1. **Lead Researcher (On-Site)**  
   SEIU Local 32BJ (New York, NY)  
   [Apply Here](#)

2. **Research Analyst (On-Site)**  
   SEIU Local 32BJ (New York, NY)  
   [Apply Here](#)

3. **Research Analyst - Airports Division (On-Site)**  
   SEIU Local 32 BJ (Washington DC or New York, NY)  
   [Apply Here](#)

4. **Offshore Wind Campaign Manager (On-Site)**  
   Climate Jobs New York (New York, NY)  
   [Apply Here](#)

5. **Senior Researcher/Policy Analyst (On-Site)**  
   Climate Jobs New York (New York, NY)  
   [Apply Here](#)

6. **Bilingual Communications Director (On-Site)**  
   Climate Jobs New York (New York, NY)  
   [Apply Here](#)

7. **Human Resources Assistant (On-Site)**  
   The Midland School (Branchburg, NJ)  
   [Apply Here](#)

8. **Clinician Supervisor (On-Site)**  
   Rutgers University (Piscataway, NJ)  
   [Apply Here](#)

9. **HR Consultant (On-Site)**  
   Rutgers University (Camden, NJ)  
   [Apply Here](#)

10. **Executive Director of Compensation (On-Site)**  
    Rutgers University (New Brunswick, NJ)  
    [Apply Here](#)
At the forefront of building the nation’s labor movement, 32BJ SEIU is changing the narrative around important social and economic issues facing working families. Founded in 1934, 32BJ is the largest union of property service workers in the nation. We have a powerful and important mission: To build and grow a diverse, effective, politically independent and democratic organization of workers to change our lives for the better, improve our communities, and build a more just society for present and future generations.

With a commitment to building power for low-wage workers, 32BJ is engaged in winning strong contracts for members, organizing workers, supporting progressive candidates for elected office and moving a broad policy agenda, such as paid sick days, expanding access to health care and the Fight for $15.

The union has approximately 425 staff in sixteen offices from Boston to Miami. 32BJ SEIU represents over 175,000 property service workers including janitors, security officers, airport workers, and food service employees in 11 states and Washington, D.C. 32BJ is an affiliate of SEIU, the Service Employees International Union, which has 2 million members dedicated to raising industry standards and making life better for all working families and communities. 32BJ SEIU’s headquarters are in New York City.

**DUTIES AND RESPONSIBILITIES:**
32BJ’s Research & Policy Department plays a vital role in the Union’s organizing and contract campaigns by conducting research and developing and implementing strategies and tactics to advance campaign goals. Work includes serving as a resource and partner to campaign leadership, and performing industry, company and individual research. Responsibilities include:

Oversee research and provide strategic support for commercial and security worker organizing and contract campaigns in New York and New Jersey. This will include playing a critical role in the union’s Commercial Contract Campaign to raise wage and benefit standards for thousands of workers, as well as campaigns to organize non-union workers in new sectors and geographies.
Supervise, train, and develop research staff.
Work collaboratively with a wide range of staff and union leadership to execute research projects and campaigns.
QUALIFICATIONS AND EXPERIENCE:
The ideal candidate will be self-directed, proficient in research, analysis, and campaign strategy, and have a proven ability to lead others. While a candidate may not possess every quality outlined for this position, the successful candidate will bring many of the following professional skills and experiences:

At least four years of professional work experience in the labor movement, racial or immigrant justice organizations, government, non-profit, non-governmental organizations, political or advocacy organizations, corporate or ESG research, or other relevant work.
The ability to develop and execute strategic campaigns to achieve organizational goals such as worker organizing, collective bargaining, policy and legislation or other objectives.
The proven ability to lead, mentor, develop, and supervise researchers and/or strategic campaign staff.
Strong technical research skills, in areas such as corporate research, data analysis, financial analysis, employment law, or investigative journalism.
Exceptional writing skills and the ability to communicate persuasively with diverse stakeholders.
The ability to work well under tight deadlines and in a team environment.
Strong commitment to progressive social change and strengthening the labor movement.

WORK ENVIRONMENT:

This Lead Researcher will divide their time between our New York City and Newark, NJ offices.

PHYSICAL DEMANDS:

This position is largely computer/office based, with in-person and Zoom meetings. There will be some required off-site meetings and campaign activities such as bargaining meetings, membership meetings, hearings, rallies, and other events.

COMPENSATION & BENEFITS:
The salary for this role is $78,467.69. 32BJ offers a full benefits package that includes an employer-paid medical, dental and vision plan (for full-time employees and their qualified dependents) and retirement benefits, including a defined benefit pension plan and 401K.

APPLICATION:
Please send combined into a single document a résumé, letter of interest, and a brief writing sample and label the document as follows, “Your Name_ Lead Researcher 32BJ
SEIU” to: HR@seiu32bj.org. Please use “Lead Researcher” in the subject line of your email.

Please note 32BJ has implemented a Covid vaccine mandate. Bona fide religious and ADA exemptions are permitted with additional safety measures.

32BJ is an inclusive and diverse organization, committed to advocating for social, racial and economic justice. We promote diversity and strongly encourage applications from people who believe in our mission. We strongly encourage women and people of color to apply.

WHEN APPLYING: Be sure to indicate that you saw this information at UNIONJOBS.COM.

2. **Research Analyst (On-Site)**
SEIU Local 32BJ

**ABOUT US**
At the forefront of building the nation’s labor movement, 32BJ SEIU is changing the narrative around important social and economic issues facing working families. Founded in 1934, 32BJ is the largest union of property service workers in the nation. We have a powerful and important mission: To build and grow a diverse, effective, politically independent and democratic organization of workers to change our lives for the better, improve our communities, and build a more just society for present and future generations.

With a commitment to building power for low-wage workers, 32BJ is engaged in winning strong contracts for members, organizing workers, supporting progressive candidates for elected office and moving a broad policy agenda, such as paid sick days, expanding access to health care, and the Fight for $15.

The union has approximately 425 staff in sixteen offices from Boston to Miami. 32BJ SEIU represents over 175,000 property service workers including janitors, security officers, airport workers, and food service employees in 11 states and Washington, D.C. 32BJ is an affiliate of SEIU, the Service Employees
International Union, which has 2 million members dedicated to raising industry standards and making life better for all working families and communities.

32BJ SEIU’s headquarters are in New York City.

DUTIES AND RESPONSIBILITIES:
32BJ SEIU is looking for Research Analyst with experience in the labor movement or community, racial justice or immigrant rights organizing to support the Union’s internal and external organizing campaigns. We are hiring for one position that, depending on experience, will either be a Researcher, Research Analyst, or Research Analyst II.

32BJ’s Research Department plays a vital role in Union campaigns by conducting research, and developing and implementing strategies and tactics to advance campaign goals. We have a research vacancy for the Pennsylvania/Delaware states with the potential to support campaigns in other districts across the Union.

Serve as point researcher for commercial, public, higher ed and publicly contracted work in Pennsylvania and Delaware: Play a significant role in the development of campaign strategy and work with other members of the team to execute key research pieces of campaigns/projects
Conduct research at the individual, corporate and industry levels utilizing a wide variety of primary and secondary sources
Transform research findings to create work plans that advance campaign goals
Write documents for different audiences including - technical in-depth white papers, talking points, testimony, and information for workers
Power analysis to formulate corporate and legislative strategies
Serve as union-expert for questions related to the real estate industry, worker issues, regulations, procurement processes and service companies
Lead or collaborate in field research efforts such as designing survey, interviews with low-wage workers, drafting regulatory or legal complaints
Works closely with the legal staff to ensure compliance for campaign pieces
Develop relationships with subject-matter technical experts and community partners
To thrive in this job this person will have a strong commitment to progressive social change with a dedication to racial justice and inclusion along with a commitment to strengthening the union. You love building strong relationships with union and non-union workers, external partners, and you are comfortable
working with peers from diverse backgrounds and matrixed teams while creating a collaborative and respectful environment.

QUALIFICATIONS AND EXPERIENCE:

At least three years of work experience with at least two years of quantitative and qualitative research
Ability to work well under tight deadlines and managing competing priorities
Excellent ability to distill complex information and draft well-written documents for a variety of audiences
Highly motivated and a self-starter with attention to detail and accuracy who is able to work independently as well as part of a collaborative team
Ability to utilize the Microsoft Office Suite
Experience doing corporate research or research related to labor are a plus but not required
Ability to speak Spanish is a plus, but not required

WORK ENVIRONMENT

The position is a full-time position based in New York, NY, with regular travel to Philadelphia and Pittsburgh. Applicants based in Philadelphia or Pittsburgh may be considered.
This position occasionally requires hours outside of business hours, including some nights and weekends

PHYSICAL DEMANDS

This position is largely office/computer based with frequent in-person and Zoom meetings. On occasion you'll be attending rallies and marches.

COMPENSATION & BENEFITS:

We are hiring for one position that, depending on experience, will either be a Researcher, Research Analyst or Research Analyst II. The salary for each possible position is:

Researcher: $61,770
Research Analyst: $68,211
Research Analyst II: $75,466

32BJ offers a generous benefits package that includes a fully employer-paid medical, dental and vision plan (for full-time employees and their qualified dependents) and retirement benefits, including a defined benefit pension plan and 401K. 32BJ offers paid time off including three weeks' vacation, eleven
holidays, twelve sick days and, after the first year of service, four personal days. The union currently offers a remote work policy of one remote day per week at the discretion of the manager.

APPLICATION:
Please send combined into a single document a résumé, letter of interest, and a brief writing sample and label the document as follows, “Your Name_RESEARCH ANALYST PA/DE 32BJ SEIU” to : HR@seiu32bj.org. Please use “PA/DE Research Position” in the subject line of your email.

Please note 32BJ has implemented a vaccine mandate. Bona fide religious and ADA exemptions are permitted with additional safety measures.

32BJ is an inclusive and diverse organization, committed to advocating for social, racial and economic justice. We promote diversity and strongly encourage applications from people who believe in our mission. We strongly encourage women and people of color to apply.

For more information on 32BJ SEIU, visit www.seiu32bj.org.

WHEN APPLYING: Be sure to indicate that you saw this information at UNIONJOBS.COM.

3. Research Analyst - Airports Division (On-Site)
SEIU Local 32 BJ

ABOUT US
At the forefront of building the nation’s labor movement, 32BJ SEIU is changing the narrative around important social and economic issues facing working families. Founded in 1934, 32BJ is the largest union of property service workers in the nation. We have a powerful and important mission: To build and grow a diverse, effective, politically independent and democratic organization of workers to change our lives for the better, improve our communities, and build a more just society for present and future generations.

With a commitment to building power for low-wage workers, 32BJ is engaged in winning strong contracts for members, organizing workers, supporting
progressive candidates for elected office and moving a broad policy agenda, such as paid sick days, expanding access to health care and the Fight for $15.

The union has approximately 425 staff in sixteen offices from Boston to Miami. 32BJ SEIU represents over 175,000 property service workers including janitors, security officers, airport workers, and food service employees in 11 states and Washington, D.C. 32BJ is an affiliate of SEIU, the Service Employees International Union, which has 2 million members dedicated to raising industry standards and making life better for all working families and communities.

32BJ SEIU’s headquarters are in New York City.

32BJ’s Research & Policy Department plays a vital role in the Union’s organizing and contract campaigns by conducting research and developing and implementing strategies and tactics to advance campaign goals. Work includes serving as a resource and partner to campaign leadership, and performing industry, company and individual research.

DUTIES AND RESPONSIBILITIES:

Serve as the point researcher for North Eastern Airports - conduct in-depth individual, corporate, financial, and industry research.

Work closely with organizing department to identify worker issues and violations and assist with the filing of regulatory complaints related to wage and hour, health and safety, discrimination and other matters.

Transform research analysis into strategic plans and written documents ranging from talking points to white papers.

Working collaboratively with a wide range of staff and leadership from 32BJ SEIU, the Service Employees International Union, and allies, both within the campaign and on broader union program.

QUALIFICATIONS:

The ideal candidate will be self-directed, proficient in research, analysis, and have a proven ability to apply research to campaign strategy. While a candidate may not possess every quality outlined for this position, the successful candidate will bring many of the following professional skills and experiences:

Two years of applied research professional experience, in areas such as field research, corporate research, data analysis, financial analysis, employment law, or investigative journalism.
The ability to formulate and execute strategic plans to achieve organizational goals.
Exceptional writing skills and the ability to communicate persuasively with diverse stakeholders.
The ability to work well under tight deadlines and in a team environment.
Strong commitment to progressive social change and strengthening the labor movement.
Fluency in Spanish is a plus.

WORK ENVIRONMENT:
The position is a full-time position based out of either Washington, DC or New York, NY.
This position occasionally requires time outside normal business hours, including some nights and weekends.

PHYSICAL DEMANDS:
This position is largely computer/office based, with in-person and Zoom meetings, however, occasional travel to other cities will be required, and this may be more frequent at certain times of the year. There is a strong field research component to the position and the Analyst is expected to go to off-site meetings and campaign activities such as worker/membership meetings, hearings, bargaining meetings, rallies, and other events.

COMPENSATION & BENEFITS:
We are hiring for one position that, depending on experience, will either be a Research Analyst or Research Analyst II. The salary for each possible position is:

Research analyst: $68,211
Research analyst II: $75,466

32BJ offers a generous benefits package that includes a fully employer-paid medical, dental and vision plan (for full-time employees and their qualified dependents) and retirement benefits, including a defined benefit pension plan and 401K. 32BJ offers paid time off including three weeks’ vacation, eleven holidays, twelve sick days and, after the first year of service, four personal days. The union currently offers a remote work policy of one remote day per week at the discretion of the manager.

32BJ offers a generous benefits package that includes a fully employer-paid medical, dental and vision plan (for full-time employees and their qualified
dependent) and retirement benefits, including a defined benefit pension plan and 401K. 32BJ offers paid time off including three weeks’ vacation, eleven holidays, twelve sick days and, after the first year of service, four personal days. The union currently offers a remote work policy of one remote day per week at the discretion of the manager.

APPLICATION:
Please send a résumé, letter of interest, and a brief writing sample to HR@seiu32bj.org. Please use “Airports Research Analyst” in the subject line of your email.

Please note 32BJ has implemented a vaccine mandate. Bona fide religious and ADA exemptions are permitted with additional safety measures.

32BJ is an inclusive and diverse organization, committed to advocating for social, racial and economic justice. We promote diversity and strongly encourage applications from people who believe in our mission. We strongly encourage women and people of color to apply.

For more information on 32BJ SEIU, visit www.seiu32bj.org.

WHEN APPLYING: Be sure to indicate that you saw this information at UNIONJOBS.COM.

4. Offshore Wind Campaign Manager (On-Site)
Climate Jobs New York

Climate Jobs New York is hiring an Offshore Wind Campaign Director for work throughout New York State. The Director will lead Climate Jobs New York’s work to win labor standards and labor agreements for the growing offshore wind industry including major components of the supply chain. Climate Jobs New York is a coalition of unions advocating for large-scale investments in clean and renewable energy built, manufactured and operated by union workers under union agreements. CJNY is committed to reducing economic
inequality by fighting for good union jobs and to a just transition by creating pathways for workers of color and workers displaced by the transition away from fossil fuels to careers in the renewable energy sector.

Key Responsibilities include:
- Lead campaign strategy to win labor standards and labor agreements for offshore wind in New York
- Represent Climate Jobs NY and engage with environmental, environmental justice, clergy, social justice organizations and elected officials
- Lead engagement with NY State agencies involved in procurement, regulation of renewable energy
- Track offshore wind projects and key supply chain components, project approvals, policy issues and opportunities for regulatory intervention
- Work with labor affiliates to develop climate activists and mobilize for campaign events
- Organize press events, actions and trainings in support of the campaign

Qualifications:
- 3-5 years organizing/campaign experience on issue, political or labor campaigns
- A commitment to the labor movement, environmental justice, racial and gender equity
- Experience leading campaigns
- Ability to work with people of diverse backgrounds and in multicultural environments
- Ability to work independently
- Ability to work long and irregular hours
- Strong verbal and written communications skills
- Coalition experience a plus
- Spanish or Haitian Kreyol a plus

This is a full-time position that requires travel throughout Long Island and New York City, and occasionally to Albany.
The salary range for this position is $75,000 - $90,000. CJNY provides an excellent benefits package.
To apply, please send a cover letter and resume to info@climatejobsny.org
CJNY is committed to equal opportunity, and encourages applicants of all ages, races, sexual orientations, genders, national origins, ethnicities, religions, and veteran status. We encourage people from diverse backgrounds and
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experiences related to our core values and objectives to apply.

5. Senior Researcher/Policy Analyst (On-Site)
Climate Jobs New York

Climate Jobs New York is hiring a Senior Researcher/Policy Analyst for work throughout New York State. The Research will support Climate Jobs New York’s work to win high road labor standards for the growing offshore wind industry including major components of the supply chain, the Carbon Free and Healthy Schools Campaign, and other campaigns. The Researcher will also develop and support legislative and policy initiatives on clean, green and renewable energy projects to support high road labor standards. The position will also build and maintain relationships with other organizations doing policy and campaign work to create good union jobs in the clean and renewable energy sectors. Climate Jobs New York is a coalition of unions advocating for large-scale investments in clean and renewable energy built, manufactured and operated by union workers under union agreements. CJNY is committed to reducing economic inequality by fighting for good union jobs and to a just transition by creating pathways for workers of color and workers displaced by the transition away from fossil fuels to careers in the renewable energy sector.

Key Responsibilities include:
Research, develop and implement comprehensive campaign tactics to support union CJNY and affiliate campaigns in the clean, green and renewable energy sectors
Monitor and develop policy and legislative initiatives to support CJNY and affiliate campaigns to win high road labor standards in the clean, green and renewable energy sectors
Represent Climate Jobs NY and engage with environmental, environmental justice, clergy, social justice organizations and elected officials and governmental agencies
Produce fact sheets, talking points, background info, corporate profiles in support of CJNY campaign work
Monitor and track industry trends, initiatives and policy
Qualifications:
3-5 years research, policy, organizing or campaign experience on issue, political or labor campaigns
A commitment to the labor movement, environmental justice, racial and gender equity
Experience working on campaigns
Ability to work with people of diverse backgrounds and in multi-cultural environments
Ability to work independently
Ability to work long and irregular hours
Strong verbal and written communications skills
Coalition experience a plus
Spanish or Haitian Kreyol a plus

This is a full-time position that may require some throughout Long Island and New York City, and occasionally to Albany.
The salary range for this position is $75,000 - $90,000. CJNY provides an excellent benefits package.
To apply, please send a cover letter and resume to info@climatejobsny.org
CJNY is committed to equal opportunity, and encourages applicants of all ages, races, sexual orientations, genders, national origins, ethnicities, religions, and veteran status. We encourage people from diverse backgrounds and experiences related to our core values and objectives to apply.

6. **Bilingual Communications Director (On-Site)**
   Climate Jobs New York

   Climate Jobs NY is a coalition of labor unions united to advance a pro-worker, pro-climate agenda for New York.

   Climate Jobs NY seeks a bilingual (English & Spanish speaking) Communications Director.
The Communications Director will lead campaign communications work for the coalition's various campaigns, including efforts to win carbon-free and healthy public schools, union-built, maintained and manufactured offshore wind energy, and pro-worker and pro-climate policies that help tackle the dual crises of climate breakdown and inequality.

Working closely with the coalition’s staff and union affiliates, the Communications Director will develop and execute strategic communications plans, lead press outreach and media cultivation, identify rapid response opportunities, develop a digital organizing and communications strategy, and work with union affiliates to lead spokesperson and storytelling trainings that position union members in New York as climate jobs leaders.

The ideal candidate is skillful at developing communications and narrative strategy for labor unions or social justice organizations; well-versed in press strategy with a proven track record of pitching reporters; has experience with web design and social media and is deeply committed to racial, social, and economic justice.

Key Responsibilities Include

- **Strategic Communication Planning**: Develop a comprehensive communications strategy to support ongoing campaign and advocacy work across the state.
- **Campaign Leadership**: Provide ongoing campaign support by securing news coverage, drafting talking points, press releases, digital content, advisories, fact sheets, rapid response materials, manage and maintain websites and social media accounts and provide press and communications training and workshops to union members and other allies. Work with campaigners to develop digital organizing and mobilization strategies.
- **Prioritizing Worker Voice**: The Communications Director will develop innovative ways to lift up the voices of union members and workers in all of our public communications.
- **Press work**: Obtain earned media coverage, produce paid media content, build
relationships with reporters and editors
  ● Web and Social media work: Maintain organizational websites and campaign microsites, create content for social media platforms
  ● Other duties and responsibilities as needed.

Qualifications
  ● Three to five years of strategic communications experience in a labor, climate, or community advocacy setting;
  ● A commitment to the labor movement, environmental justice, racial and gender equity
  ● Ability to work with people of diverse backgrounds and in multicultural environments
  ● Proven ability to build relationships with reporters and history of successful rollouts and securing positive news coverage;
  ● A track record of success in building digital audiences and maintaining websites
  ● Strong writing skills in English and Spanish, with an interest in learning about a wide range of issues and the ability to convey and translate complex information for a variety of audiences;
  ● A working to advanced knowledge of prominent digital platforms including Action Network, and digital graphic design;
  ● An ability to work independently and juggle multiple priorities;
  ● Excellent communication skills: verbal and listening, writing, outgoing presentation, and the passion and presence to be a dynamic leader and connect with diverse audiences;
  ● Flexibility and potential to excel in a fast-paced and politically sensitive environment, and to respond quickly to changing circumstances (internally and externally);
  ● Ability to work long and sometimes irregular hours.

This is a full-time position that may require travel throughout New York. The salary range for this position is $75,000 - $90,000 per year. CJNY provides an excellent benefits package.

To apply: Interested candidates should submit a cover letter and resume to
info@climatejobsny.org with “Climate Jobs NY Communications Director” in the subject line.

Climate Jobs NY is committed to equal opportunity, and to considering applicants of all ages, races, gender identities, sexual orientations, national origins, ethnicities, religions, and veteran or disability statuses. We encourage people from diverse backgrounds and experiences with a commitment to building collective union power and working for a better New York to apply.

7. **Human Resources Assistant (On-Site)**
   The Midland School

**Full Job Description**

**INTRODUCTION**

The Human Resources Assistant is responsible for performing daily administrative related duties on a professional level and works closely with other members of the HR team supporting the overall mission of the organization. This position carries out in supporting responsibilities in the following functional areas: recruitment/employment, onboarding, benefits, leaves of absence and general inquiries.

**RESPONSIBILITIES**

- Assisting with the day-to-day operations of the HR functions and duties;

- Providing administrative support for the Human Resources department, including;

  - Employee file maintenance;

  - Drafting correspondence (FMLA, Employment Verifications, etc.)

  - Incoming and outgoing mail;
· Ensure smooth communication with employees and timely resolution of requests and questions;

· Assist in recruitment process by coordinating job postings, performing reference checks, scheduling appointments and telephone interviews;

· Conduct onboarding of newly hired employees and enter new hire paperwork in HRIS;

· Assist in keeping employee records up-to-date by processing employee status changes in the HRIS system;

· Assist with yearly contract distribution and benefits open enrollment;

· Maintain compliance with federal and state regulations concerning employment;

· Perform other duties as required and assigned.

REQUIREMENTS

· Bachelor’s degree in Human Resources or related field or equivalent in related work experience 1-2 years of experience in Human Resources or Administrative Assistant role;

· Intermediate to Advanced PC skills with proficiency in:

· MS Office including MS Word, Excel, Outlook and PowerPoint;

· HRIS;

· Ability to maintain a high level of confidentiality;

· Must have high initiative, integrity, strong work ethic, good communication and analytical skills;

· Excellent time management, organizational skills and enjoy working in a fast paced environment;

· Able and willing to work well in a diverse environment.
Job Type: Full-time

Pay: From $40,000.00 per year

Benefits:

Dental insurance
Health insurance
Paid time off
Retirement plan
Tuition reimbursement
Vision insurance

Schedule:

8 hour shift
Day shift
Monday to Friday

Ability to commute/relocate:

Branchburg, NJ 08876: Reliably commute or planning to relocate before starting work (Required)

Experience:

Human Resources: 1 year (Preferred)
Administrative Assistant: 1 year (Preferred)
Work Location: In person

8. Clinician Supervisor (On-Site)
Rutgers University

Position Information

Recruitment/Posting Title: Clinician Supervisor
Job Category: Staff & Executive - Project/Program Management/Planning
Department: UBHC-Acute Treatment-PISC
Overview
Rutgers University Behavioral Health Care (UBHC), established in 1971, offers a full continuum of evidence-based behavioral health and addiction services for children, adolescents, adults, and seniors throughout New Jersey. UBHC’s 1,060 experienced behavioral health professionals and support staff are dedicated to treatment, prevention, and education. UBHC, one of the largest providers of behavioral health care in the country, has a budget of $260 million and has 15 sites throughout New Jersey. Services are readily accessible and include:

- Inpatient, outpatient, and partial hospitalization
- Screening and crisis stabilization
- Family/caregiver support and community outreach
- Case management and supportive housing
- Supported employment and prevention/consultation
- Employee assistance programs and licensed therapeutic school
- Specialty services, including helplines for suicide prevention, peer support for various groups, and mental health training for government departments

In FY2016, UBHC treated 16,199 consumers, had 24,502 admissions, and provided peer support to 19,441 individual callers. UBHC also serves as the primary mental health training resource for the New Jersey departments of Human Services, Children and Families, and Corrections, delivering 16,000 trainings annually.

Posting Summary

Rutgers, The State University of New Jersey, is seeking a Clinician Supervisor for the Acute Inpatient Services Department within Rutgers University Behavioral Health Care. The primary purpose of the Clinician Supervisor position is to oversee the daily operations of assigned programs and sites and play a lead role in program planning and development, under the supervision of the Director of Inpatient Services. The Clinician Supervisor is responsible for addressing operational problems, ensuring compliance with contractual and regulatory expectations, and providing advanced-level clinical supervision and administrative leadership to multidisciplinary staff and students. They also deliver evidence-supported clinical treatment, document treatment appropriately, and meet quality and quantity standards while recognizing the unique needs of the population served.

Key Duties:

- Provide administrative and clinical direction for assigned programs.
Oversee daily operations at the program level.
Supervise assigned staff.
Provide and oversee direct care services consistent with UBHC's philosophy.
Ensure clinical documentation and other documentation meet quality, quantitative, and time standards.
Provide co-occurring services as clinically indicated and ensure subordinate clinical staff does the same.
Conduct individual, group, and family psychotherapy as clinically indicated.
Fulfill duties relevant to a leadership position and support the goals and objectives of University Behavioral Health Care.

Position Details

Position Status: Full Time
Hours Per Week: N/A
Daily Work Shift: N/A
Work Arrangement: N/A
FLSA: Exempt
Grade: 30S
Position Salary:
Annual Minimum Salary: $82,940.00
Annual Mid Range Salary: $101,021.00
Annual Maximum Salary: $119,103.00
Standard Hours: 37.50
Union Description: CWA, Local 1031
Payroll Designation: PeopleSoft

Benefits

Rutgers offers a comprehensive benefit program to eligible employees. For details, please visit http://uhr.rutgers.edu/benefits/benefits-overview. Rutgers also offers a benefit program to eligible full-time postdoctoral fellow students. For details, please visit [https://finance.rutgers.edu/healthcare-risk]
9. **HR Consultant (On-Site)**  
Rutgers University

**Position Details**

**Position Information**  
Recruitment/Posting Title: HR Consultant  
Job Category: Staff & Executive - Human Resources  
Department: Human Resources - Cmd

**Overview**

Ranked #61 in U.S. News & World Report's list of Best Public Colleges and Universities, Rutgers University–Camden is a diverse, research-intensive campus with approximately 6,100 students at the undergraduate, graduate, and doctoral levels, as well as 1,100 faculty and staff members. Located in Camden, N.J., across the Delaware River from Philadelphia, Rutgers–Camden serves the local community while achieving global reach. As a U.S. Department of Education-designated Minority Serving Institution, the university values a supportive culture that fosters collaboration among employees and helps students achieve their goals. Rutgers–Camden is recognized as a national model for civically engaged urban universities and holds the Community Engagement classification from the Carnegie Foundation for the Advancement of Teaching. Washington Monthly magazine has also ranked Rutgers University–Camden among its "Best Bang for the Buck" universities and best national research universities. Additionally, Rutgers–Camden has achieved Carnegie classification as an R2 research university due to its internationally recognized research, creative output, and scholarly activity.

**Posting Summary**

Reporting to the Assistant Director of Human Resources at Rutgers University-Camden, the HR Consultant will provide consultative client services to select academic and/or administrative departments. The HR Consultant will act as a strategic partner, offering advice and guidance on policy interpretation, compliance with regulations, processes, policies, procedures, and collective bargaining agreements.

The HR Consultant will identify innovative approaches to help departments establish and achieve their goals in alignment with their mission and values. By partnering strategically with assigned departments, the HR Consultant will make
recommendations to departmental leaders in areas such as organizational structure, talent acquisition and management, training and employee development, change management, and employee and labor relations. The HR Consultant will collaborate with subject-matter experts within the core HR functional areas to implement programs and procedures that support academic and administrative goals and contribute to the overall advancement of Rutgers University-Camden. The HR Consultant will also play a key role in implementing university and campus-wide HR initiatives within their respective academic/administrative units.

This position requires operating in a highly sensitive environment while maintaining professionalism, confidentiality, and a focus on delivering high levels of customer and client services. Knowledge of best practices in diversity, equity, and inclusion is preferred, as the incumbent will need to consider these initiatives in their consultations.

Position Details

Position Status: Full Time
Hours Per Week: 37.5
Daily Work Shift: Day
Work Arrangement: Consistent with Rutgers Policy 60.3.22, this position may be eligible for a hybrid work arrangement. The flexible work arrangements are part of a pilot program effective from September 1, 2022, through August 31, 2023, and are subject to change or cancellation. Approval through the FlexWork@RU Application System is required. For more information, visit https://futureofwork.rutgers.edu.

FLSA: Exempt
Grade: 05
Position Salary: Starting salary will be commensurate with qualifications and experience, within university policy, salary schedules, and departmental budgets.
Annual Minimum Salary: $61,813.00
Annual Mid Range Salary: $78,240.50
Annual Maximum Salary: $94,668.00
Standard Hours: 37.50
Union Description: Administrators Confidential
Payroll Designation: PeopleSoft
Benefits

Rutgers offers a comprehensive benefit program to eligible employees. For details, please visit http://uhr.rutgers.edu/benefits/benefits-overview. Rutgers also offers
a benefit program to eligible full-time postdoctoral fellow students. For details, please visit https://finance.rutgers.edu/healthcare-risk/insurance/postdoctoral-health-insurance.

Seniority Unit: N/A

Terms of Appointment: Staff - 12 month

Position Pension Eligibility: ABP

Qualifications

Minimum Education and Experience: A bachelor’s degree in human resources or a related field (or an equivalent combination of education and experience) and a minimum of two additional years of experience in human resource functions, including classification, compensation, recruitment, staffing, performance management, training, and compliance with applicable federal and state employment laws.

Certifications/Licenses: N/A

Required Knowledge, Skills, and Abilities: Ability to work in a dynamic, highly sensitive environment with excellent analytical, organizational, interpersonal, written, and verbal communication skills. Demonstrated track record of excellent customer and client service, as well as the ability to navigate complex policies, contracts, and legal mandates to assist clients in achieving organizational goals. Ability to work well in a team environment and foster a positive, productive, and progressive work environment.

Preferred Qualifications: PHR or SHRM-CP certification or an advanced degree in HR is a plus. Experience in higher education and/or labor environment is preferred. Experience in job analysis, classifications, organization structure evaluation, and knowledge of principles and best practices in compensation will be favored.

Equipment Utilized: Proficiency in Microsoft Office products and HRIS systems.

Physical Demands and Work Environment: Occasional evening and weekend hours may be required. Occasional travel between the primary location on the Camden Campus and the Rutgers University-New Brunswick/Newark campuses may be necessary. Travel to off-campus locations may also be required.

Special Conditions: N/A
Posting Details

Posting Number: 23ST1446
Posting Open Date: N/A
Special Instructions to Applicants: N/A

Regional Campus: Rutgers University-Camden
Home Location Campus: Rutgers University-Camden
City: Camden
State: NJ

10. Executive Director of Compensation (On-Site)
Rutgers University

Position Details

Position Information
Recruitment/Posting Title: Executive Director of Compensation
Job Category: Staff & Executive - Human Resources
Department: UHR - Compensation Services
Overview

Rutgers, The State University of New Jersey, is a leading national research university and the State of New Jersey’s preeminent, comprehensive public institution of higher education. As one of the largest employers in the State of New Jersey, Rutgers University is committed not only to the students and the State that we serve but also to the faculty and staff who work on our campuses. Ranked in 2022 by Forbes as a top 100 best large employer in America, Rutgers’ commitment to its employees includes maintaining and fostering a safe, diverse, and respectful workplace environment,
creating employment opportunities for our nation’s military veterans, and ensuring accessibility and accommodation for individuals with disabilities.

University Human Resources (UHR) supports the Rutgers mission as an institution of prominence, preeminent in research, teaching, service, and clinical care. We strive to provide the highest level of customer service in delivering a comprehensive network of programs, services, and expertise to attract, retain, and develop diverse and highly skilled top talent.

Posting Summary

Rutgers University has an outstanding opportunity for an experienced, results-oriented leader to join University Human Resources (UHR) as the Executive Director of Compensation. We are looking for an innovative and proactive leader who will manage the strategic design, development, and implementation of forward-thinking staff compensation programs and services for the University community. The ideal candidate is a natural leader with a proven ability to develop strong relationships across the entire organization. The Executive Director thrives in a fast-paced environment and knows how to translate business needs and priorities into compensation strategy, goals, and objectives.

The Executive Director of Compensation plans, develops, and implements new and revised compensation programs, policies, and procedures to be responsive to the University’s compensation philosophy, goals, and competitive practices. Works collaboratively with UHR leadership and functional areas, the UHR Talent Management and Talent Acquisition teams, stakeholders, external vendors, and University partners in establishing, directing, and achieving strategic compensation objectives. The Executive Director leads a team of professionals responsible for providing multiple levels of service for positions across multiple business units and proactively creates compensation strategies while managing multiple projects.

The Executive Director is responsible for recommending policies and procedures for all assigned areas of responsibility and for designing, developing, and implementing a comprehensive communications plan to promote and apprise managers and employees of the University’s compensation philosophy and its applications, compensation programs, and competitive practices. Monitors effective, competitive pay programs that are delivered on time, within approved University budget parameters, and satisfy all regulatory requirements and collective negotiations agreements. The Executive Director will lead or participate in cross-functional teams with primary accountability for the design, development, and implementation of compensation
processes and procedures. This position reports to the Senior Vice President of Human Resources.

The duties of this position will include, but will not be limited to, the following areas of responsibility:

Manages the effectiveness of existing compensation policies, guidelines, and procedures, recommending plan revision as well as new plans that are cost-effective and consistent with compensation trends and University objectives; coordinates implementation and provides guidance to leadership.

Provides advice to leaders on pay decisions, policy and guideline interpretation, and job evaluation, including the design of creative solutions to specific compensation-related programs.

Manages the administration of executive and staff base compensation programs, including the reporting of compensation-related actions.

Manages the job evaluation process and develops the foundation for consistent and compliant job descriptions across the University.

Develops recommendations and administers annual salary structure, pay and/or market adjustments for staff employee groups.

Manages the faculty salary equity review program and responsible for ensuring thorough audits of the regression files.

Develops techniques for compiling, preparing, and presenting data to the Deans and Chancellors.

Ensures compliance with applicable collective negotiations agreements.

Supervises the participation in, conducts and/or purchases salary surveys to ensure compensation objectives are achieved.

Defines and establishes survey market and peer comparison groups.

Responsible for designing, developing, and implementing a comprehensive communications plan to promote and apprise managers and employees of the University’s compensation philosophy and its applications, compensation programs, and competitive practices.

Responsible for maintaining MarketPay (compensation survey software) with up-to-date job descriptions.

Supervises and leads a team of professionals responsible for providing multiple levels of service across multiple business units and proactively creates compensation strategies while managing multiple projects.

Participates in special projects and performs other duties as assigned.

Position Status: Full Time

Hours Per Week: N/A
Daily Work Shift: N/A

Work Arrangement:
Consistent with the current application of Rutgers Policy 60.3.22, this position may be eligible for a hybrid work arrangement. The flexible work arrangements outlined in Rutgers Policy 60.3.22 are part of a pilot program that is effective September 1, 2022, through August 31, 2023. Therefore, there is no guarantee that this flexible work arrangement will continue beyond that date. Flexible work arrangements are not permanent, are subject to change or cancellation, and contingent on the employee receiving approval in the FlexWork@RU Application System. Additional information may be found at https://futureofwork.rutgers.edu.

FLSA: Exempt

Grade: 10

Position Salary:

Annual Minimum Salary: $124,335.00
Annual Mid-Range Salary: $157,374.00
Annual Maximum Salary: $190,413.00
Standard Hours: 37.50
Union Description: Admin Assembly (MPSC)

Payroll Designation: PeopleSoft

Benefits:
Rutgers offers a comprehensive benefit program to eligible employees. For details, please go to http://uhr.rutgers.edu/benefits/benefits-overview.
Rutgers also offers a benefit program to eligible full-time postdoctoral fellow students. For details, please go to https://finance.rutgers.edu/healthcare-risk/insurance/postdoctoral-health-insurance.

Seniority Unit: N/A

Terms of Appointment: Staff - 12 month

Position Pension Eligibility: ABP
Qualifications

Minimum Education and Experience:

Bachelor’s degree, preferably in Human Resources Management, Business Administration, Organizational Development, Psychology, or a related field.

A minimum of ten (10) years of progressively responsible experience in human resources, five (5) of which must be in administering compensation programs, job evaluation, and market pricing methodology, preferably in a higher education and/or healthcare environment.

Certifications/Licenses: N/A

Required Knowledge, Skills, and Abilities:

Experience with human resources concepts, practices, and procedures, as well as applicable federal and state regulatory requirements.

Ability to work with sensitive and confidential information and to manage conflict and highly complex situations.

Highly skilled in facilitation, consulting, and relationship building and have demonstrated ability to coach, facilitate, and influence management and people at all levels.

Outstanding oral and written communication, interpersonal, customer service, time management, and project management skills.

Strong analytical and problem-solving skills and the ability to think strategically.

Comfortable managing difficult situations while presenting a high level of professional maturity, resiliency, and adaptability, and demonstrated ability to manage confidential and sensitive information.

Ability to work in a fast-paced environment with multiple competing priorities.

Proficiency in Microsoft Office, compensation management systems, and applicable software programs.

Preferred Qualifications:

Experience working and negotiating with unions; and being part of a unionized environment is strongly preferred.

Advanced degree in a related field and/or Certified Compensation Professional (CCP) credential strongly preferred.

Equipment Utilized: N/A

Physical Demands and Work Environment:
This position must be able to lift or exert force up to ten (10) pounds. This position works in an office environment with moderate noise. Special Conditions: N/A

Posting Details

Posting Number: 22ST3305

Posting Open Date: 09/30/2022

Special Instructions to Applicants: N/A

Regional Campus: Rutgers University-New Brunswick

Home Location Campus: Cook (RU-New Brunswick)

City: New Brunswick

State: NJ