



**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
KAGAWARAN NG KAPALIGIRAN AT LIKAS YAMAN**



MEMORANDUM

18 APR 2024

FOR/TO : **The Undersecretaries**
Field Operations – Luzon, Visayas, and Supervising
Undersecretary for MGB - Luzon and Visayas and EMB – Luzon
and Visayas
Field Operations Mindanao and Supervising Undersecretary for
MGB – Mindanao and EMB - Mindanao

The Assistant Secretaries
Field Operations – Eastern Mindanao
Field Operations – Luzon and Visayas
Field Operations – Western Mindanao

**All Regional Executive Directors and
Assistant Regional Directors**

All Bureau Directors and Assistant Directors

FROM : **The Undersecretary**
Organizational Transformation and Human Resources

SUBJECT : **ENHANCEMENT AND EXPANSION OF THE DENR
COMPETENCY-BASED SYSTEM**

The Career Development Division (CDD) under the Strategy Management and Organizational Transformation Office will again embark on an effort to enhance and expand the DENR Competency-Based System this year to ensure continued relevance and alignment to the priority thrusts of the Department. The following activities will be conducted:

1. Competency profiling for Directors III and IV in the Regional Offices, which aims to identify relevant and critical competencies that can be used in the assessment, development planning, career pathing and succession management of these positions.
2. Development of behavioral indicators for the functional competencies adopted in 2022 for the Director II position in the Environmental Management Bureau and Mines and Geosciences Bureau.
3. Facilitate the review and updating of existing competencies and behavioral indicators for the 1st and 2nd level positions for all offices.

Aligned to these, the CDD will be conducting a series of online meetings, focus group discussions and workshops to accomplish the abovementioned activities. We request your usual support and the active participation of concerned staff (preferably from the Human Resource Development Section and Planning and Management Division) who will be involved in these activities. The continuous enhancement and expansion of the CBS aim to provide the workforce with relevant criteria for selection, responsive interventions to their development needs, and resilience to change dynamics towards respected organization fit for purpose.

For information and guidance.



AUGUSTO D. DELA PEÑA