

## Republic of the Philippines Department of Environment and Natural Resources

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## **MEMORANDUM**

NOV 2 5 2021

FOR

The Regional Executive Directors

DENR Regions 4A, 4B, 7 and 11

**FROM** 

The Director

Human Resource Development Service

SUBJECT

COMPETENCY-BASED SYSTEM (CBS) ENHANCEMENTS OF

**DENR REGIONAL OFFICES** 

This has reference to the consultation meeting with representative position holders of Engineers III, II and I in the Provincial/Community Environment and Natural Resources (P/CENROs), and Park Operations Superintendent (POSu) in the Regional Offices held last 9 November 2021. The inputs and comments raised by the panelists during the presentation and critiquing on 20 October 2021 regarding the proposed competency profiles of the abovementioned positions were addressed.

The validated and critiqued proposed competency profiles were both presented to the position holders. The validated competency profiles were commented by the immediate supervisors of the position, while the latter by selected panelists such as Regional Executive Directors and Assistant Regional Directors. A poll was administered to validate the retention of the proposed competencies and selection of proficiency level. Deliberation of results and discussion of observations with the position holders also provided substantial inputs.

The functional competencies of the POSu position especially the titles and indicators need further review. But it was agreed to retain the existing and will convene with additional subject matter experts for its improvement.

In summary, the position holders conformed to the inputs of the Panelists. The final competency profiles of Engineers III, II and I in P/CENROs, and POSu are attached as Annexes A and B, respectively.

We appreciate the commitment shared in improving the Department's Competency-Based System.

For information and guidance.

RIC G. ENRIQUEZ, PH.D. SESO III

MEMO NO.2021-811

## FINAL COMPETENCY PROFILE FOR ENGINEERS III, II, AND I IN THE PROVINCIAL/COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICES

CODE	COMPETENCY TITLE
PCO14	Land Disposition and Management
PCO15	Forest, Water and Wildlife Resources Regulation
PCO16	Tenure and Rights Assessment
PCO17	Tenurial Instruments and Permits for Improved Resource Management
PCO18	Geographic Information System (GIS)
PCO19	Surveying
PCO20	Survey Verification
PCO21	Mapping
PCO22	Land Management Information System Administration
PCO23	Land Records Management

FUNCTIONAL           FUNCTIONAL           POSITION TITLE         SG         PCO         PCO												
POSITION	SG	PCO										
HILE		14	15	16	17	18	19	20	21	22	23	
		A	T	T	т		A	A	A	A	I	
ENGR II	16	I	В	В	В	I	I	-	I	I	В	
ENGR I	12	В	В	В	В	I	I	I	I	I	В	

POSITION	:	CORE						NIZAT	IONAL		LEADERSHIP				
TITLE	CC1	CC2	CC3	CC4	CC5	OC1				OC5	LC1	LC2	LC3	LC4	LC5
ENGR III	Α	Α	A	. A	Α	Α	Α	A	Α	Α	В	В	В	В	В
ENGR II	Ι	I	I	I	I	I	I	I	I	I					
ENGR I	I	I	I	I	I	I	I	I	I	I				4.4 4	

## FINAL COMPETENCY PROFILE FOR PARK OPERATIONS SUPERINTENDENT (POSu) IN THE REGIONAL OFFICES

CODE	COMPETENCY TITLE
Park Operations (PO)1	Protected Area Management
PO2	Management of Socio-Economics and Cultural Concerns
PO3	Conservation and Management of Wildlife Species and their Habitats
PO4	Ecotourism Development and Management
PO5	Natural Resources Assessment Biological and Physical
PO6	Protected Area / Critical Habitat Policy, Planning Management
PO7	Implementation of Protected Area Policies
PO8	Protected Area, Critical Habitat, Caves and Wildlife Law Enforcement

POSITION SG	90		FUNCTIONAL								LEADERSHIP				
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	LC1	LC2	LC3	LC4	LC5		
POSu V	24	S	S	S	S	S	S	S	S	Ι	Ι	· I	I	I	
POSu IV	22	S	S	S	S	S	S	S	S	I	Ι	Ι	I	I	
POSu III	20	S	S	S	S	S	S	S	S	I	I	I	I	I	
POSu II	18	S	S	S	S	S	S	S	S	I	I	I	I	I	

POSITION			CORE		ORGANIZATIONAL					
	CC1	CC2					OC2	OC3	OC4	OC5
POSu V	S	S	S	S	S	S	S	S	S	S
POSu IV	A	Α	Α	Α	A	Α	Α	Α	A	Α
POSu III	A	Α	Α	Α	Α	Α	Α	A	A	Α
POSu II	Α	Α	Α	A	Α	A	A	A	Α	Α