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ANNOUNCEMENT

September 17, 2026

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

Announcement No. 087-26

Position Title

JUNIOR INFORMATION SECURITY ANALYST

Salary Range:

UGPP/M-01 \$49,731.00 – UGPP/M-07 \$62,163.00 Per Annum

Opening Date: September 17, 2026

Closing Date: September 30, 2026

Location:

Administration & Finance/Office of Information Technology (OIT)

MINIMUM QUALIFICATIONS:

Education:

- a) A Bachelor's degree in Cybersecurity, Information Technology, Computer Science, Information Systems, or a related field; OR
- b) An equivalent combination of education and experience.

Experience:

- c) One (1) year of experience in information technology, cybersecurity, systems administration, network administration, or a related technical field. Relevant internships, student employment, military service, and equivalent practical experience may be considered.

PREFERRED QUALIFICATIONS:

- Experience drafting cyberinfrastructure security standards, policies, and best practices.
- Experience with CompTIA Security+, ISC2 Certified in Cybersecurity (CC), or equivalent certification.
- Experience with SentinelOne, Microsoft Defender, or other SIEM solutions.
- Experience performing vulnerability assessments and remediation.
- Experience managing and maintaining an enterprise Single Sign-On (SSO) solution such as Bio-Key PortalGuard
- Familiarity with NIST Cybersecurity Framework, NIST 800-171, GLBA Safeguards Rule, FERPA, or other regulatory frameworks.
- Experience in higher education, government, or public sector environments.
- Experience supporting Microsoft 365 and Azure cloud security services.

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.

MINIMUM KNOWLEDGE, ABILITIES, AND/OR SKILLS:

Knowledge of information security principles and practices; network and computer security concepts; Windows and Linux operating systems; network protocols and services, including DNS and DHCP; identity and access management, including Active Directory; endpoint and network security technologies, including Next-Generation Firewalls (NGFW), such as Fortinet FortiGate and SonicWall, and intrusion detection and prevention systems; security monitoring and log analysis; cybersecurity incident response, including investigation, documentation, and coordinated remediation; and vulnerability and risk management practices.

Knowledge of Governance, Risk, and Compliance (GRC) principles and applicable security, privacy, and regulatory requirements, including the Gramm-Leach-Bliley Act (GLBA), the Family Educational Rights and Privacy Act (FERPA), applicable National Institute of Standards and Technology (NIST) cybersecurity guidance, including NIST SP 800-171, and Cybersecurity Maturity Model Certification (CMMC) Level 1 requirements, as applicable.

Ability to identify and assist in the remediation of security vulnerabilities and incidents; support safeguarding procedures, risk assessments, compliance activities, and audit readiness; communicate technical concepts effectively to technical and non-technical audiences, both verbally and in writing; exercise analytical and problem-solving skills; work collaboratively

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with faculty, staff, students, and information technology personnel; and adapt to evolving cybersecurity threats, technologies, standards, and practices.

CHARACTER OF DUTIES:

The Junior Information Security Analyst (JISA) reports to the Chief Information Officer and is responsible for implementing and maintaining security measures that protect University of Guam information systems and networks. The JISA will remain current on emerging cybersecurity infiltration methods and threats, evaluate new security technologies and protections, and recommend solutions that strengthen the University's security. The JISA is expected to maintain professional knowledge through training, conferences, industry publications, and other continuing education opportunities to remain current with evolving cybersecurity threats and best practices.

The Junior Information Security Analyst assists with the development, maintenance, and testing of the University's disaster recovery and business continuity plans, including data backup and recovery processes, validating recovery procedures, and ensuring restoration of critical IT services following disruptive events. Major duties include monitoring the campus network and investigating cyberattacks, violations, and breaches; implementing and planning campus security measures; conducting security assessments, penetration testing, and researching the latest IT security trends; assisting with the development and implementation of university cyberinfrastructure security standards, policies, and best practices; and other duties assigned.

SPECIAL WORKING CONDITIONS:

This position is on-call and may require late-evening and early-morning work on a periodic or frequent basis. Employment is contingent upon satisfactory completion of a fingerprint background check.

EDUCATION:

Applicants claiming degrees or credit hours are required to upload a certified copy of the documents (e.g., unofficial transcripts, high school diploma, or GED certification) with an online job application through the UOG's online employment portal at <https://uog.peopleadmin.com>. Upon selection, the selected candidate will be required to submit an official transcript to the University of Guam Human Resources Office.

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.

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 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 (Sep 16, 2026 16:41:14 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer

Junior.Information.Security.Analyst.09/17/2026
Approved by CHRO 09/17/2026

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