



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

EQUIPMENT OPERATOR LEADER I

Announcement Number: GSWA-26-015 Open: March 4, 2026
Closed: March 14, 2026

Pay Grade: OPEN: IX-01; \$34,886.00 P/A - IX-10; \$47,891.00 P/A
PROMOTION: IX-01; \$34,886.00 P/A - IX-18; \$61,487.00 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 and 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

Leads and performs operation of light and moderately heavy equipment used in the construction and maintenance of public facilities.

Illustrative Examples of Work *(These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)*

- Leads and operates light equipment and moderately heavy equipment used for construction and maintenance operations and projects.
- Estimates the time, materials and equipment needed for work projects.
- Ensures that materials, tools and equipment are properly maintained and that replacement parts are available.
- Operates equipment for complex and delicate tasks.
- Inspects, cleans, and services equipment; maintains, makes minor repairs and reports mechanical defects of equipment.
- Applies and enforces safe work practices on the job.
- Maintains work records and prepares reports.
- Performs related duties as required.

Minimum Experience and Training

- A.) Three years of experience in the operation of equipment, including one year in the operation of heavy equipment; OR
- B.) Any equivalent combination of experience and training which provides the minimum knowledge, abilities, and skills.

Necessary Special Qualification

- C.) Possession of a valid chauffeur's license.

Minimum Knowledge, Skills, and Abilities

- Knowledge of standard methods and techniques used in the operation of light and moderately heavy equipment.
- Knowledge of traffic laws and safe driving practices.
- Ability to operate light and moderately heavy equipment for complex and delicate tasks.
- Ability to lead the work of others.
- Ability to estimate the time, materials, and equipment needed for work projects.
- Ability to ensure that materials, tools, and equipment are properly maintained and that replacement parts are available.



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- Ability to apply and enforce safe practices on the job.
- Ability to work effectively with the public and employees.
- Skill in the operation of light and moderately heavy equipment.

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.

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 institution that is accredited or recognized by either its government or a government recognized accrediting 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 any 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.

Prohibition Pursuant to P.L. 28-98

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

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 your 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



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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.

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GSWA General Manager

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