



**GUAM WATERWORKS AUTHORITY**  
 Gloria B. Nelson Public Service Building | 688 Route 15, Mangilao, Guam 96913  
 P.O. Box 3010, Hagåtña, Guam 96932  
 Tel. No. (671) 300-6846/48 Fax No. (671) 648-3290

**JOB ANNOUNCEMENT  
 (OPEN)**

TO ESTABLISH A LIST FOR THE POSITION OF:

POSITION TITLE				ANNOUNCEMENT NUMBER	
RIGHT OF WAY SUPERVISOR				24-066	
SALARY				APPLICATIONS WILL BE ACCEPTED FOR THE PERIOD:	
MINIMUM:	M2-C	\$42.34	PER HOUR	DATE OPEN:	October 1, 2024
		\$88,064.00	PER ANNUM		
MAXIMUM:	M3-C	\$44.06	PER HOUR	DATE CLOSED:	CONTINUOUS
		\$91,639.00	PER ANNUM		

**WHO CAN APPLY:**

Open to all government of Guam employees and the general public

**HOW AND WHERE TO APPLY:**

Submit GWA Employment Applications to the GWA Personnel Services Division – Human Resources Office, #205 (2<sup>nd</sup> Floor) in the Gloria B. Nelson Public Service Building between 8:00 am - 5:00 pm, Monday through Friday. Applicants are encouraged to submit electronically to [hrjobs@guamwaterworks.org](mailto:hrjobs@guamwaterworks.org). **All applications received via electronic mail or fax, must be submitted by 11:59 pm (Guam time) on the closing date of the job announcement.** For more information, call the Human Resources Office at (671)300-6076/6852/6899 or visit our website at [www.guamwaterworks.org](http://www.guamwaterworks.org).

**MINIMUM EXPERIENCE AND TRAINING:**

- A. Three years of experience in right-of-way and GIS work, one year of supervisory work and graduation from a recognized college or university with a Bachelor's degree in business administration, engineering or related fields; or
- B. Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

**NATURE OF WORK IN THIS CLASS:**

Plans, directs and coordinates the right-of-way programs and the geographical information system of the Guam Power Authority and/or the Guam Waterworks Authority.

**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, directs and coordinates the land acquisition, appraisal, title research, and survey activities of the Guam Power Authority and/or the Guam Waterworks Authority right-of-way and geographic information system programs. Directs and participates in the negotiation and acquisition of easements and other land interests on government and private property required for operations and maintenance of the Authority's Island Wide Power System (IWPS) and/or Island Wide Water and Wastewater System (IWWS) and capital improvement projects. Cooperates with other local and federal governmental agencies in the acquisition of right of way needed for various governmental projects and in relocation activities. Initiates condemnation action and Land Registration activities with the Attorney General as necessary for the Authority's interests in land and easements for the IWPS and/or IWWS. Directs property title research activities to determine ownerships, liens and encumbrances. Review appraisals made by staff or contracting appraisers to evaluate the appraisal techniques employed, results obtained and to assure conformance to established requirements. Administers standards for the appraisal reports and selection and fees to be paid independent fee appraisers. Directs and coordinates the preparation of maps and documents required in the acquisition of property for GPA and/or GWA CIPs. Coordinates and recommends the use of government land for the various projects of other government agencies. Establishes, interprets and enforces policies, procedures, laws and other program guidelines for the Authority's Real Estate and GIS activities. Monitors professional service contracts, prepares reports, correspondence, legal documents, exhibits and agreements for GIS and other right of way matters. Coordinates and oversees various special projects and/or graphics for presentations in support of the GIS system to department/agency employees and outside government entities and vendors. Performs other related duties as required.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Knowledge of the principles and practices of right-of-way and GIS work. Knowledge of pertinent laws relating to real estate and GIS. Knowledge of property appraisal principles and practices and the factors influencing market values. Knowledge of the preparation of maps and documents involved in right-of-way work. Knowledge of modeling techniques such as GIS network modeling, surface modeling and/or complex spatial analysis involving integrated use of numerous data themes and layers, and synthesis involving complex map algebra, etc. Knowledge of spatial

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application development techniques. Knowledge of principles and practices of digitizing and data manipulation procedures in GIS. Knowledge of basic cartography methodologies. Knowledge of standardize metadata and documentation. Knowledge of research and data collection methodology. Ability to administer the right-of-way programs and GIS of the Guam Power Authority and/or the Guam Waterworks Authority. Ability to learn, interpret, apply and make decision in accordance with pertinent laws, regulations, procedures and other program guidelines. Ability to exercise sound judgment in safeguarding/disseminating confidential or sensitive information. Ability to organize, coordinates, and prioritizes multiple tasks and projects to complete job functions in an order, efficient manner. Ability to communicate, interpret and summarize complex written and oral information. Ability to work under stringent deadlines. Ability to establish and maintain effective working relationships the public and employees. Ability to perform mathematical calculations. Ability to troubleshoot hardware and software problems. Ability to compose, edit and proofread a variety of correspondence, reports, and forms. Ability to prioritize tasks to meet deadlines in stressful and changing conditions. Ability to design and test database structures for storage and manipulation of spatial data.

**PROHIBITION:**

Pursuant to Public Law No. 28-98: "No person convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the Government of Guam".

**WORK ELIGIBILITY:**

Public Law 99-603 (8 USC Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States. The Government of Guam is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

**DOCUMENTATION REQUIREMENTS:**

Applicants claiming educational accomplishments are required to submit official or verified copies of transcripts or diplomas. The diploma, degree, or credits required must come from an educational institution that is accredited or recognized by either its government or a government-recognized accrediting agency.

**EDUCATION:**

Pursuant to Public Law 29-113, Section 3 Subsection (c) of §4101, Article 1, Chapter 4 of Title 4, Guam Code Annotated, is hereby repealed and reenacted to read: "(c) 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 education high school program, apprenticeship program or successful completion of a certification program, from a recognized, accredited or certified vocational-technical institution, in the specialized field required for the job." Applicants claiming degrees or credit hours are required to provide a copy of their college transcript. All new employees (meaning not a current government of Guam employee, to include re-employment/re-appointment eligibles), shall be required to have a high school diploma or equivalent as allowed by Public Law 29-113 when applying for a position.

**DRUG SCREENING:**

Applicants conditionally selected for this position shall undergo and pass a urinary screen for illicit/illegal drugs pursuant to GWA's Drug and Alcohol-Free Workplace Policy (DAFWP) prior to receiving a Final Offer of Employment. Applicants who violate the requirements of the DAFWP or refuse to take the mandatory drug test will be disqualified and any offer of employment will be rescinded.

**EMPLOYMENT MEDICAL EXAMINATION:**

All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the essential duties of the position being hired for.

**PREFERENCE POINTS:**

Applicants claiming veteran's preference are required to provide a copy of their DD-214, Member 4 Form. Applicant's claiming a disabled veterans are required to provide a copy of a letter from the U.S. Veterans Administration.

**ELIGIBLE RATING:**

After receiving an eligible rating, your chances for an interview depend on (1) the number of available vacancies; (2) whether your rating score is high enough to be certified (see CERTIFICATION FOR INTERVIEW); (3) whether or not a registered Enhanced Placement Program (EEP) eligible, Priority Placement Program (PPP) eligible, or a Bonafide preferential hire is on the same eligibility list as you. For these reasons we cannot give definite information about how soon you might be contacted for an interview.

**INTERVIEWING PROCEDURES:**

A personal interview or interview by telephone (if off-island) will be held by the appointing authority or his designee for all eligibles referred via certification.

**EXPIRATION OF ELIGIBLE RATING:**

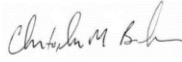
Your eligible rating score expires after one (1) year your score is established, which is indicated on your Notice of Rating. If you applied under a continuous job announcement and the job announcement has yet to close, you may update your rating score by submitting a new employment application form. For closed job announcements, you may update your rating by reapplying and repeating the application process when the position is re-announced. If your rating score expires under a closed job announcement, you can only be eligible again by reapplying and repeating

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the application process when the position is re-announced. In general, though, you are encouraged to apply for any and all job announcements that you feel you qualify for, and are eligible to apply for. (Please note, that depending upon the needs of a particular department, positions may be announced with Selective Certifications, aka Selective Factors (SF) requirements which may affect your eligibility for a position, under a particular job announcement).

**CERTIFICATION FOR INTERVIEW:**

For each vacancy, the top eight (8) applicants with the highest scores are scheduled for interviews (ten applicants for the laborer and custodial vacancies.) However, in the event of tie scores with the eighth eligible, all eligibles with the same score as the eighth eligible will be referred. When your name is reached, you will be notified by mail and/or telephone, and/or email to report for an interview. You may or may not be selected as a result of the interview. If you are not selected, your name will be placed back on the eligible list for consideration in filling future vacancies until your score expires.



**Christopher M. Budasi, Acting  
GENERAL MANAGER**

**“WE ARE AN EQUAL OPPORTUNITY EMPLOYER”**



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