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# A N N O U N C E M E N T

October 30, 2023

THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING POSITION (SUBJECT TO THE AVAILABILITY OF FUNDS):

## #016-24 DIRECTOR, CENTER FOR ISLAND SUSTAINABILITY AND SEA GRANT

**Location:**

**Center for Island Sustainability and Sea Grant (CIS/SG)**

**University Information:**

The University of Guam is the premier institution of higher education in the Western Pacific. It is a land-grant, a sea-grant, and a space-grant institution, accredited by the Western Association of Schools and Colleges Senior Commission. Located in the village of Mangilao on the island of Guam, the campus overlooks the beautiful Pago Bay and the University's world-class Marine Laboratory and Water and Environmental Research Institute of the Western Pacific. The University has 3,400 students, 47% of Asian ethnicity and 45% of Pacific Islander ancestry, providing a uniquely diverse campus and multicultural atmosphere. As a regional, comprehensive, open-admissions institution, the University awards degrees at the certificate, baccalaureate, and master's levels through its two colleges and four professional schools. The institution's mission of Ina (to Enlighten), Diskubre (to Discover), Setbe (to Service) serve as the foundation for the institution's Para Hulo' strategic plan, with its vision to transform lives and advance communities as a land-grant, a sea-grant, and a space-grant university. One of the university's key strategic initiatives is to be recognized as a research university centered in Island Wisdom. Island Wisdom acknowledges that Pacific ways of knowing and Western models of higher education are central to the institution's teaching, research, and service endeavors, and that balanced consideration of the ideas that emerge from them is essential to the prosperity and sustainability of island communities. Through its robust research portfolio fueled by extramural funding from competitive grants and contracts, the University delivers public value through dedicated and capable administration, faculty, students, and staff. As a complement to the research carried out at the institution, the University of Guam has an active press dedicated to publishing research and writing about Guam and Micronesia. A variety of publishing opportunities are available to UOG faculty, employees, students, and members of the communities we serve through the University of Guam Press. UOG is a safe and secure campus, where the institution places paramount importance on the physical, intellectual, emotional, and spiritual wellbeing of its students and employees. It fosters open dialogue and collegiality based upon mutual respect for diverse perspectives. The university has enacted processes to ensure the physical safety of the campus (most recent information may be accessed at <https://www.uog.edu/life-at-uog/safety-security>) and a policy that encourages open dialogue and respect for all points of view. Community responsive academic programs, robust research agenda, ample publishing opportunities, and commitment to community make the University of Guam an exciting place to be for many years to come.

**General Description:**

The University of Guam seeks an executive who is interested in new challenges and opportunities for professional and personal growth and who is interested in working in a dynamic, multi-cultural institution of higher education in the Pacific.

The University of Guam Center for Island Sustainability and Sea Grant Unit leads and supports the transition of our island region towards a sustainable future. CIS is a focal institute in our region for conducting sustainability-related research and community outreach to help meet island needs in the broader areas of the environment, economy, society, and education. The mission of the Sea Grant Institutional Program is to integrate and apply research, extension, and education activities to sustain and develop island environments while integrating knowledge and cultural perspectives of island people. UOG Sea Grant is one of thirty-four (34) Sea Grant Programs in the United States. Core funding for CIS/SG is provided by the National Oceanic and Atmospheric Administration (NOAA) and the Government of Guam.

The Director of the University of Guam Center for Island Sustainability and Sea Grant (CIS/SG) reports to the Vice Provost for Research and Sponsored Programs and provides administrative leadership for CIS/SG, supports the missions and goals of UOG, and is part of a national network of 34 Sea Grant College Programs organized under the National Oceanic and Atmospheric Administration (NOAA). The CIS/SG Directorship is a 12-month administrator position.

**Character of Duties:**

Primary duties and responsibilities shall include, but not be limited to the following:

- Provide overall leadership for the University of Guam Center for Island Sustainability and Sea Grant (CIS/SG), which oversees a total annual budget of approximately \$2.2 million, including local funds, NOAA and other external competitive awards.
- Direct oversight and leadership of the program's research, extension, education, and communication activities.
- Oversee the CIS/SG management team, staff, and faculty, and will work with the regional NOAA Program Officer.

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- Oversight of CIS/SG competitive research programs including proposal solicitation, review, selection, administration, and reporting.
- Managing/overseeing and using human resources, such as staff, faculty, associate director(s), and students, effectively and efficiently, in accordance with NOAA and UOG requirements and best practices.
- Strategic and inclusive planning and visioning for programmatic activities with demonstrable results; thus shaping the agenda for CIS/SG within UOG, Guam, the Micronesia region, and nation.
- Lead CIS/SG in articulating and realizing a vision for excellence by embracing collaborative opportunities and fostering alliances internally with units such as UOG Cooperative Extension, UOG Marine Lab, WERI, and WPTRC.
- Strengthening collaboration and (external) partnership across diverse stakeholders and communities, including academia, industry, governmental, NGO and citizen groups.
- Building relationships with elected officials to promote and enhance awareness of UOG's CIS/SG programs and their impact and value to Guam.
- Participating in National Sea Grant activities and leadership.
- Identifying and pursuing additional external funding to expand and improve CIS/SG's research, outreach, extension, education, and communication activities.
- Participate in University-wide accreditation and assessment activities and serve on committees as needed.
- Carry out other duties assigned by the Vice Provost for Research and Sponsored Programs.

### Qualifications:

**Minimum:** Ph.D. in a discipline of marine science/ecology/biology, fisheries science, environmental science, or a related field. At least 2 years of experience in University Administration. Successful mid-career standing, at or above the academic rank of associate or full professor, with tenure, at the University of Guam, or professional equivalent, with an established reputation for professional excellence and integrity. Demonstrated high-level scientific leadership and publication record.

### Minimum Knowledge, Abilities, and Skills:

- Professional experience and a record of excellence in research/scholarship, policy, and/or management in marine, coastal, sustainability, natural resources, or related field.
- Expert knowledge of natural or social science related to island sustainability, healthy coastal ecosystems, sustainable fisheries and aquaculture, resilient communities and economies, and/or environmental literacy and workforce development.
- Strong listening, writing, and speaking skills; a record of innovative leadership and problem solving; and knowledge of island sustainability, marine, and coastal resource issues.
- Demonstrated record of federal extramural funding and large proposal development.
- Expert knowledge of research methodology. Expert ability to collect, analyze, interpret and manage data. Ability to problem solve and implement solutions.
- Advanced leadership skills. Ability to manage a diverse research and extension program with multiple principal investigators working on research projects in Guam and Micronesia. Ability to recommend, create, and implement process improvements and strategic plans. Ability to administer research funding competitions. Ability to develop and administer high-visibility programs.
- Evidence of a robust professional network and ability to develop strong multisectoral partnerships.
- Excellent verbal and written communication skills. Ability to decipher requests for information and formulate appropriate responses to a varied and culturally diverse audience.
- Demonstrated commitment to the Land Grant/Sea Grant concept of research, education, communications, and/or extension.
- Prior experience working with NOAA/Sea Grant or other marine/natural resource organizations. Prior experience working in island and global sustainability networks.
- Budget planning and execution experience.
- Interpersonal skills to establish and maintain successful collegial relationships with faculty and staff within the unit and with upper-level administration within the University and the Guam community.

### Salary Level:

\$107,744 - \$161,616 per annum

### Appointment/Relocation:

The position is a full-time (12 month) academic administrative appointment. The University provides relocation assistance to new employees if hired off-island on a three-year initial contract. Provided are travel expenses for the applicant and the applicant's spouse (as defined by Guam Law) and children under the age of 18 by the least expensive and most direct air route from the point of hire and for moving household goods to Guam by the least expensive carrier up to 3,500 pounds for a family and 1,750 pounds for an applicant without dependents. Insurance of household goods, if desired, is at the employee's expense.

### Benefits:

Fringe benefits include a medical and dental plan, life insurance, cafeteria plan (flexible tax benefit plan), annual leave, sick leave, and the Government of Guam retirement plan.

### Application Process:

Applicants for University of Guam administrator positions must complete an online job application through the UOG online employment portal at <https://uog.peopleadmin.com>. Please have the following documents prepared and ready to upload with your application:

- (1) Letter of application that describes candidate's qualifications
- (2) Curriculum vitae

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(3) Copies of all graduate and undergraduate transcripts

**Special Instructions for References:** Three (3) current letters of recommendation from persons knowledgeable about your academic and professional performance must be provided by providing a list of at least three (3) references to be contacted on the References section of the online application. Enter each reference by clicking on the “Add References Entry” button. Provide the name, title, email address, mailing address, and telephone number of each reference. A system automated email will be sent to each reference’s email address with a link to attach their reference letter to your application.

**Selected candidate** must provide official transcripts prior to hire date. For further information, please contact Dr. Rachael Leon Guerrero, Search Committee Chair, [rachaeltlg@triton.uog.edu](mailto:rachaeltlg@triton.uog.edu) or the Human Resources Office at [uoghro@triton.uog.edu](mailto:uoghro@triton.uog.edu), telephone number, (671) 735-2350 or fax number at (671) 734-6005.

**Police and Court Clearance:** Pursuant to Public Law No. 28-24 and Executive Order 2005-34, applicants selected for a position are required to provide original police and court (Superior Court of Guam) clearances of no more than three (3) months old prior to commencement of employment. Off-island applicants must obtain clearances from their place of residence. Applicants are responsible for fees associated with obtaining the clearances.

### Application Deadline:

Optimal submittal date is January 5, 2024 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.

(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)

For further information about the University of Guam, visit our Web Site at <http://www.uog.edu>. General information about Guam is available at <http://www.visitguam.org>. For local newspapers, The Pacific Daily News is available at <http://www.guampdn.com> and The Guam Daily Post is available at <http://www.postguam.com>.

### Work Eligibility:

Submission of completed job applications authorizes the University of Guam to seek and obtain information regarding the applicant’s suitability for employment. All factors which are job related may be investigated (i.e., previous employment, educational credentials, and criminal records). All information obtained may be used to determine the applicant’s eligibility for employment in accordance with equal employment opportunity guidelines. In addition, the applicant releases previous employers and job related sources from legal liability for the information provided.


Should an applicant be convicted of any crimes other than a minor traffic violation, all applicable information must be provided in the form of a police clearance report and court clearance report. Failure to admit any felony convictions may result in immediate disqualification or disciplinary action.

Section 25103, Chapter 25, Title 10 of the Guam Code Annotated requires college or university employees to undergo a physical examination, to include a test for tuberculosis (skin or x-ray), prior to employment and at least annually thereafter. A report of such examination must be conducted by a licensed physician within a state or territory of the United States and must be submitted upon request.

Federal law requires presentation of eligibility to work in the United States within seventy-two (72) hours of reporting for employment. Specifically, 8 USC 1324A requires the employer to verify the identity and eligibility to work in the United States of all newly hired employees. The University of Guam is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position with the University of Guam, you will be required to present valid documents to comply with this law.

The University of Guam is an equal opportunity employer and provider.

The University of Guam complies with Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Assistance in EEO/ADA matters and inquiries concerning the application of Title IX and its implementing regulations may be referred to the University’s Director, EEO and Title IX/ADA Coordinator, located at the EEO/ADA and Title IX Office, Dorm II, Iya Hami Hall, Room 106, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).

  
Joseph Gumataotao (Oct 30, 2023 14:51 GMT+10)  
**JOSEPH B. GUMATAOTAO**  
Chief Human Resources Officer