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MEMORANDUM

NOV 25 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., CESO III

**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

POSITION TITLE	SG	FUNCTIONAL									
		PCO 14	PCO 15	PCO 16	PCO 17	PCO 18	PCO 19	PCO 20	PCO 21	PCO 22	PCO 23
ENGR III	19	A	I	I	I	A	A	A	A	A	I
ENGR II	16	I	B	B	B	I	I	I	I	I	B
ENGR I	12	B	B	B	B	I	I	I	I	I	B

POSITION TITLE	CORE					ORGANIZATIONAL					LEADERSHIP				
	CC1	CC2	CC3	CC4	CC5	OC1	OC2	OC3	OC4	OC5	LC1	LC2	LC3	LC4	LC5
ENGR III	A	A	A	A	A	A	A	A	A	A	B	B	B	B	B
ENGR II	I	I	I	I	I	I	I	I	I	I					
ENGR I	I	I	I	I	I	I	I	I	I	I					

