



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



**MEMORANDUM**

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

**FROM :** The Director  
Strategy Management and Organizational Transformation Office

**SUBJECT :** CONSULTATION/VALIDATION MEETING ON THE PROPOSED  
BEHAVIORAL INDICATORS OF THE FUNCTIONAL  
COMPETENCIES OF DIRECTOR II POSITION IN MGB

**DATE :** JUL 22 2024

This has reference to item 2 of Memorandum from the Undersecretary for Organizational Transformation and Human Resources dated 18 April 2024 re: enhancement and expansion of the DENR Competency-Based System.

The Career Development Division under the Strategy Management and Organizational Transformation Office will conduct a consultation/validation of the above-mentioned subject as part of the competency profiling process. The proposed behavioral indicators were derived from the review and analysis of relevant references such as the FY 2024 National Expenditure Program, General Appropriations Act, MGB Citizen's Charter, DENR Administrative Orders, and the DENR Strategic Performance Management System Indicators. Further, during the consultation/validation of the proposed functional competencies for Directors III and IV positions in the Regional Offices, the incumbents suggested to identify a competency that will capture the support functions of the said positions. We would like to hear your insights on this as it may also be applicable for Director II.

To proceed in the profiling process, we would like to inquire your inputs and comments by accomplishing the survey form through this link - <https://rb.gy/52wyvc>. The results of the survey will be presented and discussed during the consultation/validation of the proposed behavioral indicators with all Director II incumbents/position holders of MGB on 25 July 2024, Thursday, 1:00 PM onwards via Zoom with the following details:

Topic	Consultation/validation meeting on the proposed behavioral indicators of the functional competencies of Director II position in MGB
Meeting ID	937 0631 5790
Passcode	hrppas2024

Also attached are the proposed behavioral indicators for your initial review.

Your support and cooperation are highly appreciated.

  
RUBEN B. CANDELARIO

MEMO NO. 2024 - 640

# 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.

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Evaluate technical reviewed mining exploration, projects and rights applications, mineral processing and agreements and mine safety requests, and decides final action (approval/denial/endorsement) on the issuance/renewal of contracts, permits, clearances and notice of withdrawal, to include anti-illegal mining enforcement activities such as apprehension, seizure and release or confiscation orders within limits of authority.

Examine work programs on financial or technical assistance and mineral agreements and recommend improvements for safe, economical and environmentally sound implementation.



# **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.

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Critique plans and programs on safety and health, environment, and social development and management (SHES) ensuring alignment to quality standards, and decides final action within limits of authority.

Support best practices and consider innovations on the implementation of specific and sound SHES programs and recommend courses of action for continuous improvement.

Enhance linkages and cooperation with stakeholders to ensure awareness on responsible mine environmental and rehabilitation management.



# 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.

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Examine technically reviewed geologic research, mineral resource and hydrogeologic assessment, geohazard mapping and field surveys, and decide final action on the issuance of certification and relevant geohazard reports.

Recommend strategies to involve and provide external stakeholders such as the local government units with information, education and communication on geohazard vulnerabilities to ensure the integration of geological risk reduction and resiliency in their respective land use and/or development plans.

