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ANNOUNCEMENT

August 18, 2026

THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING POSITION (SUBJECT TO THE AVAILABILITY OF FUNDS):

#072-26 ASSOCIATE DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE (WERI)

Location:	WERI
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 Commission. 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 diverse 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 Service) 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, emotion, and spiritual wellbeing of its students and employees. It fosters open dialogue and collegiality based upon mutual respect for diverse 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 agenda, 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 seeks an executive who is interested in new challenges and opportunities for professional and personal growth and who is interested in working in a dynamic, multi-cultural institution of higher education in the Pacific. The Associate Director for WERI is a 12-month administrator position, that serves as a member of the School of Engineering (SENG) administrative team, and reports directly to the Dean SENG/Director (WERI). The primary expectation of the Associate Director is to provide day-to-day managerial leadership and administrative support for activities conducted by WERI.
Character of Duties:	Primary duties and responsibilities shall include, but not be limited to the following: • In consultation with the Dean (SENG)/Director (WERI), formulate, implement, and maintain policies/procedures in the day-to-day management of WERI • Prepare and monitor annual budgets and provide administrative support to manage funds • Prepare and/or coordinate preparation of annual reports and annual plans of work and adhere to reporting deadlines • Coordinate personnel assignments/activities and make recommendations related to personnel action • Assist the Dean (SENG)/Director (WERI) to conduct WERI faculty/staff evaluations. • Work with WERI faculty/staff to improve existing programs and/or initiate new programs • Represent WERI locally, regionally, and nationally • Carry out other duties assigned by the Dean (SENG)/Director (WERI)
Minimum Knowledge, Skills and Abilities:	• Good understanding of contemporary water/environmental issues that confront the world • Ability to understand, follow, and act upon the federal and Guam laws governing water research • Maintaining collegial relationships with all relevant stakeholders including faculty, staff, and administrators at UOG

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Qualifications:	Minimum: • An earned terminal degree in any discipline associated with water and/or environmental research • At least three (3) years of administrative experience Preferred: • Experience as administrator conducting research in water resources engineering/science or management • Work experience and/or knowledge in Water Resources Research Act (WRRRA), a US federal law that authorizes a nationwide network of 54 water research institutes at lang-grant universities • Record of securing and administering grants and contracts • Demonstrated ability to establish and maintain ties with governmental, communal, and private organizations on national and international levels • Ability to work in a diverse multi-cultural environment • Experience within an island setting and/or in the Pacific Region • Research, teaching, and service experience in a university setting
Salary Level:	\$107,744 - \$161,616 per annum
Appointment/ Relocation:	The position is a full-time (12 month) academic administrative appointment and requires the hired applicant to relocate to Guam and work on campus. The University provides relocation assistance to new employees if hired off-island on a three-year initial contract. Provided are travel expenses for the applicant and the applicant's spouse (as defined by Guam Law) and children under the age of 18 by the least expensive and most direct air route from the point of hire and for moving household goods to Guam by the least expensive carrier up to 3,500 pounds for a family and 1,750 pounds for an applicant without dependents. Insurance of household goods, if desired, is at the employee's expense.
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 administrator positions must complete an online job application through the UOG online employment portal at https://uog.peopleadmin.com. Please have the following documents prepared and ready to upload with your application: (1) Letter of application that describes candidate's qualifications (2) Curriculum vitae (3) Copies of all graduate and undergraduate transcripts (4) Copy of a valid driver's license 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 Dr. Hiroshan Hettiarachchi, Search Committee Chair, hettiarachchi@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 September 30, 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.) 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.

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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 106, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).


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JOSEPH B. GUMATAOTAO
Chief Human Resources Officer