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 education programs or activities.

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

November 12, 2026

THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING POSITION (NON-TENURE TRACK APPOINTMENT, FULL-TIME, SUBJECT TO THE AVAILABILITY OF FUNDS):

#030-27 EXTENSION AGENT I
(4-H, AGRICULTURE AND NATURAL RESOURCES)

Location:

College of Natural and Applied Sciences/Cooperative Extension & Outreach

University Information:

The University of Guam is the premier institution of higher education in the Western Pacific. It is a land-grant, a sea-grant, and a space-grant institution, accredited by the Western Association of Schools and Colleges Senior College & University Commission (WSCUC). Located in the village of Mangilao on the island of Guam, the campus overlooks the beautiful Pago Bay and the University's world-class Marine Laboratory and Water and Environmental Research Institute of the Western Pacific. The University has 3,400 students, 47% of Asian ethnicity and 45% of Pacific Islander ancestry, providing a uniquely heterogeneous campus and multicultural atmosphere. As a regional, comprehensive, open-admissions institution, the University awards degrees at the certificate, baccalaureate, and master's levels through its two colleges and four professional schools. The University also offers a professional doctorate degree in Instructional and Academic Leadership (its first-ever online doctoral program) through the School of Education. The institution's mission of Ina (to Enlighten), Diskubre (to Discover), Setbe (to Serve) serve as the foundation for the institution's Tulos Mo'na strategic plan, with its vision to transform lives and advance communities as a land-grant, a sea-grant, and a space-grant university. One of the university's key strategic initiatives is to be recognized as a research university centered in Island Wisdom. Island Wisdom acknowledges that Pacific ways of knowing and Western models of higher education are central to the institution's teaching, research, and service endeavors, and that balanced consideration of the ideas that emerge from them is essential to the prosperity and sustainability of island communities. Through its robust research portfolio fueled by extramural funding from competitive grants and contracts, the University delivers public value through dedicated and capable administration, faculty, students, and staff. As a complement to the research carried out at the institution, the University of Guam has an active press dedicated to publishing research and writing about Guam and Micronesia. A variety of publishing opportunities are available to UOG faculty, employees, students, and members of the communities we serve through the University of Guam Press. UOG is a safe and secure campus, where the institution places paramount importance on the physical, intellectual, emotional, and spiritual wellbeing of its students and employees. It fosters open dialogue and collegiality based upon mutual respect for varied perspectives. The university has enacted processes to ensure the physical safety of the campus (most recent information may be accessed at https://www.uog.edu/safety-security/) and a policy that encourages open dialogue and respect for all points of view. Community responsive academic programs, robust research agendas, ample publishing opportunities, and commitment to community make the University of Guam an exciting place to be for many years to come.

General Description:

The University of Guam is looking for an individual who is interested in new challenges and opportunities for professional and personal growth. This position calls for someone who is self-motivated and adaptable, intelligent, possesses a global vision and who is interested in working in a dynamic, multicultural institution.

Unit Description:

The Dean of the College of Natural and Applied Sciences (CNAS) serves as Director of the UOG Extension Service (Extension) and the agInnovation Research Center (agInnovation). Faculty in Extension and agInnovation are in the Agriculture and Life Sciences (ALS) Division. Within Extension there are currently fifteen (15) tenure track Extension faculty positions; two in Community Development, four in family consumer sciences (two in Nutrition – this position, one in Food Science, one in Family Life), one in 4H youth development, three in Horticulture, one in Plant Pathology, one in Entomology, two in Agriculture Economics, one in Animal Science, as well as four (4) full time non-tenure track faculty (4-H, Horticulture, Ag/Wellness, and Nutrition) and several Extension associates and assistants. The UOG Extension Service enables the multicultural community of Guam to make informed decisions through non-formal education programs based on research and assessed local needs. The agInnovation Research Center and the University's Agricultural Experiment Station (AES), conducts research based on local and regional needs, often identified by Extension's community need assessments.

Character of Duties:

Extension Agents are professional educators, community connectors and innovators who serve as a link between the University of Guam and communities across Guam and the greater Pacific region. This position is a twelve (12) month faculty position, non-tenure track (1, 2, 3 year) appointment in 4-H Youth Development, Agriculture and Natural Resources within the UOG Land Grant Extension Service with a primary role in "Extension and Outreach" (minimum 60% FTE), secondary role in "Creative, Scholarly & Research" and tertiary role in "University and Community Service". An Extension Agent I in 4-H Youth Development, Agriculture and Natural Resources will design, conduct, and evaluate high-quality youth programs focused on agriculture, horticulture, livestock, and natural resources. In addition to collaborating with Extension professionals to secure extramural grants and support outreach activities, he/she may be asked to teach undergraduate courses and mentor graduate and undergraduate students in these disciplines. This position is part of a strategic decision to fulfill two of UOG Land Grant's critical issues of 4-H, Youth, Families, and Community Development and Sustainable Food and Agricultural Systems while advancing community engagement. The person in this position will improve the human capacity because the positive outcomes generated will grow from youth engaged that will matriculate into the Land Grant system, the University of Guam, and the community of farmers and producers. It will also allow the inclusion of students in extension and research that has a direct impact on the island's sustainable agriculture practices.

Primary duties and responsibilities shall include, but not be limited to the following:

- Lead the development, implementation, and evaluation of research-based educational programming for youth development including, but not limited to, school enrichment clubs, community 4-H clubs, after-school projects, and agricultural camps.
- Successful extension programs require agents to:
  - Identify local needs and emerging issues related to UOG Land Grant Extension's critical issues (4-H, Youth, Families, and Community Development; Food, Nutrition, Health & Wellness; Natural Resource Management, Invasive Species,

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and Landscape Resiliency; Sustainable Food and Agricultural Systems) by engaging with program development committees and other community organizations and professionals.
  - Design appropriate educational strategies to respond to emerging needs and engage clientele by aligning with the imperatives of the CNAS Strategic Plan.
  - Strategies might include educational programming in a community-based setting; events and activities that provide experiential learning opportunities; use of innovative technologies; individual educational consultations; and group facilitation.
  - Collaborate with local partners to meet community and programmatic needs.
  - Recruit, train, and manage staff, interns, and/or volunteers to further the reach and impact of programming.
  - Develop and implement strategies to serve all community audiences.
  - Collect and communicate evidence of educational program impact.
  - Cultivate expertise in a subject matter competency area by engaging as a member of the Land Grant Extension team of professionals.
- Provide supervisory support for 4-H support staff in collaboration with the Extension Associate Director.
- Provide agricultural expertise and technical assistance for the Land Grant partners regarding related curricula.
- Procure internal and external grants and additional funding by developing comprehensive, interdisciplinary proposals that support education programming and outreach.
- Mentor undergraduate and graduate students to support Extension internships.
- Recruit, train, and support adult and youth 4-H volunteers who help lead local activities and sustain community programs.
- Collaborate with other UOG academic units.

Qualifications:

Minimum: 1) Bachelor's degree in a field relevant to Education, Sociology, and/or Tropical Agriculture, or Natural Resource Management or closely related fields from a U.S. regionally accredited institution or foreign equivalent 2) Demonstrated knowledge and experience with tropical vegetation and fruit production, and knowledge of federal programs supporting production and soil and water conservation; 3) At lease three (3) years of experience working in Cooperative Extension or other non-formal instruction and/or related outreach programs; 4) Demonstrated ability to communicate, interact, and collaborate effectively with youth (K-12th grade), college students, colleagues, and the community both orally and in writing; 6) Ability and willingness to work with people of diverse cultures, backgrounds, and economic status; 7) Must be willing to teach online.

Preferred: 1) Bachelor's degree in Education, Sociology, and/or Tropical Agriculture; 2) Experience working in and knowledge of the Land Grant System and Cooperative Extension program delivery; 3) Demonstrated ability to secure and manage competitive grants; 4) Three (3) years of work experience with 4-H Youth Development programs and issues related horticulture production, sustainable production methods with a preference for work in tropical agriculture and/or natural resources; 5) Knowledge or experience in working with multicultural populations; 6) Experience in outreach education to the youth and the general public; 7) Experience working and teaching in online learning programs.

Salary Level:

Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for twelve (12) months:

Extension Agent I	$52,343 - $93,226 Per Annum

Compensation for employment shall not commence until all hiring conditions are met, including required employment visa. Annual salary will be prorated, if start of employment is delayed.

Appointment/ Relocation:

The position is a twelve (12) month faculty position, non-tenure track (1, 2, 3 year) appointment and requires the hired applicant to relocate to Guam and work on campus.

Benefits:

Fringe benefits include a medical and dental plan, life insurance, cafeteria plan (flexible tax benefit plan), annual leave, sick leave, and the Government of Guam retirement plan.

Application Process:

Applicants for University of Guam faculty positions must complete an online job application through the UOG's online employment portal at https://uog.peopleadmin.com. Please have the following documents prepared and ready to upload with your application:
(1) Letter of Intent, stating interest
(2) Up-to-date curriculum vitae or resume
(3) Copies of undergraduate transcripts

Applicants who are short-listed for an interview will be required to provide a short (approximately 5 minutes) video clip of their lecture or presentation.

Special Instructions for References: Three (3) current letters of recommendation from persons knowledgeable about your academic and professional performance must be provided by providing a list of at least three (3) references to be contacted on the References section of the online application. Enter each reference by clicking on the "Add References Entry" button. Provide the name, title, email address, mailing address, and telephone number of each reference. A system automated email will be sent to each reference's email address with a link to attach their reference letter to your application.

Selected candidate must provide official transcripts prior to hire date. For further information, please contact Ms. Dareon Rios, Chair, 4-H, Agriculture and Natural Resources Search Committee at riosd@triton.uog.edu or the Human Resources Office at uoghro@triton.uog.edu, telephone number, (671) 735-2350 or fax number at (671) 734-6005.

Police and Court Clearance: Pursuant to Public Law No. 28-24 and Executive Order 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.

Application Deadline:

Optimal submittal date is November 25, 2026 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.

(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)

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For further information about the University of Guam, visit our Web Site at http://www.uog.edu. General information about Guam is available at http://www.visitguam.com. For local newspapers, The Pacific Daily News is available at http://www.guampdn.com and The Guam Daily Post is available at http://www.postguam.com.

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 (i.e., 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.

Should an applicant be convicted of any crimes other than a minor traffic violation, all applicable information must be provided in the form of a police clearance report and court clearance report. Failure to admit any felony convictions may result in immediate disqualification or disciplinary action.

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 with the University of Guam, you will be required to present valid documents to comply with this law.

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 and Title IX 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 12, 2026 16:35:20 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer