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ANNOUNCEMENT

December 3, 2025

THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING LIMITED TERM APPOINTMENT, FULL-TIME AND PART-TIME POSITION, (SUBJECT TO THE AVAILABILITY OF FUNDS):

<i>Announcement No. 014-26</i>	
<u>Position Title</u> RESEARCH ASSOCIATE III	
<u>Hourly Range:</u> Step 01 \$26.40 Per Hour/\$54,912.00 Per Annum Step 18 \$46.53 Per Hour/\$96,782.00 Per Annum	<u>Opening Date:</u> December 3, 2025 <u>Closing Date:</u> Continuous Until Filled
<u>Location:</u> Academic and Student Affairs/Research and Sponsored Programs/Water & Environmental Research Institute (WERI)	

MINIMUM QUALIFICATION:

Master’s Degree in a Science, Technology, Engineering and Mathematics (STEM) and three (3) or more years of relevant work experience.

Additional requirements may be specified in the position/job description by the Principal Investigator responsible for project.

NECESSARY SPECIAL QUALIFICATION:

Must have a valid Guam driver’s license.

QUALIFICATIONS REQUIRED:

Pursuant to Public Law 26-87 as amended by Public Law 29-113, all future employees of any position within the government of Guam will be required at minimum to possess one of the following:

- 1. A high school diploma; or
- 2. Successful completion of General Education Development (GED) Test; or
- 3. The equivalent of a general education high school program; or
- 4. Successful completion of a certification program, from a recognized accredited or certified vocational technical institution, in a specialized field for the job.

CHARACTER OF DUTIES:

Duties vary according to position but may include purchasing and maintaining field and laboratory equipment, or development and maintenance of databases and websites. Duties may also include training and leading field or laboratory teams or individual research assistants. Examples of field and laboratory work include collection of water samples and analysis of them in WERI’s Water Quality Laboratory. Fieldwork may include strenuous hiking or snorkeling, driving to remote locations, downloading data from field instruments, meeting with landowners or security personnel, and visiting businesses or households. Laboratory work besides sample analysis may include configuration and operation of numerical computer models and geospatial analysis with GIS tools in one of WERI’s Hydrology Computing Laboratories. Routine duties may include technical writing and editing, file sharing, record keeping, data transcription and uploading, spreadsheet compilation, spreadsheet programing and computation, and preparation of graphics and presentations. Occasional duties may include public presentations on projects and results, delivering instruction at professional workshops and field trips, and coordinating visits with collaborating research teams, including USGS teams servicing and downloading data from field instruments. WERI research associates are expected to promote collaboration with one another and to foster collaboration and knowledge-sharing among WERI research assistants. Research associates on funded projects are expected to serve as co-authors with the principal investigators to initiate, prepare, and publish technical reports and journal articles for the projects.

KNOWLEDGE, ABILITIES AND/OR SKILLS:

Must be willing and eager to study advanced subjects, master new skills, and contribute to exploratory scientific and technical work. Must have excellent communication skills: listening, speaking, and writing in at least English language. Must be knowledgeable and proficient with MS Word, Excel, and PowerPoint, and skilled in personal computer operation, file sharing, record keeping, data transcription, spreadsheet compilation, and preparation of presentations. Must have outstanding social, organizational, time-management, and customer-service skills. Will be expected to lead teams and/or train individual assistants on specified tasks. Must also be able to work alone with minimum supervision. Must be comfortable with routine, repetitive, and arduous tasks as well as new and novel assignments. Must be willing and able to accept short-notice, fast-turnaround assignments to meet short deadlines. Excellent personal relations skills

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and a sense of humor are indispensable. Willingness to learn to operate and utilize special scientific tools (groundwater modeling and GIS map software, chemical analysis and analytical tools, hydrologic modeling, hydrogeologic modeling, geologic instruments, computer programming, java script coding, web development software) may be specified in the interview questions by the Principal Investigator of the project. Should have a Guam driver's license.

EDUCATION:

Applicants claiming degrees or credit hours are required to have an original or certified copy of the documents (e.g. transcripts, high school diploma or GED certification) accompany the application.

WORK ELIGIBILITY:

Submission of completed job applications authorizes the University of Guam to seek and obtain information regarding the applicant's suitability for employment. All factors which are job related may be investigated (e.g. previous employment, educational credentials, and criminal records). All information obtained may be used to determine the applicant's eligibility for employment in accordance with equal employment opportunity guidelines. In addition, the applicant releases previous employers and job-related sources from legal liability for the information provided.

Section 25103, Chapter 25, Title 10 of the Guam Code Annotated requires college or university employees to undergo a physical examination, to include a test for tuberculosis (skin or x-ray), prior to employment and at least annually thereafter. A report of such examination must be conducted by a licensed physician within a state or territory of the United States and must be submitted upon request.

Federal law requires presentation of eligibility to work in the United States within seventy-two (72) hours of reporting for employment. Specifically, 8 USC 1324A requires the employer to verify the identity and eligibility to work in the United States of all newly hired employees. The University of Guam is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position within the University of Guam, you will be required to present valid documents to comply with the law.

Due to budgetary constraints, UOG is not able to pay the additional application cost of \$100,000 as required by the U.S. Presidential Proclamation for any applicants that will require an H1B Visa to legally work at UOG.

POLICE AND COURT CLEARANCE:

Pursuant to Public Law No. 28-24 and Executive Order No. 2005-34, applicants selected for a position are required to provide original police and court (Superior Court of Guam) clearances of no more than three (3) months old prior to commencement of employment. Off-island applicants must obtain clearances from their place of residence. Applicants are responsible for fees associated with obtaining the clearances.

HOW TO APPLY:

Applicants must submit a Government of Guam Application Form to the Human Resources Office, located at the Administration Building, between 8:00 a.m. to 5:00 p.m. Monday through Friday except holidays. Applications may be obtained from this office, or the HR website: <http://www.uog.edu/hro> (under Forms). Requests for applications may be directed to the following address: Human Resources Office, University of Guam, UOG Station, Mangilao, Guam 96923. For further information, please call 735-2350/1.

UNIVERSITY INFORMATION:

Information on the University's campus security and fire safety may be accessed at <https://www.uog.edu/safety-security/>.

THE UNIVERSITY OF GUAM IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDER:

The University of Guam complies with Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Assistance in EEO/ADA matters and inquiries concerning the application of Title IX and its implementing regulations may be referred to the University's Director, EEO and Title IX/ADA Coordinator, located at the EEO/ADA Office, Dorm II, Iya Hami Hall, Room 104, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).


JOSEPH B. GUMATAOTAO
Chief Human Resources Officer

Research.Associate.III. 12/03/2025
Approved by CHRO 12/03/2025