The University of Guam does not discriminate on the basis of sex, race, color, religion, national or ethnic origin, disability unrelated to job requirements, age (except as permitted by law), citizenship status, marital status, or political affiliation. Furthermore, the University of Guam does not discriminate on the basis of sex in the admission to or employment in its educational programs or activities.

A N N O U N C E M E N T

November 9, 2026

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

***Announcement No.* 022-27**

Position Title
RESEARCH ASSOCIATE III

Salary Range:
UGPP/N-01 $54,918.00 to UGPP/N-18 $96,793.00 Per Annum

Opening Date: November 9, 2026
Closing Date: November 24, 2026

Location:
College of Natural & Applied Sciences (CNAS)/ agInnovation Research Center

MINIMUM QUALIFICATION:
Master's Degree with 3 years relevant and related work experience.

PREFERRED QUALIFICATIONS:
Must have 10 years of agriculture work experience.

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:
Under the supervision of the Interim Associate Director for the agInnovation Research Center (formerly WPTRC), the Agricultural Experiment Station Manager (Research Associate III) is responsible for the overall management, operation, and maintenance of the University of Guam Agricultural Research Stations. The candidate provides leadership and supervision to station staff, interns, and volunteers, ensuring that station operations effectively support the research, extension, instructional, and programmatic activities of the Land Grant mission.

Plans, coordinates, and directs daily station operations, including field preparation, planting, cultivation, harvesting, post-harvest handling, and delivery. Oversees the maintenance of satellite agricultural research stations, including plant nurseries and related facilities, and ensures that routine and minor repairs to buildings, infrastructure, and equipment are completed in a timely manner to maintain operational readiness.

Manages administrative functions related to agricultural station programs, including budget tracking, procurement, inventory control, data entry, recordkeeping, and preparation of required administrative and operational reports. Certifies the time and effort of Satellite Station staff under their authority.

Works closely with Land Grant faculty and program staff to coordinate and support the implementation of research projects, variety trials, demonstration projects, workshops, and outreach and instructional activities at the research stations. Communicates project needs, timelines, and resource requirements, and supervises agricultural research technicians and research assistants in carrying out research activities in accordance with approved protocols and objectives.

Ensures staff adherence to established policies, procedures, and safety regulations, and promotes a safe, collegial, and compliant work environment.

Ensures preventive maintenance schedules are followed, and that equipment and vehicles are maintained in proper working conditions to support uninterrupted station operations. Maintains accurate inventories of equipment, tools, supplies, and vehicles. Performs additional duties as required to support seasonal demands, special projects, or programmatic priorities of the Agricultural Experiment Station and Land Grant program.

RESEARCH ASSOCIATE III # 022-27

KNOWLEDGE, ABILITIES AND/OR SKILLS:
Demonstrated hands-on experience in tropical agricultural production and research, including crop establishment, cultivation, irrigation, pest management, and field maintenance. Must possess an understanding of the principles of agricultural experimental design and data analysis. Working knowledge of the safe operation, maintenance, and repair of farm equipment and vehicles. Demonstrated knowledge of safe pesticide handling and application practices. Strong leadership and organizational abilities in agricultural operations, including the ability to coordinate field activities and anticipate and plan for the operational needs of the Satellite Stations. Demonstrated ability to supervise, mentor, and train agricultural research staff, interns, and volunteers in established research protocols, field procedures, and safe work practices. Excellent written and verbal communication skills. Proficiency in Microsoft Office applications and other software relevant to station operations and recordkeeping.

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.

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:
All applicants must submit an online job application through UOG's online employment portal system at https://uog.peopleadmin.com and upload supporting documents with their application. For further information, please call 735-2350.

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 Gumataotao (Nov 9, 2026 15:08:21 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer

Research.Associate.III.11/09/26
Approved by CHRO 11/09/26