



**CLOSING OF JOB ANNOUNCEMENT**

**Tuesday, October 14, 2025**

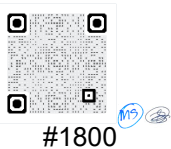
The following job announcement is amended to close on:

| POSITION TITLE                                   |      |             |           | ANNOUNCEMENT NUMBER                              |                  |
|--------------------------------------------------|------|-------------|-----------|--------------------------------------------------|------------------|
| ASSOCIATE ENGINEER TO<br>(KPP – SENIOR ENGINEER) |      |             |           | 24-068                                           |                  |
| SALARY                                           |      |             |           | APPLICATIONS WILL BE ACCEPTED<br>FOR THE PERIOD: |                  |
| MINIMUM:                                         | L3-D | \$39.38     | PER HOUR  | DATE OPEN:                                       | OCTOBER 11, 2024 |
|                                                  |      | \$81,908.00 | PER ANNUM |                                                  |                  |
| MAXIMUM:                                         | L4-D | \$40.98     | PER HOUR  | DATE<br>CLOSED:                                  | OCTOBER 28, 2025 |
|                                                  |      | \$85,234.00 | PER ANNUM |                                                  |                  |

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).

  
**Thomas FA Cruz, P.E.**  
ACTING GENERAL MANAGER

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**GUAM WATERWORKS AUTHORITY**  
**ATURIDÁT KINALAMTEN HÀNOM GUÅHAN**  
**PERSONNEL SERVICES DIVISION**  
Gloria B. Nelson Public Service Building | 688 Route 15 Mangilao, Guam 96913  
P.O. Box 3010 Hagåtña, Guam 96932

**JOB ANNOUNCEMENT**  
**(OPEN)**  
**KNOW PROMOTIONAL POTENTIAL (KPP)**

TO ESTABLISH A LIST FOR THE POSITION OF:

| POSITION TITLE                                      |      |             |           | ANNOUNCEMENT NUMBER                           |                  |
|-----------------------------------------------------|------|-------------|-----------|-----------------------------------------------|------------------|
| ASSOCIATE ENGINEER<br>TO<br>(KPP – SENIOR ENGINEER) |      |             |           | 24-068                                        |                  |
| SALARY                                              |      |             |           | APPLICATIONS WILL BE ACCEPTED FOR THE PERIOD: |                  |
| MINIMUM:                                            | L3-D | \$39.38     | PER HOUR  | DATE OPEN:                                    | OCTOBER 11, 2024 |
|                                                     |      | \$81,908.00 | PER ANNUM |                                               |                  |
| MAXIMUM:                                            | L4-D | \$40.98     | PER HOUR  | DATE CLOSED:                                  | CONTINUOUS       |
|                                                     |      | \$85,234.00 | PER ANNUM |                                               |                  |

**KNOW PROMOTIONAL POTENTIAL:**

This position is a career promotion opportunity to the Senior Engineer level.

**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. Master's Degree in engineering from an accredited college or university and one (1) year of wastewater or water experience or municipal Capital Improvement experience; **or**
- B. Bachelor's Degree in engineering from an accredited college or university and two (2) years of wastewater or water experience or municipal Capital Improvement experience.

**LICENSES, CERTIFICATES, AND SPECIAL REQUIREMENTS:**

Possession of a valid driver's license. Possession of an Engineer-in-Training (EIT) Certificate by a respective board or authority recognized by the Guam Board of Registration for Professional Engineers, Architects, and Land Surveyors (PEALS) or US nationally recognized board.

**NATURE OF WORK IN THIS CLASS:**

Under limited supervision, employees in the class perform a variety of routine to moderately complex engineering/assignments that are routine in nature and may require adaptation or modification from standard practices. The employee will be capable of exercising engineering judgment within defined methods, procedures, and practices within a procedural framework as established by the Engineering Supervisor.

**ILLUSTRATIVE EXAMPLES OF WORK:**

*(These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)*

Performs a variety of professional-level engineering work in the research, planning, design, and construction of capital infrastructure improvement and maintenance projects. Completes a variety of engineering calculations and analyses including, but not limited to, pipe hydraulics, pump and equipment capacities, equipment and system controls, and related matters in support of projects and technical studies. Prepares preliminary engineering designs for presentation to groups involved in the project; prepares specifications and cost estimates, sketches or project options, and results of research requirements; prepares final designs for capital improvement projects. Prepares and/or assists with preliminary contract documents, specifications, and plans; Conducts field inspections of work done by contractors to ensure compliance with plans and specifications; Drafts and recommends approval of contract change orders. Prepares, reviews, and maintains design drawings, schematics, diagrams, charts, databases plants, and permits under the supervision of a professional engineer. Prepares and reviews project cost estimates for the project manager. Research technical specifications for material and equipment purchases. Participate in bidding and contract activities. Assists in identifying, evaluating, and providing improvement recommendations with preliminary and final

**ASSOCIATE ENGINEER (KPP) TO SENIOR ENGINEER (24-068)**

designs and design criteria for assigned programs and/or projects. Provides assistance in the preparation of preliminary and long-range plans, schedules, estimates, budgets, detailed final plans, specifications, special conditions, and agreements. Assist engineers with planning, design, and construction management of projects to construct, enlarge, and modify water and wastewater facilities. Reviews and processes necessary permits, right-of-way agreements, and other documents related to the use of GWA property or right-of-way, or other government lands and right-of-way that are GWA's responsibility. Participates in engineering studies and prepares technical documents including, but not limited to, feasibility studies, preliminary and final design, environmental conditions, pipe and pump capacities, water supply assessment, and strategic and master plans. Conduct site investigations to assess system deficiencies and/or site conditions; collect, reduce, compile and analyze field and test data; develop scope of work for performance improvement projects. Coordinates and performs engineering-related I Computer-Aided Design (CAD) and Geographic Information Systems (GIS) functions. Performs other duties as assigned or required.

**MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:**

Knowledge of one or more of the following disciplines: Civil, Environmental, Structural, Architectural, Mechanical, and/or Electrical engineering terminology and techniques. Knowledge of fundamental scientific and engineering concepts, phenomena, and relationships, for use in solving theoretical or practical engineering. Knowledge of engineering designs, construction and maintenance principles and practices of engineering science and technology. Knowledge of modern methods, materials, and techniques used in the construction of water systems and facilities. Knowledge of basic surveying, drafting, computer-aided design techniques and technology; current developments and literature, and sources of information regarding engineering. Knowledge of computer software applications including word processing, spreadsheets, graphics, and databases. Knowledge of U.S. Environmental Protective Agency (USEPA) and Guam Environmental Protective Agency (GEPA) Drinking Water and Clean Water (Wastewater) Regulations. Knowledge of National Pollutant Discharge Elimination System (NPDES) permit program rules and regulations. Knowledge of Guam Waterworks Authority (GWA) rules and regulations, and other operational guidelines and directives. Knowledge of English usage, spelling, punctuation, and grammar; modern office procedures, and methods. Knowledge of computer equipment; principles and practices of work safety. Ability to perform complex engineering computations, calculus, geometry, and trigonometry rapidly and accurately. Ability to use and care for engineering and surveying instruments and computer equipment. Ability to learn to prepare accurate cost estimates and recommendations. Ability to learn to analyze and prepare technical reports. Ability to use a computer, calculator, telephone, and photocopy machine. Ability to communicate clearly and concisely, both orally and in writing.

**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.

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**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 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

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