



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 SUPERINTENDENT

Announcement Number: GSWA-26-013

Open: January 28, 2026

Closed: February 7, 2026

Pay Grade: OPEN: MX-01; \$49,731.00 P/A – MX-10; \$68,269.00 P/A

PROMOTION: MX-01; \$49,731.00 P/A – MX-18; \$87,650.00 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

Supervises and coordinates daily landfill operations to ensure safe, efficient, and compliant waste disposal. Work involves directing landfill crews engaged in waste placement, cover application, equipment operation, and site maintenance in accordance with approved operational and environmental standards.

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.

- Leads and supervises daily landfill activities, including waste placement, cover application, and equipment operation. Ensures that crews follow approved procedures for compaction, grading, and traffic control on the active face;
- Directly supervises Landfill Operators, Laborers, and other assigned personnel. Assigns daily tasks, monitors performance, ensures adherence to safety and operational procedures, and reports workforce needs or issues to the Landfill Manager;
- Operates and oversees the use of heavy equipment such as compactors, dozers, and excavators. Monitors equipment condition, coordinates with maintenance staff for service or repair, and ensures the preventive maintenance program is followed;
- Supervises and participates in the maintenance of landfill roads, drainage systems, scales, and support facilities. Ensures the site is maintained in accordance with environmental and safety standards;
- Detects and corrects hazards to ensure a safe working environment. Enforces all GSWA safety policies and environmental regulations for employees, contractors, and visitors;
- Assists the Landfill Manager in preparing daily logs, tonnage reports, equipment usage, and other operational documentation required for monthly and quarterly reporting;
- Initiates requests for the purchase of tools, materials, equipment, and services;
- Responds to emergencies or abnormal facility conditions, such as fires, equipment breakdowns, or severe weather;
- May act in the absence of the Landfill Manager to ensure continuity of landfill operations and decision-making.
- Performs related duties as required.



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Minimum Experience and Training

- A.) Four (4) years of progressively responsible experience in the operation of a municipal solid waste landfill, including two (2) years in a supervisory capacity; **OR**
- B.) Any equivalent combination of experience and training which provides the minimum knowledge, abilities, and skills.

Necessary Special Qualifications

- A.) 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 the standard principles, practices, methods, techniques, and tools used in the operation and maintenance of landfill operations.
- Knowledge of safe operating procedures and maintenance of heavy equipment such as compactors, dozers, loaders, and excavators.
- Ability to supervise the work of others.
- Ability to administer the programs and activities of the Solid Waste Landfill and make work decisions in accordance with appropriate program guidelines.
- Ability to interpret and apply operational procedures, safety regulations, and environmental requirements.
- Ability to prepare and maintain accurate daily logs, reports, and records.
- 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.

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.



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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.

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.

Irvin Slike
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