



K. ERIK SWANSON, Ph.D.
Superintendent of Education

**DEPARTMENT OF EDUCATION
HUMAN RESOURCES DIVISION**

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KATHERINE M.P. ADA
Personnel Services Administrator

August 14, 2025

The Department of Education is currently accepting job applications for the following position to **ESTABLISH A LIST:**
OPEN COMPETITIVE JOB ANNOUNCEMENT NO. HRD-104-2025

PHYSICAL THERAPIST II (8.329)*

OPENING DATE: August 14, 2025

CLOSING DATE: CONTINUOUS UNTIL FILLED

SALARY: Pay Grade **M – General Pay Plan (GPP)**
Open: Step 1-10, \$49,731.00 - \$68,269.00 Per Annum
Promotional: Step 1-18, \$49,731.00 - \$87,650.00 Per Annum

DUTY: Probationary/Permanent Full-Time Appointment

LOCATION: DIVISION OF SPECIAL EDUCATION

We are an Equal Opportunity Employer

MINIMUM EXPERIENCE AND TRAINING:

- (A) Two years of experience as a physical therapist and graduation from an accredited college or university with a Bachelor's degree in physical therapy; or
- (B) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATION:

Must be an active member of the American Physical Therapy Association.

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 complex professional physical therapy work.

Employees in this class perform the full range of complex professional duties in the administration of physical therapy, including independent work in specialized areas of the profession. Employees often serve as a team or group leaders over less experienced professional staff and/or supervise sub-professional employees.

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

Plans, organizes and participates in a program of physical therapy services.

Provides consultation in the development, promotion and evaluation of physical therapy services; conducts review of activities and facilities; makes recommendations for improved procedures and the purchase of equipment.

Conducts training and instruction in fundamentals of physical therapy.

Confers with other professionals concerning needs and requirements for physical therapy services.

Administers complex physical therapy treatments and diagnostic tests.

Interprets physical therapy treatments to patients and their families and other personnel.

Assists patients in learning to live with limitations, performing exercises, and caring for assistive devices.

Requisitions necessary equipment and supplies.

Performs related duties as required.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:

Knowledge of the principles and practices of physical therapy.

Knowledge of anatomy, neuro-anatomy, physiology, and psycho-social aspects of human behavior.

Knowledge of the physical effects and use of the therapeutic machines.

Ability to apply the principles of physical therapy to work situations.

Ability to demonstrate techniques and teach objectives of physical therapy.

Ability to make work decisions in accordance with appropriate program guidelines.

Ability to lead the work of others.

Ability to supervise the work of others may be required.

Ability to inspire confidence and motivate patients to carry out treatment plans.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

Skill in the use of physical therapy equipment.

EMPLOYMENT BENEFITS:

This is a permanent, full-time position for the Division of Special Education. 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 may be obtained from our website <https://www.gdoe.net/District/Department/14-Human-Resources-Division/1750-Forms.html> or in office, located at Building-B, 501 Mariner Avenue, Barrigada. Interested applicants must submit a completed "Employment Application" form to the DEPARTMENT OF EDUCATION, Human Resources Division Office, on or before the application deadline. Applications with supporting documents will be accepted up until **the position is filled** at the Human Resources Division Office (or via email) between the hours of 8:00 a.m. to 5:00 p.m., Chamorro Standard Time, Monday through Friday, except holidays. Please note that there are two types of DOE job applications - one for FCHPA Covered Positions and one for FCHPA Exempt Positions.

FAIR CHANCES HIRING PROCESS ACT (FCHPA):

This is an **EXEMPT** position. Please complete an FCHPA Exempt Position Job Application. For exempt positions, employers are exempt from following 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 you are requested to submit a police and court clearance report and to answer questions regarding any criminal convictions at the time of application in order to expedite the hiring process. Convictions, dismissals from employment, dishonorable separations from military service, or other conditions do not necessarily mean automatic disqualification. In determination employment suitability, we will evaluate the circumstances of each individual case, keeping in mind the requirement of the position to be filled as well as final review and approval from the Superintendent.**

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



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