



**DEPARTMENT OF EDUCATION
HUMAN RESOURCES DIVISION**

501 Mariner Avenue
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K. ERIK SWANSON, Ph.D.
Superintendent of Education

KATHERINE M.P. ADA
Personnel Services Administrator

OPEN COMPETITIVE JOB ANNOUNCEMENT

To establish a list for the position of

ENGINEER III (6.262)

ANNOUNCEMENT NO. HRD-114-2026

Open: NOVEMBER 12, 2025 **Close:** CONTINUOUS (UNTIL FILLED)

GENERAL PAY PLAN (GPP)

OPEN: O-1; \$60,875.00 per annum – O-10; \$83,568.00 per annum
PROMOTION: O-1; \$60,875.00 per annum – O-18; \$107,291.00 per annum

Employment Type: **Probationary/Permanent Full-Time Appointment**

Location: **FACILITIES & MAINTENANCE**

Funding: **Local**

We are an Equal Opportunity Employer

MINIMUM EXPERIENCE AND TRAINING:

- (A) Three years of progressively responsible specialized experience in the applicable field of engineering and graduation from a recognized college or university with a Bachelor's degree in the particular engineering field; or
- (B) One year of specialized experience in the applicable field of engineering and current registration as a Professional Engineer by any state or territory of the United States; or
- (C) Three years of progressively responsible specialized experience in the applicable field of engineering and possession of a current Engineer-in-Training (EIT) certificate from any state or territory of the United States; or
- (D) Four years of progressively responsible specialized experience in the applicable field of engineering and graduation from a recognized college or university with an Associate's degree in engineering; or
- (E) Three years of specialized experience in the applicable field of engineering and graduation from a recognized college or university with a Bachelor's or higher degree in engineering technology, physics, architecture or closely related field.

MINIMUM EDUCATION REQUIREMENT:

Applicants claiming education accomplishment, such as degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, "All new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in specialized field required for the job."

NOTE: Documents to verify training and experience that are required, must be submitted with the employment application form before evaluation can be made. Only training and experience supported by satisfactory documents will be credited.

NATURE OF WORK IN THIS CLASS:

This is professional and supervisory civil, mechanical, electrical, telephone, traffic, environmental, or architectural engineering work.

Employees in this class perform the full range of complex duties in the professional specialty and supervises and engineering unit or section; or supervises and coordinates a major engineering support program.

ILLUSTRATIVE EXAMPLES OF WORK: *(Any one position may not include all the duties listed, nor do the examples cover all duties which may be performed.)*

Supervises an engineering unit or section; or supervises and coordinates a major engineering support program.

(CIVIL ENGINEERING)

Supervises and reviews the preparation of designs, plans, estimates, and specification for major projects concerned with traffic routing and parking lots, the construction and maintenance of hydraulic structures, bridges, roads, buildings, airports, harbor channels, irrigation projects, pipelines, water and sewage system and water disposal units; analyzes engineering field data, financial data and prepares recommendations and technical reports.

Supervises and coordinates highway and building construction and maintenance engineering support programs.

Plans and conducts research or development work characterized by clear and specified objectives, investigation of limited number of variables, and self-directed work planning and carries out experiments in accordance with approaches which have been structured by superior.

Consults with public and private engineers, inspectors, contractors, property owners, utility company representatives and employees in other organizations to give and receive factual information or on problems in connection with location or construction of projects.

Conducts investigation on new materials which may require development of new test methods.

Evaluates test results, prepares reports and make recommendations for design and construction.

Supervises the application and analysis of data collection and base analysis, cost benefit considerations, goals and objectives, program and projects.

Assists in the development and presentation of information to be used as evidence in legal action.

Performs related duties as required.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:

Knowledge of the principles and practices of civil, mechanical, electrical, telephone, traffic, environmental, or architectural engineering.

Knowledge of the local and national building and safety regulatory codes.

Ability to supervise the work of others or supervise a major engineering program.

Ability to make decisions in accordance with appropriate program guidelines.

Ability to interpret and apply pertinent laws, regulations, requirements and policies of the department.

Ability to analyze and evaluate proposals.

Ability to prepare, interpret, and utilize plans, designs, and specifications.

Ability to prepare comprehensive reports.

Ability to test the quality and suitability of new methods of construction and various types of materials.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally, and in writing.

Ability to maintain records.

EMPLOYMENT BENEFITS:

This is a permanent, full-time position under the Facilities and Maintenance Division. New hires serve a probationary period of at least six months. Satisfactory completion of the probationary period entitles the employee to permanent civil service status & protection. Benefits include: enrollment in the government's Retirement Fund system; group health and life insurance coverage; paid vacation and sick leave; and paid holidays. Full-time employment consists of 40 hours of regular work per week with 26 pay periods per year.

APPLICATION SUBMISSION AND DEADLINE:

Employment applications can be obtained online www.gdoe.net - HR Forms or at the GDOE Human Resources Division located at Building-B, 501 Mariner Avenue, Barrigada. Interested applicants must submit a completed Employment Application form on or before the application deadline. Applications with supporting documents will be accepted up until **position is filled** via email or in our office between the hours of 8:00 a.m. to 5:00 p.m.,

Chamorro Standard Time (CHST), Monday through Friday, except holidays. Please note that there are two types of GDOE employment applications - one for FCHPA Covered Positions and one for FCHPA Exempt Positions.

FAIR CHANCES HIRING PROCESS ACT (FCHPA):

This is a **COVERED** position. Please complete an FCHPA Covered Position Job Application. For covered positions, employers must follow the Fair Chances Hiring Process (pursuant to P.L. 34-22) which prohibits employers from asking for criminal history information until a conditional job offer is given. **Under this job announcement, do not submit a police and/or court clearance report or answer questions regarding any criminal convictions until you have been offered a job. If you choose to submit these documents or answer any criminal history questions at the time of the application, you do so voluntarily.**

FOR ADDITIONAL INFORMATION: Please refer to the **Employment Application General Instructions and Important Information Sheets**, call 475-0496, and/or email humanresources@gdoe.net.



KATHERINE M.P. ADA,
Personnel Services Administrator


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