



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 programs or activities.

# ANNOUNCEMENT

May 31, 2023

**THE FOLLOWING ANNOUNCEMENT IS HEREBY AMENDED TO READ AS FOLLOWS:**

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

**Announcement No. 056-23**

**Position Title**  
**DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE  
OF THE WESTERN PACIFIC (WERI)**

**Application Deadline:**

**Optimal submittal date is July 7, 2023 (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.)**

*vice*

**Application Deadline:**

**Optimal submittal date is May 26, 2023 (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 MORE INFORMATION:**

Please call 735-2350, Fax 734-6005, or visit the University of Guam, Human Resources Office located in the Administration Building for information regarding position.

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

Joseph Gumataotao (May 31, 2023 09:48 GMT+10)

**JOSEPH B. GUMATAOTAO**  
**Chief Human Resources Officer**

*Director, Water and Environmental Research Institute of the Western Pacific (WERI) 05/31/23*  
*Approved by CHRO 05/31/23*



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

April 11, 2023

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

## #056-23 DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE OF THE WESTERN PACIFIC (WERI)

**Location:**

**WERI**

**University Information:**

The University of Guam (UOG) 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 institution's mission of Ina (to Enlighten), Diskubre (to Discover), Setbe (to Service) serve as the foundation for the institution's Para Hulo' 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/life-at-uog/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.

**Unit Description:**

WERI was established in 1975 as one of the nation's 54 National Institutes for Water Resources Research. Its mission is to conduct water resources research, professional training, and public outreach for Guam, the Federated States of Micronesia (FSM), and the Commonwealth of the Northern Mariana Islands (CNMI). Accordingly, its faculty support the university's graduate Environmental Science program and provide training for professional and technical staff in local and regional government agencies and private firms. WERI faculty collaborate with external university researchers and with University of Guam faculty in other units, including its new School of Engineering. The institute has seven faculty, with a broad span of expertise in earth science and water resources engineering and is equipped with a Water Quality Analysis Laboratory and a state-of-the-art Geographic Information System Laboratory. For more information about WERI, see the website – [weri.uog.edu](http://weri.uog.edu).

The Director of WERI leads, manages, and administers WERI under the direction of the Vice Provost for Research and Sponsored Programs. The WERI Directorship is a 12-month administrator position.

**Duties and Responsibilities:**

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

- Achieve WERI's mission to provide a) Trustworthy and timely research, instruction, and advice to support scientifically informed development and effective management of the freshwater resources of Guam, CNMI, and FSM; and b) Basic research that leverages distinctive strengths through collaboration with strategic partners.

## #056-23 DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE OF THE WESTERN PACIFIC (WERI)

- Advise, and support the WERI Water Quality Laboratory Manager.
- Evaluate WERI faculty, laboratory personnel, and administrative staff in accordance with university requirements and procedures.
- Promote collegiality and teamwork within the institute and forge mutually productive and mission-promoting collaborations with other scientific and academic institutions, public agencies, commercial enterprises, and professional organizations.
- Ensure adequate institutional reach and impact by networking, bridging, partnering, and teambuilding.
- Consults and works with faculty and staff input, develop, implement, and periodically evaluate and update a strategic plan for the continued growth and development of WERI.
- Ensure safe, comfortable, and productive work conditions, timely maintenance of facilities, and compliance of institute activities with local and federal laws and with university rules and regulations.
- Foster the local, regional, national, and international reputations of WERI for useful, innovative, and significant science by leading, joining, and contributing to significant projects, expeditions, and documentaries and making results accessible through professional, educational, and popular media.
- Provide administrative oversight of federal and local grants through correspondence and cooperation with principal members and staffs of agencies that appropriate, allocate, dispense, and manage funding, including the preparation of annual budgets and routine reports.
- Manage designated community outreach, teaching, and training activities, and respond to outside enquires relating to WERI's expertise and services, such as workshops, aquifer tours, and Guam, CNMI, and FSM Adversary Council Meetings (ACM).
- To the extent that administrative duties allow, engage in research and graduate instruction to lead by example, foster teamwork, and contribute to WERI's research and teaching missions.
- Carry out other duties assigned by the Vice Provost for Research and Sponsored Programs.
- Consults with and refers to subject matter experts in the unit.

### Minimum Knowledge, Abilities and Skills:

- Understanding of WERI's mission, vision, and roles in Guam, CNMI, and FSM.
- Leadership and management skills, including interpersonal skills to establish and maintain successful collegial relationships among WERI faculty, staff, and students; and UOG administrators.
- Understanding of WERI's stake in the success of graduate education related to its research program, most especially the university's Environmental Science Program.
- Interest and skills to identify mutual interests and initiate, foster, and maintain collaborative relationships with other institutions and with local and regional professional and civic leaders.
- Working knowledge of university budget and procurement procedures and requirements.
- Ability to institute and administer useful standard operating procedures, compile electronic reports and surveys, and manage timely submission of grant application packages.
- Entrepreneurial and "out-of-the-box" approach to management.
- Leadership by past and present example in research, teaching, and service.

### Qualifications:

#### Minimum:

- Ph.D. in a discipline of science or engineering related to water resources, e.g., hydrology, hydrogeology, water quality, GIS or water resources engineering or management; or a Ph.D. in a discipline of basic science, e.g., applied mathematics, physics, chemistry, earth science, life science with applications to the origin, occurrence, or uses of freshwater.
- Ten years' practice in hydrologic scientific research or engineering, water resources management, or related fields.
- Successful mid-career standing, at or above the academic rank of tenured associate professor or professional equivalent, with an established reputation for professional excellence and integrity.
- Record of demonstrated success in acquiring research funding and managing projects, and in reporting, publishing, and facilitating outreach and applications of results.

### Salary Level:

\$107,744 - \$161,616 per annum

# #056-23 DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE OF THE WESTERN PACIFIC (WERI)

<b>Appointment/ Relocation:</b>	<p>The position is a full-time (12 month) academic administrative appointment. 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.</p>
<b>Benefits:</b>	<p>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.</p>
<b>Application Process:</b>	<p>Applicants for University of Guam administrator positions must complete an online job application through the UOG online employment portal at <a href="https://uog.peopleadmin.com">https://uog.peopleadmin.com</a>. Please have the following documents prepared and ready to upload with your application:</p> <ol style="list-style-type: none"><li>(1) Letter of application that describes candidate's qualifications</li><li>(2) Curriculum vitae</li><li>(3) Copies of all graduate and undergraduate transcripts</li></ol> <p><b>Special Instructions for References:</b> 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.</p> <p><b>Selected candidate</b> must provide official transcripts prior to hire date. For further information, please contact Dr. Nathan C. Habana, Search Committee Chair, <a href="mailto:nchabana@triton.uog.edu">nchabana@triton.uog.edu</a> or the Human Resources Office at <a href="mailto:uoghro@triton.uog.edu">uoghro@triton.uog.edu</a>, telephone number, (671) 735-2350 or fax number at (671) 734-6005.</p> <p><b>Police and Court Clearance:</b> 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.</p>
<b>Application Deadline:</b>	<p>Optimal submittal date is May 26, 2023 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.</p> <p>(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)</p> <p>For further information about the University of Guam, visit our Web Site at <a href="http://www.uog.edu">http://www.uog.edu</a>. General information about Guam is available at <a href="http://www.visitguam.org">http://www.visitguam.org</a>. For local newspapers, The Pacific Daily News is available at <a href="https://www.guampdn.com">https://www.guampdn.com</a> and The Guam Daily Post is available at <a href="http://www.postguam.com">http://www.postguam.com</a>.</p>
<b>Work Eligibility:</b>	<p><b>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.</b></p> <p><b>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.</b></p> <p><b>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.</b></p> <p><b>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.</b></p>

**#056-23 DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE  
OF THE WESTERN PACIFIC (WERI)**

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).

*Elaine Faculo-Gogue*

Elaine Faculo-Gogue (Apr 10, 2023 16:58 GMT+10)

**Elaine M. Faculo-Gogue**

**Acting Chief Human Resources Officer**