



Judiciary of Guam



Administrative Office of the Courts
Human Resources Office

Guam Judicial Center • 120 West O'Brien Dr • Hagåtña, Gu. 96910
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HON. KATHERINE A. MARAMAN
CHIEF JUSTICE

DANIELLE T. ROSETE, ESQ.
ADMINISTRATOR OF THE COURTS

HON. ALBERTO C. LAMORENA, III
PRESIDING JUDGE

OPEN JOB ANNOUNCEMENT TO ESTABLISH A LIST OF CERTIFIED ELIGIBLES

POSITION TITLE:		ANNOUNCEMENT NO. 140-2026
SYSTEMS SPECIALIST		TYPE OF ANNOUNCEMENT: UNCLASSIFIED APPOINTMENT
DEPARTMENT:	ADMINISTRATIVE OFFICE OF THE COURTS	APPLICATION WILL BE ACCEPTED FOR THE PERIOD:
DIVISION:	MANAGEMENT INFORMATION SYSTEMS	
PAY GRADE:	GPP-P (22%)-1 thru GPP-P (22%)-18	
SALARY:	\$67,695.36 thru \$119,313.56	OPENS: FEBRUARY 11, 2026 CLOSES: CONTINUOUS UNTIL FILLED

NATURE OF WORK

This professional technical level position is responsible for managing and maintaining critical server infrastructure, virtual environments, and enterprise applications, including financial, case management, and jury systems.

An employee in this position may lead projects and is responsible for administering Active Directory, database systems, and security solutions, while collaborating with vendors to implement Information Technology (IT) solutions related to servers, databases, applications, networks and other computing systems.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS

- Knowledge of Windows Server operating systems, including Active Directory, Group Policy, domain services, authentication servers, and registry optimization.
- Knowledge of virtualization technologies, including Microsoft Hyper-V and VMware for provisioning, configuring, and optimizing virtual machine environments.
- Knowledge of backup and disaster recovery solutions, including VEEAM Backup & Replication, modern backup methodologies, and continuity planning.
- Knowledge of SQL databases, including installation, configuration, query creation, performance tuning, and backup and recovery management.
- Knowledge of networking technologies, including TCP/IP, routing switching, VLANs, ports, the OSI model, firewalls, and Ethernet switching.
- Knowledge of server and web technologies, including DNS, client-server architecture, NT domain services, Internet/Intranet servers, and related protocols.
- Knowledge of system hardware installation, diagnostics, troubleshooting, repair, and recovery procedures.
- Knowledge of technical documentation standards, including developing network diagrams, system architecture drawings, and process flows.
- Ability to analyze complex technical problems, define solutions, and implement effective corrective measures.
- Ability to design and maintain network architecture diagrams, system workflows, and technical documentation.
- Ability to prepare clear and accurate documentation, instructional materials, and technical reports.
- Ability to manage and optimize virtualization environments using Hyper-V and VMware platforms.
- Ability to plan, execute, and maintain backup and disaster recovery strategies that ensure system continuity.
- Ability to communicate technical concepts clearly to both technical and non-technical personnel.
- Ability to delegate tasks effectively while maintaining quality control and organizational clarity.
- Ability to learn and apply administrative reporting tools, Judiciary-specific applications, and enterprise information systems.
- Ability to participate in or lead a team environment; research and analyze problems logically and recommend alternative courses of action.
- Ability to assume a leadership role to resolve end users issues and troubleshoot.
- Ability to establish and maintain cooperative working relationships.
- Skilled in troubleshooting hardware, software, network, server, and application issues effectively.
- Skilled in managing networking infrastructure, including TCP/IP routers, switches, VLANs, and firewalls, to ensure secure and stable connectivity.
- Skilled in application design, programming, and systems software development.
- Skilled in organizing, documenting, and analyzing IT processes and projects for operational efficiency.

MINIMUM EDUCATION, EXPERIENCE AND TRAINING

(A) Graduation from a recognized college or university with a bachelor's degree in Computer Science, Information Science or closely related fields, plus five (5) years of work experience in server and system administration.

(B) Graduation from high school or G.E.D. equivalent; plus any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

"The Judiciary of Guam is an equal opportunity provider and employer."

EDUCATIONAL REQUIREMENTS PURSUANT TO 4 GCA § 4101 (c)(1)	Applicants must possess a high school diploma or show successful completion of a General Educational 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 technical institution, in a specialized field required for the job.
DOCUMENTATION REQUIREMENTS	To validate credentials, (e.g., Diploma/G.E.D., Certificate, College Transcript and/or licenses), an original or certified copy must accompany each employment application with the applicant's legal signature. Proof of certification must be provided to the HR Office within five (5) workdays from the date of the eligibility notice. Applicants shall be responsible to provide all required documents for each employment application and failure to provide proof may result in disqualification for employment consideration.
RATING AND SELECTION FACTORS	Candidates will be considered and selected based on merit except where a bona fide occupational qualification ("BFOQ") exists, without discrimination based on race, color, national origin, age, religion, disability, genetic information, pregnancy, sex (including gender identity, or expression), sexual orientation, ancestry, honorably discharged veteran or military status, or any other protected classification under Federal or Guam EEO laws. Evaluation will be based on the candidate's education, experience and training as evidenced in the submitted application for employment form. A BFOQ is a selective factor, such as sex or age, that is required for a job that would otherwise be considered discrimination if it were not necessary to perform the job in question.
EVALUATION METHOD	Applicants will be rated on a scale between 70.00 and 100.00 percent on the basis of training, education and experience in relation to the minimum requirements of the position. A qualification test is not required to be certified eligible for the position, but the interview may consist of oral and /or written questions.
PROHIBITION PURSUANT TO P.L. 28-98	No person convicted of 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.
DRUG SCREENING	Applicants selected for employment with the Judiciary of Guam shall undergo and pass a mandatory drug test before being employed. This also applies to employees selected for Testing Designated Positions (TDP). Failure to submit or pass such drug test shall be grounds for rescinding the offer of appointment.
WORK ELIGIBILITY	When offered a position, you will be required to provide proof of identity and eligibility for employment in the United States as a condition of employment.
EMPLOYMENT MEDICAL EXAMINATION	All applicants accepting employment must undergo a medical examination and be declared by a physician as capable of performing the duties of the position within six (6) months from date of hire.
VETERAN'S PREFERENCE	Applicants claiming veteran's preference are required to provide a copy of their DD-214 (military discharge form). Those claiming compensable disability are required to provide a copy of a letter from the Veteran's Administration.
DISABILITY PREFERENCE	Title 4 Guam Code Annotated §4104 provides for five (5) preferential points for applicants who are residents of Guam and are physically or mentally impaired, but are physically and mentally able to perform efficiently and safely the duties of the job being applied for. Applicants claiming points for disability preference must submit a Certification of Disability from the Department of Integrated Services for Individuals with Disabilities, Division of Vocational Rehabilitation.
POLICE AND COURT CLEARANCE REQUIREMENTS	Non-law enforcement positions: If selected for this position, your selection will be conditional pending submission of a current police and court clearance. Applicant will have ten (10) workdays from the date of the Notification of Selection Letter to submit police and court clearance. The clearances should be issued within thirty (30) days from the submission date of your application. The cost of the clearances is the applicant's responsibility. Law enforcement positions: a current police and court clearance should be issued within thirty (30) days from the submission date of your application. The cost of the clearances is the applicant's responsibility. Failure to submit may disqualify your application from employment consideration.
AMERICANS WITH DISABILITIES ACT (ADA) & EQUAL EMPLOYMENT OPPORTUNITY (EEO)	The Judiciary of Guam complies with the Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Individuals with disabilities requiring special accommodations or assistance should contact Ms. Elaine M.P. Naputi, EEO Officer, at (671) 475-3396 or via email at enaputi@guamcourts.gov prior to any scheduled examinations or interviews. In accordance with the Judiciary's EEOP Utilization Report, as approved by the U.S. Department of Justice, Office for Civil Rights, applicants may obtain a copy of the Utilization Report from the EEO Office upon request.
HOW TO FILE AN EEO COMPLAINT	Applicants or candidates who believe they have been discriminated against based on an EEO Protected Classification, may file a complaint with the Judiciary's EEO Office. A complaint form is available on the Judiciary website at www.guamcourts.gov , on the Judiciary's Intranet, or at the Judiciary's EEO Office.
HOW AND WHERE TO APPLY	Interested applicants may call or visit the Human Resources Office at the San Ramon Building, 115 San Ramon St. Hagatna, between 8:00 am – 12:00 pm / 1:00 pm – 5:00 pm Monday through Friday, excluding holidays. The Application for Employment form may also be obtained on the Judiciary's website at www.guamcourts.gov . Your application must be submitted within the job announcement period indicated via the following methods: 1. Deliver in-person to the HR Office; 2. Email to hr@guamcourts.gov ; or 3. Mail via Postal System to the Human Resources Office, Judiciary of Guam, Guam Judicial Center, 120 West O'Brien Dr. Hagatna, Guam 96910.
INTERVIEW PROCESS	The HR Office will coordinate interviews for eligible applicants referred through certification. Interviews will be conducted through teleconference, virtual conference or in-person.
FOR MORE INFORMATION	For additional information, please call the Human Resources Office at (671) 475-3399/3329/3422 or email hr@guamcourts.gov .


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 Administrator of the Courts