



**PORT OF GUAM**  
 ATURIDAT I PUETTON GUAHAN  
 Jose D. Leon Guerrero Commercial Port  
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Lourdes A. Leon Guerrero  
 Governor of Guam  
 Joshua F. Tenorio  
 Lieutenant Governor

**AN EQUAL OPPORTUNITY EMPLOYER**

# ANNOUNCEMENT

OF

**OPEN RECRUITMENT (SHORT TERM APPOINTMENT)  
 FOR THE FOLLOWING CLASS TO  
 ESTABLISH A LIST**

<b>Position Title:</b>  <b>PORT TERMINAL WORKER (CASUAL)</b>  <b>Grade: FF-9C \$17.73 PER HOUR</b>	<b>Job Announcement No:</b>  <b>12-25</b>
	<b>Opening Date:</b>  <b>March 4, 2025</b>  <b>Closing Date:</b>  <b>March 17, 2025</b>

**EMPLOYMENT STATUS:** Appointment to this position is “Short-Term”. Employees on short-term appointments shall not be entitled to any benefits, do not acquire civil service protections reserved for classified employees of Government of Guam and not eligible for promotions. Employees on such appointments shall work on an “on-call” basis and may be terminated when their services are no longer required for the operations. Upon the commencement of the Public-Private Partnership as authorized by section 10303 of Public Law 27-60, all-casual employment at the Jose D. Leon Guerrero Commercial Port shall cease.

**JOB LOCATION:** The position is located in the Operations Department/Stevedoring Division of the Port Authority of Guam.

**AREA OF CONSIDERATION:** Open to the public, Port Authority of Guam, and Government of Guam Employees.

It is the policy of the Port that there shall be no discrimination against any person on the basis of race, color, sex, including sexual harassment and orientation, religion, national origin, age, marital status, creed, physical or mental disability, or political affiliation or retaliation., except for positions requiring bona fide occupational qualifications.

**NATURE OF WORK:** Performs routine work in the loading, unloading and storage of containerized and breakbulk cargoes between vessels and Port terminal facilities; issue, inspect and record cargoes from vessels and Port terminal facilities; or operate material cargo handling equipment within the Port terminal facilities.

**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.)*

Loads and unloads cargoes from vessels; lashes and unlashes cargoes; palletizes breakbulk cargoes; braces and piles and sorts cargoes. Inspects discharged containerized and breakbulk cargoes for damages or irregularities; informs operators and vessel planners as to where cargoes are to be staged. Records all containers and breakbulk cargoes to be loaded onto vessel and verifies such numbers and stowage of cargoes onto vessel with vessel planners. Operates cargo handling equipment, such as, forklifts and similar equipment. Maintains records and prepare reports. Skill in the safe operation of a forklift and similar equipment. Performs related duties as required.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:** Knowledge of the methods, techniques and equipment used in seaport cargo handling operations. Knowledge of traffic laws, regulations and safe driving practices in the operation of material handling equipment. Ability to apply safe work practices on the job. Ability to work in high places. Ability to work effectively with the public and employees. Ability to understand and follow oral and written instructions. Skill in the operation of a forklift and/or similar equipment.

**QUALIFICATION REQUIREMENTS:** (a) One (1) year of experience in the transportation field, including operation of material cargo handling equipment; or (b) any equivalent combination of experience which provides the minimum knowledge, abilities and skills.

**NECESSARY SPECIAL QUALIFICATIONS:** Possession of a valid driver's license.

**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 ***PORT TERMINAL WORKER (CASUAL)*** 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:** If the position is filled, a panel of interviewers designated by the General Manager will conduct personal interviews.

**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 306, 307, 368, 341, or 564 should you need additional information.



SHAWN B. CEPEDA  
Acting Personnel Services Administrator

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