



Republic of the Philippines
Department of Environment and Natural Resources
Visayas Avenue, Diliman, Quezon City
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NOV 25 2021

ADVISORY

TO : **The Regional Directors**
Mines and Geosciences Bureau (MGB)
Regions CAR, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, & 13

The Planning, Policy and International Affairs Division
The HRD Section/Unit
MGB Central Office

FROM : **The Director**
Human Resource Development Service

SUBJECT : **VALIDATION OF PROPOSED COMPETENCY PROFILES
FOR DIRECTOR II POSITION IN MGB**

With reference to the attached Memorandum, the validation scheduled on 24 November 2021 was deferred due to conflict of schedule with the presenters and some of the participants. It has been rescheduled on **6 December 2021, Monday**. Kindly refer below for the schedule of the activity and Zoom details.

TOPIC	Validation of proposed competency profile for Director II position in MGB
TIME	9:00 AM onwards
ZOOM Details	
Meeting ID	880 0819 1913
Passcode	cbsmgb

For information and guidance.

RIC G. ENRIQUEZ, PhD., CESO III

MEMO NO. 2021--313



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 Department of Environment and Natural Resources
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Sender: Adobo, Ernesto D.

Address: Office of the Undersecretary for Legal, Administration, Human Resources and Legislative Affairs
 DENR Compound, Visayas Ave., Diliman, Quezon City

Subject: MEMO DTD 10/22/2021 VALIDATION OF PROPOSED COMPETENCY PROFILES FOR DIRECTOR II POSITION IN MINES AND GEOSCIENCES BUREAU (MGB)

Addressee(s): Office of the Assistant Secretary for Finance, Information Systems and Mining Concerns (DENRCO-OASECFISMGC),
 Office of the Undersecretary for Attached Agencies (DENRCO-OUAA)

CC Addressee(s):

Date/Time Received: 10/22/2021 04:30:00 PM

ROUTING AND ACTION INFORMATION				
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	10/22/2021 04:44:48 PM	DENRCO - HRDS CDD		

CDD/HRDS 10/22 DR HRDS 10/22

May I discuss this matter with you for guidance/ further instruction, pls. Thank you

OUAA/HRM - 10/29/21

Office of the Assistant Secretary
 for Admin and HR

11/8/21

RESPECTFULLY RETURNED FOR COMPLETION,
 THANK YOU.

SULAPRUA 11/8/2021 CDD

JA 11/08 USEC 11/08
 EDA JR

SIR,
 THE HUMAN RESOURCE DEVELOPMENT SERVICE, CAREER DEVELOPMENT DIVISION WILL FACILITATE AN ONLINE VALIDATION OF THE PROPOSED COMPETENCY PROFILES FOR DIRECTOR II POSITION IN MGB ON NOVEMBER 18, 2021 9:00 AM VIA ZOOM.

ALL MGB REGIONAL DIRECTORS ARE INVITED TO THE SAID ACTIVITY.

FOR YOUR APPROVAL AND SIGNATURE, PLEASE.

THANK YOU.



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MEMORANDUM

FOR/TO : **The Undersecretary**
Attached Agencies, Mining and Muslim Affairs

The Assistant Secretary
Finance, Information Systems and Mining Concerns

The Bureau Director
Mines and Geosciences Bureau

ATTENTION : **All Regional Directors**
MGB Regions CAR, 1, 2, 3, 4A, 4B, 5, 6, 7, 8, 9, 10, 11, 12 & 13

FROM : **The Undersecretary**
Legal, Administration, Human Resources and Legislative Affairs

SUBJECT : **VALIDATION OF PROPOSED COMPETENCY PROFILES
FOR DIRECTOR II POSITION IN MINES AND
GEOSCIENCES BUREAU (MGB)**

In line to the Department's efforts to strengthen the implementation and expansion of its competency-based system, the relevance of developing competency profiles for Director II, which is a third level position in MGB, was found deemed necessary. Due to highly specialized and regulatory nature of MGB functions, mission critical functional competencies are needed to accomplish complex actions and processes. These competencies shall be the bases for assessment of internal talents, and developing interventions to acclimate both incoming "inorganic" and internal appointees to these offices.

Consultative (online) meetings with the objectives to: (1) identify functional competencies relevant and critical to the role of Director II position; and (2) develop competency profiles of the position for development planning, career pathing and succession planning, were conducted on 15 June 2021. Selected Director II incumbents from MGB (Regions 2, 3, 8 10 and 11), who were also finalists of the Environmental Awards for Governance and Leadership Excellence of the Department, accompanied by their respective planning and HR officers and those from the Central Office, were invited.

All invited position holders agreed to have functional competencies. A poll and deliberation of results were conducted to narrow down the list of pre-identified competencies. Further analysis includes filtering and clustering of the competencies by relevance, common theme, progressive/development and element. The proposed functional competencies with the title and description are as follows:

MINES AND GEOSCIENCES BUREAU	
TITLE	DESCRIPTION
Mining Tenements Management	The ability to recall the Philippine mining policies and use these with mining analytics to ensure acceptability of mining projects; objective evaluation of mining complaints/cases/conflicts; and monitor compliance of mining permits/contracts/leases and claims with the terms and conditions of the mining contracts/permits/agreements/patents.
Mine Safety, Environment and Social Development	The ability to establish best practices in mine safety and health management, social/community development and management, and mine environmental and rehabilitation management.
Mining Technology	The ability to describe the over-all aspect of small-scale mining (SSM) development, quarrying operations and management including provision of technical assistance to SSM stakeholders.

We encourage your inputs/comments on this matter, and hear it during the validation. In view of the foregoing, we would like to invite the **Regional Directors** for an online validation on 18 November 2021, Thursday, at 9:00 AM onwards via Zoom, which will be facilitated by the Human Resource Development Service, Career Development Division; the link will be coordinated to respective HR unit.

Your support and cooperation are hereby enjoined.


 ATTY. ERNESTO D. ADOBO, JR., CESO I