



EDWARD M. BIRN
Director (Direktot)

RENA K. BORJA
Deputy Director (Sigundo Direktot)

DEPARTMENT OF ADMINISTRATION

DIPATTAMENTON ATMENESTRASION

HUMAN RESOURCES DIVISION

(*Dibision Inadilanto yan Guinaha Para Taotao*)

Telephone (Telifon): (671) 475-1288/1132 • Fax (Faks): (671) 477-3671



LOURDES A. LEON GUERRERO
Governor (Maga'hága)

JOSHUA F. TENORIO
Lt. Governor (Sigundo Maga'láhi)

OPEN COMPETITIVE EXAMINATION

To establish a list for the position of **PUBLIC WELFARE INVESTIGATOR I**

Announcement Number: DOA35-26

Open: April 20, 2026 – Close: May 08, 2026

GENERAL PAY PLAN (GPP)

OPEN: K-01; \$41,372 P/A – K-10; \$56,795 P/A

PROMOTION: K-01; \$41,372 P/A – K-18; \$72,918 P/A

The Government of Guam may offer competitive benefit packages, which includes retirement (Defined Contribution Plan 401 and 457), health insurance plans, cafeteria plan, an 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 inquires please visit Department of Administration website www.hr.doa.guam.gov

Who Can Apply

Open to all government of Guam employees and the public.

Qualification Requirements

One (1) year of progressively responsible experience in planning, developing or implementing programs in law enforcement and investigation and graduation from a recognized college or university with a Bachelor's degree in criminal justice, police science, social science, business or public administration or related field; or

Four (4) years of progressively responsible experience as an Eligibility Specialist or Quality Control Reviewer; or

Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

Necessary Special Qualification

Possession of a valid motor vehicle operator's license.

Nature of work

This is responsible professional investigative and enforcement work involving violations committed in the public assistance program administered by the Division of Public Welfare, Department of Public Health and Social Services. Employees in this class perform routine to moderately complex professional investigative and enforcement work independently on an ongoing basis and participate in the performance of more complex work.

Illustrative Examples of Work

Conducts routine investigations relating to compliance with, and/or alleged or suspected violation of federal and local laws, rules and regulations pertaining to public assistance programs. Receives, analyzes and reviews complaints and allegations; conducts case files and other in-house record research; conducts case investigation to identify issues involved and types of evidence that will be sought; determines scope, timing and direction; and interviews all sources of information. Collects and obtains facts and evidence needed to sustain or refute allegation of violations through field activities and/or office visits; interviews complainants, witnesses or suspects/clients; examines and analyzes records and documents; verifies information obtained to establish the accuracy, credibility and authenticity of facts or evidence; prepares investigation findings citing provisions of laws violated and recommends appropriate actions. Sets up case files, securing all information relevant to investigation of benefits abuse. Conducts follow-up investigation of cases referred for prosecution as may be required and determined by prosecuting authority. Assists in the coordination with other local, federal, state, and military agencies, the court, and the Attorney General's Office in connection with case investigation and enforcement of claims collection. Appears as a witness in court on cases referred for prosecution and as required before a grand jury or administrative disqualification hearing. Enforces and monitors recoupment of lost benefits. Contacts clients/households to negotiate repayment agreement or update delinquent payments. Coordinates with other jurisdictions and agencies to enhance collection efforts. Performs related duties as required.

Knowledge, Abilities & Skills

Knowledge of the principles, practices and techniques of interviewing and investigations. Knowledge of the rules of legal evidence relative to the collection, preservation, identification and legal procedures. Ability to gather facts and information through interview, conduct research, and maintain confidentiality. Ability to enforce laws, rules and regulations and to maintain firmness and impartiality. Ability to interpret, apply and make decisions in accordance with pertinent policies, regulations and other program guidelines. Ability to make sound judgement. Ability to make arithmetic computations. Ability to work effectively with employees and the public. Ability to communicate effectively with employees and the public. Ability to communicate effectively, orally and in writing. Ability to maintain records and prepare reports. Skill in the safe operation of a motor vehicle.

Minimum Educational Requirements

All new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of a 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 a certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job, pursuant to Public Law 29-113.

Documentation Requirements

To validate credentials you may claim, (e.g., High School Diploma, College Transcript, DD-214, etc.), an original or certified copy of the document(s) must accompany each employment application you are applying for with your legal signature. Applicants shall be responsible to provide all required documents for each employment application submitted and failure to provide proof may result in disqualification. **For more information, please contact the Recruitment Branch at 475-1141/1128/1274.**

PUBLIC WELFARE INVESTIGATOR I OPEN COMPETITIVE EXAMINATION

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.

Examination Requirements

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.

Interviewing Procedures

A personal interview or interview by telephone (if off-island) will be held by the appointing authority or his designee for all eligibles referred via certification.

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 test shall be grounds for rescinding the offer of appointment. In addition, persons who have applied for, or are seeking reemployment/reappointment in the government and previously had a non-negative drug test result must meet certain conditions to be re-drug tested for employment. For more information, see **DOA Circular 2023-014** located under the heading, "DOA HR Circulars", on the Resources page of the following website: www.hr.doa.guam.gov/resources

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 send a written notification to you explaining these requirements. You will have ten (10) calendar days from the date of your written notification to submit police and court clearances that are no older than one (1) month from the date of your written notification. The cost of the clearances is your responsibility. 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

Applicants may submit an employment application and any required documents for the position to DOAJOB@DOA.GUAM.GOV. **Individuals with disabilities who require special accommodation should contact this office prior to any scheduled examinations or interviews. OUR OFFICE WILL ONLY BE ACCEPTING APPLICATIONS ELECTRONICALLY. EMPLOYMENT APPLICATION FORMS ARE ACCESSIBLE TO DOWNLOAD ON THE DEPARTMENT OF ADMINISTRATION'S WEBSITE AT WWW.HR.DOA.GUAM.GOV.**

For More Information

Call or visit us at the Department of Administration, Human Resources Division at (671)475-1141/1128. In addition, job announcements and employment application forms are accessible to download at Department of Administration's website at www.hr.doa.guam.gov. For further information, you may email doajobs@doa.guam.gov.


Director of Administration

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 BONA FIDE OCCUPATIONAL QUALIFICATION.