



# GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÁHÁN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913  
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



## AREA OF CONSIDERATION – OPEN COMPETITIVE

### TO ESTABLISH A LIST FOR THE POSITION OF **CHIEF OF CLINICAL INFORMATICS OFFICER**

**OPEN: May 15, 2024**

**CLOSING DATE: CONTINUOUS**

**ANN. NO.: 24-114**

#### NURSE PAY PLAN

**OPEN: N-P-01 \$79,726.00 P/A to N-P-10 \$109,448.00 P/A**  
**PROMOTION: N-P-01 \$79,726.00 P/A to N-P-18 \$140,518.00 P/A**

#### **MINIMUM EXPERIENCE AND TRAINING:**

- A) Master's degree in nursing or health informatics from a recognized college or university and seven (7) years of experience in professional hospital nursing work including four (4) years as a supervisor; or
- B) Master's degree in nursing from a recognized college or university and eight (8) years of experience in professional hospital nursing work including four (4) years as a supervisor; or
- C) Bachelor's degree in nursing from a recognized college or university and ten (10) years of specialized experience in professional hospital nursing work including four (4) years as a supervisor; or
- D) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

#### **NECESSARY SPECIAL QUALIFICATIONS:**

Possession of current license as a Registered Professional Nurse on Guam.

Possession of a valid government issued identification card.

Possession of a current certificate in Basic Life Support (BLS) from the American Heart Association (AHA).

#### **DESIRABLE QUALIFICATION:**

Possession of current certification in nurse informatics.

#### **NATURE OF WORK:**

Administers the application and delivery of technological innovation hospital wide to ensure quality patient care.

This complex supervisory work includes the overall design, implementation, management, leverage of current and new systems, evaluation of information and communication systems that will overall enhance individual and population health outcomes, improve patient care and strengthen the clinician-patient relationship.

**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.)

Oversee the Health Informatics Department with the implementation of health information systems, Guam Memorial Hospital Authority (GMHA) Electronic Health Record (EHR) and other applications. Oversee and lead the measurement and evaluation of the outcomes of clinical information systems. Formulate strategies, policies and procedures for introducing, evaluating or modifying information technology applied to nursing practice, administration, education or research. Ensure proper coordination with GMHA leadership, Information and Communication Technology management and staff and other related personnel with the development, implementation, maintenance and monitoring of clinical information systems. Oversee the introduction and implementation of EHR systems with key

stakeholders and identify support systems which will integrate into clinical practice. Ensure compliance with accrediting bodies, HIPPA, CMS standards and other regulatory requirements; perform all aspects in congruence with the American Nurses Association: Standards of Nursing Informatics Practice. Submit comprehensive reports and correspondence concerning health informatics systems, data, research or other related activities. Perform related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

- Knowledge of principles, practices and theory of professional nursing.
- Knowledge of nurse informatics.
- Knowledge of HIPPA and CMS requirements for evaluating and/or using electronic health records.
- Knowledge in the use of computers and other technologies that will aid in usage and compliance of EHR.
- Knowledge of the principles and practices of supervision and management.
- Ability to interpret and apply pertinent laws, rules, regulations and other program guidelines to make sound management decisions.
- Ability to evaluate operational effectiveness and recommend and implement changes to improve effectiveness.
- Ability to communicate effectively, orally and in writing.
- Ability to work effectively with the public and employees.
- Ability to maintain records and prepare reports.

**EXAMINATION REQUIREMENTS:** A written test may be required. When a written test is not required, applicants will be rated on a scale between 70.00 and 100 percent on the basis of their training, education and experience in relation to the minimum requirements of the positions. **Individuals with disabilities who require special accommodations should contact this office prior to any scheduled examination.**

**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, effective September 30, 2008, 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 education high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job.

**CMS OMNIBUS COVID-19 HEALTHCARE STAFF VACCINATION REQUIREMENT:** Pursuant to CMS regulation, all eligible staff, both current and new, working at either the acute hospital or the Skilled Nursing Facility, are required to be fully vaccinated against COVID-19. The CMS mandate applies to all eligible staff working at almost all CMS-certified facilities that participate in the Medicare and Medicaid programs. This includes facility employees, licensed practitioners, students, trainees, vendors, contractors and volunteers. Additionally, this includes individuals who provide care, treatment, or other services for the facility and/or its patients under contract or other arrangements, even at a third party location.

**DRUG SCREENING AND PRE-EMPLOYMENT PHYSICAL MEDICAL EXAMINATION:** All applicants tentatively selected for this position are required to submit to a urine test to screen for illegal use of drugs prior to appointment. All applicants accepting employment with Guam Memorial Hospital Authority must take and pass a pre-entry Physical examination and COVID screening and show proof of COVID vaccination.

**PRIMARY SOURCE VERIFICATION:** Applicants applying for positions in the Nursing and/or Allied Health Professional positions requiring licensure pursuant to Public Law 24-329 or National Credentialing Institution must obtain a verification of licensure upon notification of selection as a condition of employment. All cost incurred for licensure/ certification verification is at the applicant's expense.

**VETERANS' PREFERENCE:** Applications claiming veteran's preference are required to provide a copy of their DD-214 (Military discharge member 4 form). Those claiming Compensable Disability are required to provide verification from the Veteran's Administration.

**DISABILITY PREFERENCE:** Applicants wishing to claim Disability Preference should submit a Government of Guam Disability Certification form, certified by the Director of Public Health & Social Services.

**POLICE AND COURT CLEARANCE:** Pursuant to Executive Order No. 2005-34 and Public Law No. 28-24, all applicants accepting employment with Guam Memorial Hospital Authority must submit a police and Superior Court of Guam clearance of no more than 3 months old from the date of notification of selection as a condition of employment. The cost of the clearances is the applicant's responsibility. Off-Island applicants must obtain clearances from their last place of resident.

**AREA OF CONSIDERATION AND INTERVIEW PROCESS:** A personal interview, interview by telephone or video conferencing will be held by the appointing authority or his designee for eligible candidates referred via certification. Certification for interviews are prepared from valid eligibility listings in accordance with the area of consideration or examination and in the following order if available: 1) Departmental; 2) Government-wide; and 3) Open Competitive. Candidates will be contacted accordingly during active recruitment when their names are reached on the appropriate list.

**Important Note:** Individuals with disabilities who require special accommodations should contact the Equal Employment Opportunity Office at (671) 647-2104, prior to any scheduled interviews. If traveling off-island and/or if contact information has changed, all eligible candidates are responsible for notifying the Human Resources Office of any changes in contact information to include email and mailing addresses.

**IMPORTANT INFORMATION:** Public Law 99-603 (8USC, Section 1324A) requires the Government of Guam to verify the identity and work eligibility of all newly hired employees. All new employees shall be required to provide proof of identity and work eligibility to work in the United States.

If you are hired to fill a position in the Government of Guam, you will be required to present valid documents that will establish your identity and work eligibility.

**WHERE TO APPLY:** Applicants must submit the "Guam Memorial Hospital Authority – Employment Application" to the Guam Memorial Hospital Human Resources Department between the hours of 7:00 a.m. to 4:00 p.m., Monday through Friday. Closed on official Government Holidays, Saturday and Sunday or via email to [human.resources@gmha.org](mailto:human.resources@gmha.org). To ensure full consideration of your application, all supporting documents must be submitted with the application. For further information, call (671) 647-2409/2171 or visit the Guam Memorial Hospital Authority Human Resources Department at 850 Gov. Carlos Camacho Road Oka, Tamuning, Guam 96913. The Human Resources Department is located on the first floor within the Administration offices or visit the "gmha.org website" for other employment opportunities.

APPROVED:



LILLIAN Q. PEREZ-POSADAS, MN, RN  
Hospital Administrator/CEO