



**CLOSING OF JOB ANNOUNCEMENT**

**Tuesday, October 14, 2025**

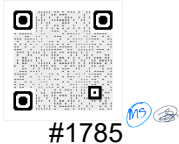
The following job announcement is amended to close on:

| POSITION TITLE                           |      |             |           | ANNOUNCEMENT NUMBER                           |                    |
|------------------------------------------|------|-------------|-----------|-----------------------------------------------|--------------------|
| JUNIOR ENGINEER (KPP ASSOCIATE ENGINEER) |      |             |           | 24-065                                        |                    |
| SALARY                                   |      |             |           | APPLICATIONS WILL BE ACCEPTED FOR THE PERIOD: |                    |
| MINIMUM:                                 | J4-D | \$32.15     | PER HOUR  | DATE OPEN:                                    | SEPTEMBER 30, 2024 |
|                                          |      | \$66,881.00 | PER ANNUM |                                               |                    |
| MAXIMUM:                                 | J5-D | \$33.46     | PER HOUR  | DATE CLOSED:                                  | OCTOBER 28, 2025   |
|                                          |      | \$69,597.00 | 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

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





**JOB ANNOUNCEMENT  
(OPEN)**

TO ESTABLISH A LIST FOR THE POSITION OF:

| POSITION TITLE                           |      |             |           | ANNOUNCEMENT NUMBER                           |                    |
|------------------------------------------|------|-------------|-----------|-----------------------------------------------|--------------------|
| JUNIOR ENGINEER (KPP ASSOCIATE ENGINEER) |      |             |           | 24-065                                        |                    |
| SALARY                                   |      |             |           | APPLICATIONS WILL BE ACCEPTED FOR THE PERIOD: |                    |
| MINIMUM:                                 | J4-D | \$32.15     | PER HOUR  | DATE OPEN:                                    | September 30, 2024 |
|                                          |      | \$66,881.00 | PER ANNUM |                                               |                    |
| MAXIMUM:                                 | J5-D | \$33.46     | PER HOUR  | DATE CLOSED:                                  | CONTINUOUS         |
|                                          |      | \$69,597.00 | PER ANNUM |                                               |                    |

**KNOWN PROMOTIONAL POTENTIAL:**

This position is a career promotion opportunity to the Associate Engineer.

**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:**

Bachelor's degree from an accredited college or university in engineering or a related field with major coursework including or supplemented by (24 semester credit hours) in engineering subjects.

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

Possession of a valid driver's license.

**NECESSARY SPECIAL QUALIFICATIONS:**

Possession of, or ability to obtain within two years of hire (unless extended by the General Manager), 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:**

This is the entry-level position in the professional Engineering series. Under direct supervision, employees in the class perform less complex office and field engineering work as assignments are generally limited in scope and performed within a procedural framework 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.)*

Prepares specifications and contract documents with the assistance of Associate and/or Senior Engineers. Performs routine engineering calculations and mathematical analysis of design or system operational problems of low to moderate difficulty in hydraulics and hydrology, drainage control facilities, site civil and structural, sewer/water/water distribution facilities and equipment, and controls, and calculations and analysis to support rehabilitation studies and determinations of design standards. Assist Associate and/or Senior Engineers in coordinating project designs. Performs engineering planning and design for capital improvement program projects; Research and reviews land development plans and documents to ensure appropriate engineering design requirements in accordance with Guam Waterworks Authority standards. Assists in preparing and reviewing cost estimates, progress payments to contractors, material reviews, and change orders. Establishes and prepares progress schedules, technical correspondence, and engineering reports related to assigned projects.

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

Knowledge of basic engineering principles and practices. Knowledge of complex mathematical calculations. Knowledge of modern methods, materials, and techniques of assigned discipline. 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 English usage, spelling, punctuation, and grammar; modern office procedures, and methods. Ability to learn U.S. Environmental Protective Agency (USEPA) and Guam

**JUNIOR ENGINEER (24-065)**

Environmental Protective Agency (GEPA) Drinking Water and Clean Water (Wastewater) Regulations. Ability to make basic engineering computations and ability to learn to check, design, and prepare engineering plans, studies, profiles, and maps. Ability to perform complex engineering computations, calculus, geometry, and trigonometry rapidly and accurately. Ability to use a personal computer, engineering applications, and data management software. Ability to use graphic instructions such as engineering plans, schematic drawings, layouts, and other visual aids. Ability to use and care for engineering and surveying instruments and computer equipment. Ability to learn and understand Guam Waterworks Authority (GWA) regulations and engineering policies and procedures. Ability to learn applicable laws and regulatory codes applicable to areas of assigned responsibility. Ability to learn to prepare accurate cost estimates and recommendations. Ability to learn to analyze and prepare technical reports. 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.

**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).

**JUNIOR ENGINEER (24-065)**

**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.



**Miguel C. Bordallo, P.E,**  
GENERAL MANAGER 

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



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