



GUAM SOLID WASTE AUTHORITY

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lt. Governor of Guam

Irvin Slike
General Manager



Employment Opportunity

OPEN COMPETITIVE ANNOUNCEMENT

To establish a list of qualified candidates for the position of

LANDFILL MANAGER

Announcement Number: GSWA-26-012 Open: January 28, 2026
Closed: February 7, 2026

Pay Grade: OPEN: PX-01; \$67,696.00 P/A – PX-10; \$92,933.00 P/A
PROMOTION: PX-01; \$67,696.00 P/A – PX-18; \$119,315.00 P/A

The Government of Guam may offer competitive benefit packages, which includes retirement (Defined Contribution Plan 401, Defined Benefit Plan 1.75, and Deferred Compensation Plan 457). Health insurance plans, cafeteria plan, and Employee Assistance Program, annual sick leave, paid holidays and life insurance. For additional information regarding the Government of Guam Retirement, please visit www.ggrf.com. For other inquiries please visit the Guam Solid Waste Authority.

Nature of work in this class

Performs a wide range of advanced technical and managerial duties involving the planning, coordination, and oversight of landfill operations to ensure compliance with all applicable environmental, safety, and regulatory requirements. Work involves directing and supervising personnel engaged in the daily operation and maintenance of landfill facilities, ensuring efficient use of equipment and resources, and maintaining compliance with Guam Environmental Protection Agency (GEPA), U.S. Environmental Protection Agency (USEPA), and other applicable regulations.

Illustrative Examples of Work (Any one position may not include all the duties listed, nor do the examples cover all the duties in which may be performed.)

To perform this job successfully, an individual must be able to perform each duty satisfactorily.

- Plans, organizes, assigns, directs, and reviews the work of employees engaged in the operation and maintenance of the landfill facility;
- Oversee the operation and maintenance of facilities to meet all applicable regulatory requirements and in accordance with design criteria. Assists in developing and implementing techniques and methods of process which increase landfill efficiency;
- Works to resolve equipment and operation problems;
- Oversees and inspects the work of others contracted to work on landfill components;
- Prepares daily, monthly, quarterly, and annual reports;
- Coordinates the preventative maintenance program of the landfill; Coordinates with maintenance personnel to ensure continuous operation of compactors, dozers, pumps, and other critical assets;
- Develops and implements training programs to ensure competency in landfill operations, maintenance, and safety procedures;
- Assists in developing and managing the landfill's annual budget, monitoring expenditures, and forecasting equipment and staffing needs;
- Responds to emergency or abnormal facility situations outside normal work hours, such as equipment breakdowns, fire or weather-related incidents. Coordinates corrective actions to restore normal operations;
- Assists in the implementation of the safety program, detect hazards and correct problems to ensure a safe working environment; Ensures safety and regulatory compliance of all employees, contractors, and visitors.



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Qualification Requirements

- A.) Three (3) years of progressively responsible experience in the operation or supervision of a municipal solid waste landfill, Wastewater Treatment Plant, Water Treatment Plant or Environmental Remediation facility and graduation from a recognized college or university with a Bachelor's degree in Environmental Science, Civil or Environmental Engineering or related field; **OR**
- B.) Any equivalent combination of experience and training which provides the minimum knowledge, abilities, and skills.

Necessary Special Qualifications

- C.) Must possess a valid Guam Driver's License.

Examination Requirements

A written test is not required. Applicants will be rated on a scale between 70.00 and 100.00 percent on the basis of their training, education and experience in relation to the requirements of the position.

Minimum Knowledge, Abilities, and Skills

- Knowledge of principles and practices of solid waste landfill operation, maintenance, and environmental.
- Knowledge of operation and maintenance of heavy equipment such as compactors, dozers, loaders, and excavators.
- Knowledge of methods and techniques used in the operation and maintenance of landfill facilities.
- Knowledge of management principles involved in strategic planning, resource allocation and coordination of people and resources.
- Knowledge of applicable federal, state and local environmental laws and safety regulations.
- Ability to administer the programs and activities of the solid waste landfill operation.
- Ability to identify measures or indicators of system performance and the actions needed to improve efficiency or correct performance, relative to the goals of the system.
- Ability to interpret and apply environmental regulations and operational standards.
- Ability to ensure the accuracy and completeness of records and prepare reports.
- Ability to communicate clearly and efficiently, both orally and in writing.
- Ability to establish and maintain effective working relationships with employees, contractors, government officials, and the public.

Educational and Documentation Requirements

Applicants claiming educational accomplishments are required to submit official or verified copies of transcripts or diplomas. The diploma, degree, or credits required must come from an educational institute that is accredited or recognized by either its government or a government recognized agency.

Employment in the service of the government of Guam shall have as a reasonable measure of job performance, the minimum educational requirement of a high school diploma or a successful completion of a General Educational Development (GED) Test, or equivalent of a general education high school program, or a successful completion of a certificate program from a recognized accredited or certified vocational technical Institution, pursuant to Public Law 29-113. For more information, please contact the Guam Solid Waste Authority at 671-646-3215 or 671-647-4312.



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Suitability Determination Form

Your employment application will not be deemed completed unless the Suitability Determination Form is completely filled out, signed and dated. If it is not complete or missing from your application, your application for this position will be rejected. Please pay particular attention to question #2. If you answer “yes”, you must attach your police clearance that is no older than one (1) month from the date of submitting your application. In addition, please resubmit an updated Suitability Form if anything occurred that warrants updating your responses on your Suitability Form after you have submitted your application.

Prohibition Pursuant to P.L. 28-98

No person convicted of a sex offense under the provision chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or any offense in any jurisdiction which includes, at 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.

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.

Work Eligibility

When offered a position, you will be required to provide proof of identity and eligibility for employment in the United States as condition of employment.

Drug Screening

Applicants selected for and offered employment with the Government of Guam shall undergo and pass a mandatory drug test before being employed. This also applies to employees selected for Test Designated Positions (TDP). Failure to submit or pass such drug tests shall be grounds for rescinding the offer of appointment.

Police & Court Clearances Requirements

If selected for this position, your selection will be conditional pending submission of a recent police and court clearance, and taking and passing a drug test (see Drug Screening section of the announcement). The hiring department will mail a letter to you explaining these requirements. You will have five (5) business days from the postmarked date of your letter to submit police and court clearances that are no older than one (1) month from the date of your letter. The cost of the clearances is your responsibility. If you have already submitted clearances with your employment application, you will not be required to resubmit as long as they meet the date criteria above. If you do not have any conviction or conditions that would warrant rescinding the job offer, and pass the drug test you will be notified of your start date.

Where to Apply

Submit job applications in person at the Guam Solid Waste Authority, 2nd floor, 546 N Marine Corps Drive Tamuning, between the hours of 8:00 a.m. – 5:00 p.m., Monday through Friday; or by email to admin@gswa.guam.gov. All applications must be received by GSWA during regular business hours on or before the closing date of the job announcement. Individuals with disabilities who require special accommodation should contact this office prior to any scheduled examinations or interviews.



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For More Information

Call or visit us at the Guam Solid Waste Authority Building, Human Resources Department at (671) 646-3215 or (671) 647-4312. In addition, job announcements and job application forms are accessible through the Guam Solid Waste Authority's website at www.gswa.guam.gov. Also, job applications can be downloaded from www.govguamdocs.com or you can email admin@gswa.guam.gov for additional information.

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GSWA General Manager

WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. WE DO NOT DISCRIMINATE ON THE BASIS OF RACE, RELIGION, COLOR, SEX, AGE, DISABILITY, EXCEPT FOR POSITIONS REQUIRING A BONA FIDE OCCUPATIONAL QUALIFICATION