



**NATURE OF WORK:** Administers the programs and activities of the Operations Department at the Port Authority of Guam.

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

Administers the programs and activities of the Stevedoring, Transportation and Terminal Divisions. Maintains inspections of port operations to determine and develop means of improving existing methods of operations; submits plans and recommendations for expansion of facilities; evaluates and formulates standard operating procedure and policies. Recommends capital expenditures for acquisition of new equipment which would increase efficiency and services of the operations. Conducts field checks on inspections conducted by safety inspectors for conformity with safety laws, codes, regulations and other program guidelines. Directs investigations into causes of customer or shipper complaints relating to operations. Prepares budget; analyzes operational cost and reviews plans. Performs related duties as required.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:** Knowledge of methods, practices and procedures of seaport operations. Knowledge of the occupational safety and accident prevention principles, practices and techniques. Ability to administer the program and activities of seaport terminal operations. Ability to evaluate operational effectiveness and recommend changes in organization, policies and procedure to improve effectiveness. Ability to make decisions in accordance with appropriate program guidelines. Ability to work effectively with the public and employees. Ability to communicate effectively, orally and in writing. Ability to prepare comprehensive reports.

**QUALIFICATION REQUIREMENTS:** Seven (7) years of experience in seaport cargo handling operations, three (3) years of which must have been in an administrative or supervisory capacity; or any equivalent combination of experience and training 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 IDENTIFICATION CREDENTIAL (TWIC) REQUIREMENT:** Applicants selected for the Operations 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 CLEARANCES 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 clearances. The port will either mail a letter to 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 one (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.

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**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 on the basis of 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 a 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.



FRANCINE T. ROCIO  
Personnel Services Administrator

**OPERATIONS MANAGER**

**AN EQUAL OPPORTUNITY EMPLOYER**