DEPARTMENT OF EDUCATION
HUMAN RESOURCES DIVISION
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JUDITH T. WON PAT, Ed.D.
Superintendent of Education

KATHERINE M.P. ADA
Personnel Services Administrator

OPEN COMPETITIVE JOB ANNOUNCEMENT

To establish a list for the position of

SPEECH LANGUAGE PATHOLOGIST (8.336)

ANNOUNCEMENT NO. HRD-073-2026

Open: June 16, 2026 **Close:** June 29, 2026

2023 GENERAL PAY PLAN (GPP)
OPEN: O-1; $60,875.00 per annum - O-10 $86,568.00 per annum
PROMOTION: O-1; $60,875.00 per annum - O-18 $107,291.00 per annum

Employment: Probational/Permanent Appointment
Location: **Special Education**
Funding: Federal

We are an Equal Opportunity Employer

MINIMUM EXPERIENCE AND TRAINING:

A) Two years of professional clinical experience in speech and language pathology or equivalent work and graduation from an accredited or recognized institution of higher education with a Master's degree in Speech-Language Pathology or Communication Disorders; or

B) Any equivalent combination of experience and training beyond the Master's degree which provides the minimum knowledge, abilities, and

NECESSARY SPECIAL QUALIFICATIONS:

A) Possession of a current Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language Hearing Association (ASHA); and

B) Must be currently licensed to practice in the field of speech-language pathology by the Guam Board of Allied Health Examiners.

MINIMUM 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 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."

NOTE: 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.

NATURE OF WORK IN THIS CLASS:

This is professional speech and language pathology work.

Employees in this class perform the full range of professional duties in the diagnosis and treatment of speech-language disorders including independent work in specialized areas of the profession. Responsibilities may include the supervision of not more than five (5) speech-langauge pathology assistants/fellows as needed to provide technical intervention and perform administrative support work. The licensed SLP is professionally and legally responsible for care given by any speech-language pathology assistant or fellow under the SLP's supervision.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed).

Screens, identifies, assesses, interprets, diagnoses, rehabilitates and/or prevents disorders of speech and language including disorders of dysphagia and related disorders; and cognitive and communications disorders due to mental deficiency, traumatic brain injury, aphasia, stroke or other neurological factors.

Assesses, selects, and develops augmentative and alternative communication systems, and provides training in their use.

Initiates special referrals as appropriate for examinations to be conducted on patient's condition that appear psychological, medical, audiological, dental, and/or education-related in nature.

Provides aural rehabilitation and related counseling services to hearing impaired individuals and their families.

Researches and enhances speech-language proficiency and communication effectiveness (e.g., accent reduction); screens of hearing and other factors for the purpose of speech-language evaluation or the initial identification of individuals with other communication disorders.

Attends meetings and maintains liaison with other professionals and stakeholders concerned with each case to facilitate implementation of treatment recommendations and to ensure follow-up meetings as appropriate.

Maintains records on patient condition, progress, and prognosis; prepares reports.

Participates in professional conferences and staff development training; may present workshops and lectures; trains para-professionals in speech and language screening procedures; maintains professional licensure.

May supervise Speech-Language Assistants and/or Fellows by providing guidance and overseeing their work performance and interventions following regularly scheduled onsite observations; assesses the competence of supportive personnel to perform assigned tasks; documents in-service training and periodic evaluation of performance to assure safe performance of the tasks assigned to supportive personnel.

MINIMUM KNOWLEDGE, ABILITIES. AND SKILLS:

Knowledge of the neuro-anatomy of speech-language and basic hearing, pathology, and of related anatomy and physiology.

Knowledge of theories and methods of speech and language development, and speech and language disorders.

Knowledge of methods and procedures of speech-language habilitation and rehabilitation.

Knowledge of the effects of related disabilities, disease, and other disorders on speech-language abilities.

Ability to recognize related physiological problems that should be referred for further evaluation.

Ability to supervise or lead the work of others.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

Skill in the use of specialized speech-language therapy and assessment materials and/or electronic equipment.

EMPLOYMENT BENEFITS:
This is a permanent, full-time position with the Division of Special Education. New hires serve a probationary period of at least six months. Satisfactory completion of the probationary period entitles the employee to permanent civil service status & protection. Benefits include; enrollment in the government's Retirement Fund system; group health and life insurance coverage; paid vacation and sick leave; and paid holidays.

APPLICATION SUBMISSION AND DEADLINE:
Employment applications may be obtained from our website **https://www.gdoe.net/District/Department/14-Human-Resources-Division/1750-Forms.html** or at the GDOE Human Resources Division located at Building B, 501 Mariner Avenue, Barrigada.

Interested applicants must submit a completed Employment Application form on or before the application deadline. Applications with supporting documents will be accepted up until **Monday, June 29, 2026** via email or in our office between the hours of 8:00 a.m. to 5:00 p.m., Chamorro Standard Time (CHST), Monday through Friday, except holidays. Please note that there are two types of DOE job applications -one for FCH PA Covered Positions and one for FCHPA Exempt Positions.

FAIR CHANCES HIRING PROCESS ACT (FCHPA):
This is a **COVERED** position. Please complete a FCHPA Covered Position Job Application. For covered positions, employers must follow the Fair Chances Hiring Process (pursuant to P.L. 34-22) which prohibits employers from asking for criminal history information until a conditional job offer is given. **Under this job announcement, do not submit a police and/or court clearance report or answer questions regarding any criminal convictions until you have been offered a job. If you choose to submit these documents or answer any criminal history questions at the time of application, you do so voluntarily.**

FOR ADDITIONAL INFORMATION: Please refer to the Employment Application General Instructions and Important Information Sheet. You may contact us at 671-475-0496 or via email **humanresources@gdoe.net.**

KATHERINE M.P. ADA,
Personnel Services Administrator

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