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# DEPARTMENT OF ADMINISTRATION

## DIPATTAMENTON ATMENESTRASION

HUMAN RESOURCES DIVISION  
(Dibision Inadilanto yan Guinaha Para Taotao)

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### OPEN COMPETITIVE EXAMINATION

## To establish a list for the position of FISH AND WILDLIFE TECHNICIAN II

Announcement Number: DOA82-26

Open: May 08, 2026 – Close: May 29, 2026

### GENERAL PAY PLAN (GPP)

OPEN: I-01; \$34,886 P/A – I-10; \$47,891 P/A

PROMOTION: I-01; \$34,886 P/A – I-18; \$61,487 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](http://www.ggrf.com). For other inquires please visit Department of Administration website [www.hr.doa.guam.gov](http://www.hr.doa.guam.gov)

#### Who Can Apply

Open to all government of Guam employees and the public.

#### Qualification Requirements

Graduation from high school or possession of a certificate of high school equivalency (GED) and two (2) years of progressively responsible experience as a Fish and Wildlife Technician I; or

Graduation from high school or possession of a certificate of high school equivalency (GED) and four (4) years of progressively responsible experience in field or laboratory work in the areas of fish, wildlife and endangered species conservation, management, and research; or

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

#### Necessary Special Qualification

Possession of a valid driver's license may be required.

#### Nature of work

Under the general supervision of professional biologists, conducts technical field and laboratory work in the areas of fish, wildlife, and endangered species conservation, management, and research. Employees in this class perform the full range of duties under general supervision of professional staff and serves as a leader over less experienced technical workers.

#### Illustrative Examples of Work

Leads the work of lesser skilled workers in the construction and installation of special devices, equipment and facilities used in fish and wildlife programs such as fences, bird cages, animal traps, fish traps, signs, and components used in making fish-aggregating-devices. Oversees feeding and care of snakes, birds, mammals being raised in captivity; monitors breeding activity, observes and records behavioral observations of breeding pairs. Oversees maintenance and repair of captive animal facilities and equipment used in fish and wildlife programs; inspects and initiates maintenance and repairs of facilities as needed; inventories and orders feed, building materials, and other supplies as needed; maintains routine records of preventative maintenance and inventory of equipment and supplies and prepares reports as required. Independently conducts technical biological work of moderate-advanced complexity such as capturing and attaching radio transmitters on study animals, following study animals via radio telemetry tracking; performs laboratory studies such as food habits analysis, macro and microscopic examination of reproductive tracts, collection of fish gonads and stomachs, blood slides, and tissue samples; conducts deer counts and station counts for birds; mans and runs hunter check stations, conducts necropsies of study animals, takes and records standardized biological measurements, collects tissue samples from study animals, identifies instances of disease or abnormalities; sets up and uses specialized equipment for the live capture of fish, snakes, birds, and mammals; monitors breeding biology of endangered species; identifies and records information relating to the use of explosive or poisons to take fish; takes and records biological data of moderate-advanced complexity, enters data into computer data base; performs routine analysis of data, prepares summary reports as required. Performs related duties as required.

#### Knowledge, Abilities & Skills

Knowledge of basic principles of fish and wildlife conservation and management and the advanced techniques used in the field. Skill in conducting biological work such as radio telemetry studies, deer counts, station counts for birds, use of specialized equipment such as radio telemetry equipment, capture equipment such as capture gun and mist nets. Skill in the design, fabrication, and construction of fences, animal traps, bird cages, signs, fish-aggregating devices, mooring and navigational aides, and other specialized equipment. Skill in observing and recording moderately complex biological measurements and observations. Ability to oversee all aspects of boat supplies, operations, scuba gear, scuba diving and snorkeling, fishing and fishing tackle. Ability to assist in the collection of fish transect data, which includes the ability to taxonomically identify fish sighted in the field. Ability to oversee the care and feeding of captive animals and recognize problems that commonly arise in captive conditions. Ability to oversee a routine maintenance program for facilities and scientific equipment. Ability to lead the work of others. *FOR POSITIONS ASSIGNED TO WILDLIFE SECTION:* Ability to identify by sight and sound the resident bird species found on Guam. Ability to identify by sight, sound, and sign of the resident mammal species found on Guam. Ability to identify the common plant species found on Guam. *FOR POSITIONS ASSIGNED TO FISHERIES SECTION:* Skill in boat and trailer maintenance and operation (requires completion of Coast Guard Auxiliary Class and CPR certification). Dissection skills on fish for locating liver, intestines, stomachs and gonads. Should be able to take standard or fork length, and determine sex.

## FISH AND WILDLIFE TECHNICIAN II OPEN COMPETITIVE EXAMINATION

### **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.**

### **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](http://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](mailto: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](http://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](http://www.hr.doa.guam.gov). For further information, you may email [doajobs@doa.guam.gov](mailto: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.**