



**PORT OF GUAM**  
ATURIDAT / PUETTON GUAHAN  
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Lourdes A. Leon Guerrero  
Governor of Guam  
Joshua F. Tenorio  
Lieutenant Governor

**AN EQUAL OPPORTUNITY EMPLOYER**

**ANNOUNCEMENT**

**OF**

**AUTHORITY-WIDE COMPETITIVE EXAMINATION  
FOR THE FOLLOWING CLASS TO  
ESTABLISH A LIST**

<b>Position Title:</b>  <b>ASSISTANT EQUIPMENT MAINTENANCE MANAGER</b>	<b>Job Announcement No:</b>  <b>02-25</b>
<b>Grade: OO</b> <u><b>MINIMUM</b></u> <u><b>MAXIMUM</b></u> <b>Step 6/Sub-Step A</b> <b>Step 7/Sub-Step A</b> <b>\$106,879.00</b> <b>\$111,219.00</b>	<b>Opening Date:</b>  <b>December 12, 2024</b>
<b>Promotion:</b> <b>*Salaries beyond the maximum range will be allocated in accordance with promotional guidelines.</b>	<b>Closing Date:</b>  <b>December 18, 2024</b>

**JOB LOCATION:** The position is located in the Maintenance Department of the Port Authority of Guam.

**AREA OF CONSIDERATION:** Open to all interested and qualified employees within the Port Authority of Guam.

All applicants will receive employment consideration regardless of race, creed, color, sex, national origin, marital status, political affiliation, age and religion or disability factors. Port Authority of Guam complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training. Qualified individuals with disabilities or particular religious beliefs will be reasonably accommodated upon request unless such actions would impose an undue

hardship on the Company's operations. The Port Authority of Guam expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. Improper interference with the ability of the Company's employees to perform their expected job duties is absolutely not tolerated.

**NATURE OF WORK:** Assists the Operations and Equipment Maintenance Manager in the administration of the maintenance and repair programs and activities of cargo handling equipment. The position requires a strong understanding of mechanical, electrical and hydraulic systems of cargo handling equipment.

**ILLUSTRATIVE EXAMPLES OF WORK:** *(These examples do not include all the duties and responsibilities, which may be assigned; nor do the examples include all the duties, which may be performed.)*

Assists with the management of the maintenance and repair programs and activities of the Port's cargo handling equipment. Participates in the development and implementation of goals, objectives, policies and priorities for assigned maintenance and repair of marine equipment programs. Recommends and administers policies and procedures. Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures. Recommends within Agency policy appropriate service and staffing levels. Plans, directs, coordinates, evaluates and reviews the work plan for assigned staff. Assigns work activities, projects and programs. Reviews and evaluates products, methods and procedures. Meets with subordinate staff to identify and evaluate problems. Manages a team of technicians and outside contractors to ensure all maintenance and repair work on cargo handling equipment is done in a safe and efficient manner. Troubleshoots equipment design, operations and maintenance issues. Identifies mechanical, electrical, instrumental and other problems and develops and recommends design modifications. Checks for mechanical or electrical malfunctions. Schedule and/or performs needed maintenance on equipment. Works closely with consultants and Port Engineering, Strategic Planning, Operations and Procurement staff on design, manufacturing and acquisition of new cargo handling equipment. Reviews design and inspects job sites for safety and operational efficiency. Prepares specifications for performance of specialized preventive maintenance and overhaul work by employees and/or outside contractors. Coordinates with Operations division heads and/or shipping agencies to ensure compliance with regulations and standards. Monitors operational efficiency of cargo handling equipment. Develops and implements quality control procedures to ensure all work meets or exceeds industry procedures. Trains, motivates and evaluates maintenance personnel. Provides or coordinates staff training. Works with employees to correct deficiencies and implements discipline procedures. Establishes and maintains relationships with vendors to procure necessary equipment, parts and supplies. Participates in the forecast of funds needed for staffing, equipment, materials and supplies. Monitors and approves expenditures and implements adjustments. Ensures all maintenance and repair work is completed within budget and on schedule. Prepares and maintains records of all maintenance records of all maintenance and repair work done on Port cargo handling equipment. Performs other duties as required or assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:** Knowledge of operational characteristics, services and activities of a seaport cargo handling equipment maintenance and repair system. Knowledge of principles, methods and practices used in the seaport maintenance and repair of cargo handling equipment. Knowledge of occupational hazards

and standard safety practices. Knowledge of principles and practices of budget preparation and administration. Knowledge of principles of supervision, training and performance evaluation. Knowledge of pertinent federal and local laws, codes and regulations. Ability to effectively oversee and participate in a seaport facility and cargo handling equipment operations. Ability to effectively oversee, direct and coordinate the work of staff. Ability to effectively supervise, train and evaluate staff. Ability to effectively monitor the operational efficiency of cargo handling equipment and schedule needed maintenance. Ability to effectively oversee the work of equipment maintenance personnel and outside contractors. Ability to effectively participate in the development and administration of the Agency's goals, objectives and procedures. Ability to effectively prepare and administer the budget. Ability to effectively prepare clear and concise administrative reports. Ability to effectively analyze problems, identify alternative solution, project consequences of proposed actions and implement recommendations in support of goals. Ability to effectively interpret and apply federal and local policies, laws and regulations. Ability to effectively communicate clearly and concisely, both orally and in writing. Ability to effectively establish and maintain an effective working relationship with those in contact in the course of the work.

**QUALIFICATION REQUIREMENTS:** (a) Five (5) years progressively responsible experience overseeing or performing functions in an effective program in administration, operations or planning of a maintenance and repair of seaport cargo handling equipment, to include three (3) years as a direct supervisory responsible for direction and evaluation of staff; or (b) any equivalent combination of training and experience, which provides the minimum knowledge, abilities and skills.

**EDUCATION REQUIREMENT:** Applicants claiming education accomplishment, such as, degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, all new employment in the service of the Government of Guam, shall have as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program *or* successful completion of certification program, from a recognized, accredited *or* certified vocational technical institution in specialized field required for the job.

This section *shall not* be applicable to the Summer Youth Employment or any person with a disability, which prevent him or her from complying with this requirement consistent with the Americans with Disabilities Act or its successor's laws.

Documents to verify the training and experience that are required, must be submitted with the employment application form before evaluation can be made. Only training and experience supported by satisfactory documents will be credited.

**PROHIBITION:** Pursuant to Public Law 28-98, *"No person convicted of a sex offense under the provisions of Chapter 25 of Title 9, Guam Code Annotated, or an offense as defined in Article 2 of Chapter 28, Title 9, Guam Code Annotated in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the Government of Guam."*

**SUITABILITY DETERMINATION FORM:** Your employment application will not be deemed complete unless the Suitability Determination Form is completely filled out, signed and dated.

If this is not complete, or missing from your application, your application for this position will be rejected.

**TRANSPORTATION WORKER CREDENTIAL IDENTIFICATION (TWIC) REQUIREMENT:**

Applicants selected for the **ASSISTANT EQUIPMENT MAINTENANCE MANAGER** position would need unescorted access to secured areas of the Port facilities or vessels and will be required to obtain a TWIC card. Upon selection for the position and if you do not have a TWIC card, you will be required to enroll with Transportation Security Administration (TSA).

**DRUG SCREENING:** Applicants selected for and offered employment with the Port shall undergo and pass a mandatory drug test before being employed. Failure to submit to or pass such drug test shall be grounds for rescinding the offer of employment.

**POLICE & COURT CLEARANCE REQUIREMENTS:** *Pursuant to P.L. 34-22 – FAIR CHANCES HIRING PROCESS ACT (FCHPA):*

This act prohibits employers from asking for criminal history information until a conditional job offer is given. If selected for this position, your selection will be ***conditional*** pending submission of a police and court clearance. The Port will either mail a letter to you or contact you explaining these requirements. You will have five (5) business days from the postmarked date of your letter or from the time of contact with you to submit your clearances. These clearances must not be older than (1) month from the date you were contacted. If you do not have any conviction or conditions that would warrant rescinding this job offer, and pass the drug test, you will be notified of your start date.

**EMPLOYMENT MEDICAL EXAMINATION:** All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the duties of the position being hired for.

**EXAMINATION REQUIREMENTS:** All applicants will be evaluated and will be rated on a scale between 70.000 to 100 percent based on their training, education and experience in relation to the minimum requirements of the position.

**INTERVIEW PROCEDURES:** A personal interview will be held by a panel of interviewers designated by the General Manager or his designee. A practical test will be administered to assess the applicant's skill in this trade.

**PREFERENCE POINTS:** Applicants wishing to claim **Disability** Preference should submit a Government of Guam Disability Certification form, certified by Director of Public Health & Social Services. Applicants claiming **Veteran's** preference is required to submit a copy of their DD214 (Military discharge form, Member 4 copy). Those claiming **Compensable Disability** are required to provide a copy of a letter from Department of Veterans Affairs, which specifically states entitlement to civil service preference for a service connected disability.

**WORK ELIGIBILITY INFORMATION:** Public Law 99-603 (8 USC Section 1324A) requires the Port to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States. The Port is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position in the Port, you will be required to present valid document that will establish your identity and work eligibility. Any one of the following documents will be required: Birth certificate (original), Government of Guam Identification Card, U.S.

Passport, Social Security Card (original), Naturalization or "Green" card; or other proof of work eligibility.

**HOW AND WHERE TO APPLY:** Applicants must submit an Application of Employment to the Human Resources Office, 1st floor of the Port Authority of Guam Building, Cabras Island, Monday to Friday, 8:00 a.m. to 5:00 p.m.

**Individuals with disabilities who require special accommodations should contact the Human Resources Office prior to any scheduled examinations or interviews.**

Please contact the Human Resources Office at 477-5931-4, extensions 244-249 should you need additional information.



SHAWN B. CEPEDA  
Acting Personnel Services Administrator

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