023-12 - Senior Wildlife Worker](#) – Apply by May 15, 2023

[AEMS-2023-GF – Governors Fellow \(Unclassified\)](#) – Apply by May 12, 2023

[COM-2023-3 – Analyst Trainee](#) – Apply by May 5, 2023

[COS-2023-5 – Analyst Trainee](#) – Apply by May 5, 2023

[Communications Operator Trainee – COS-2023-2](#) – Closes when all vacancies are filled

## Please note:

**Follow announcement directions** - To apply for a current announcement, you must follow the directions within that individual posting.

**4 p.m. deadline** - DEP Notices of Vacancy have a 4:00 p.m. deadline on the closing date. When filing for these opportunities, please be sure to have your letter of interest and credentials sent electronically before 4 p.m. on the closing date.



### **New Jersey residency requirements**

All employees of State and local government must reside in the State of New Jersey, unless exempted under the law. [View more information regarding exemptions and requirements as well as Frequently Asked Questions.](#)

## Seasonal Positions at NJ State Park Service

Each year, between May and September, the New Jersey State Park Service hires approximately 700 seasonal staff to fill peak-season jobs at New Jersey's parks, forests, recreation areas and historic sites.

[Learn more and apply for a seasonal position at NJ State Parks.](#)

## AmeriCorps Service Opportunity

Watershed Ambassadors spread the message of protecting our streams, lakes and ocean from pollution caused by our daily activities. They give presentations to school children and community groups, perform field assessments and train individuals in visual and biological monitoring. The ambassadors are required to serve 1700 hours during their term of service and receive a living allowance and an educational award upon completion. Apply to join the next cohort of Ambassadors, who begin their term of service in September.

[Learn more](#) about AmeriCorps New Jersey Watershed Ambassadors.



## Spark Internship Opportunities

It starts with a Spark! The New Jersey Department of Environmental Protection's Spark Internship Program is a paid professional development and work-learning experience for students. Spark matches qualified candidates with DEP programs. This provides real-world experience to our future leaders in the environmental protection space.

Prospective interns, please submit the following to be notified of future internships:

- Your resume
- [New Jersey Department of Environmental Protection Non-Paid Internship Application](#)
- [Internship Volunteer Information Form](#) Please complete applicant section of form only

Submit all internship application materials above to [DEPinternships@dep.nj.gov](mailto:DEPinternships@dep.nj.gov)

## Additional Government Jobs

For additional government jobs, please visit the [Civil Service Commission](#).

## Forms

[Personal Relationship Disclosure Statement](#) 

## Department of Environmental Protection

### About DEP

Commissioner  
Former Commissioners  
Senior Staff  
Organizational Chart [\(pdf\)](#)



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- [Water Resource Management](#)
- [Watershed & Land Management](#)
- [Climate & Flood Resilience](#)
- [Natural & Historic Resources](#)
- [Site Remediation & Waste Management Program](#)

## Information Tools

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- [DEP Online](#)
- [DataMiner](#)
- [NJ-GeoWeb](#)
- [GIS Data](#)
- [GIS Maps and App Gallery](#)
- [Public Records \(OPRA\)](#)
- [Rules & Regs](#)
- [DEP Bulletin](#)
- [Environmental Standards](#)
- [Environmental Research Library](#)
- [Environmental Education](#)



## Contact

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## Statewide

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- [Governor Phil Murphy](#)
- [Lt. Governor Sheila Oliver](#)
- [NJ Home](#)
- [Services A to Z](#)
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Department of Environmental Protection  
P. O. Box 420  
Trenton, NJ 08625  
609-777-3373

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