



Republic of the Philippines
Department of Environment and Natural Resources
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APR 29 2022

MEMORANDUM

FOR/TO : **The Assistant Secretary**
Finance, Information Systems and Mining Concerns

The Director
Mines and Geosciences Bureau

The OIC-Assistant Director
Mines and Geosciences Bureau

The Regional Directors
MGB Regions CAR, 1, 2, 3, 4A, 4B, 5, 6, 7, 8, 9, 10, 11, 12, 13

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

SUBJECT : **FUNCTIONAL COMPETENCIES FOR DIRECTOR II POSITION IN THE MINES AND GEOSCIENCES BUREAU (MGB)**

This has reference to the recently concluded presentation and finalization of the proposed functional competencies for Director II position in MGB held last 26 April 2022 via Zoom. The three (3) final competencies with the title and description are as follows:

Competency Title	Competency Description
Mining Tenements and Technology	The ability to have an in-depth understanding of the Philippine mining policies and the ability to articulate and use these with mining analytics/data to ensure acceptability of mining projects; to evaluate mining complaints/cases/conflicts; and to monitor compliance of mining permits/contracts/leases and claims with the terms and conditions of the mining contracts/permits/agreements/patents. The ability to describe and expound the mineral reserves inventory, metallurgical processes, and the over-all aspect of small-scale mining (SSM) development, quarrying operations and management including provision of technical assistance to SSM stakeholders.
Mine Safety, Environment and Social Development	The ability to implement and continually improve established best practices in mine safety and health management, social/community development and management, and mine environmental and rehabilitation management.

Competency Title	Competency Description
Geosciences Development	The ability to articulate geoscientific activities such as geohazard vulnerability and risk assessment, inventory and exploration of mineral resources, hydrogeological, geological engineering and geo-environmental studies, and to develop geoscience-related studies.

We appreciate the commitment shared in the improvement and expansion of the Department's Competency-Based System. Should you have substantial inputs to improve said competencies, please submit the same to the Career Development Division not later than 4 May 2022, Wednesday. If we do not receive any feedback from your end, this office will assume that you are already amenable with the proposed functional competencies for the Regional Directors.

The HRDS shall facilitate the necessary documents for Secretary's approval and adoption of these competencies.

For information and consideration.

M. M. M.
MIRIAM M. MARCELO