



# Judiciary of Guam

Administrative Office of the Courts  
Human Resources Office

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ADMINISTRATOR OF THE COURTS

HON. ROBERT J. TORRES  
CHIEF JUSTICE

HON. ALBERTO C. LAMORENA, III  
PRESIDING JUDGE

## OPEN/PROMOTIONAL JOB ANNOUNCEMENT TO ESTABLISH A LIST OF CERTIFIED ELIGIBLES

<b>POSITION TITLE:</b>  <b>SENIOR JUDICIAL THERAPIST</b>	<b>ANNOUNCEMENT NO. 160-2025</b>
<b>DEPARTMENT:</b> SUPERIOR COURT	<b>TYPE OF ANNOUNCEMENT:</b> FULL-TIME PERMANENT APPOINTMENT
<b>DIVISION:</b> CLIENT SERVICES AND FAMILY COUNSELING	<b>APPLICATION WILL BE ACCEPTED FOR THE PERIOD:</b>
<b>PAY GRADE:</b> GPP-Q (22%)-1 thru GPP-Q (22%)-18	<b>OPENS:</b> DECEMBER 4, 2025
<b>SALARY:</b> \$73,788.04 thru \$130,050.78	<b>CLOSES:</b> CONTINUOUS UNTIL FILLED

### NATURE OF WORK

This is complex professional family counseling work. Employees in this class perform the full range of complex professional duties which involve providing clinical treatment, including independent work in specialized areas of the profession. An employee in this class often serves as a team or group leader over less experienced professional staff.

### MINIMUM KNOWLEDGE, ABILITIES AND SKILLS

- Knowledge of the principles, practices and techniques of social counseling work.
- Knowledge of local laws pertaining to family matters.
- Knowledge of techniques of effective marital, family, group and child counseling.
- Knowledge of the dynamics of human behavior pertinent to diagnostic or treatment interviews.
- Knowledge of the problems of personal and social adjustment with a psychodynamic framework.
- Ability to utilize relevant personality theory, casework methods, supervision and consultation in clinical social work practice.
- Ability to interpret and apply pertinent laws, rules, and regulations and other program guidelines.
- Ability to function constructively under pressures and risks involved with persons having complex social, emotional and related problems.

### MINIMUM EXPERIENCE AND TRAINING

Graduation from a recognized college or university with a Master's degree in Clinical Social Work, Psychology or closely related field, plus five (5) years of experience in individual, marriage & family counseling.

### NECESSARY SPECIAL QUALIFICATION AND CONDITIONAL PROVISIONS

Possession of a valid full license in individual, marriage and family counseling issued by the Guam Board of Allied Health Examiners.

### 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	<p>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.</p> <p>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.</p>
AMERICANS WITH DISABILITIES ACT (ADA) & EQUAL EMPLOYMENT OPPORTUNITY (EEO)	<p>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.</p> <p>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.</p>
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 <a href="http://www.guamcourts.gov">www.guamcourts.gov</a> , on the Judiciary's Intranet, or at the Judiciary's EEO Office.
HOW AND WHERE TO APPLY	<p>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 <a href="http://www.guamcourts.gov">www.guamcourts.gov</a>.</p> <p>Your application must be submitted within the job announcement period indicated via the following methods:</p> <ol style="list-style-type: none"><li>1. Deliver in-person to the HR Office;</li><li>2. Email to <a href="mailto:hr@guamcourts.gov">hr@guamcourts.gov</a>; or</li><li>3. Mail via Postal System to the Human Resources Office, Judiciary of Guam, Guam Judicial Center, 120 West O'Brien Dr. Hagatna, Guam 96910.</li></ol>
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 <a href="mailto:hr@guamcourts.gov">hr@guamcourts.gov</a> .

  
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