



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



MEMORANDUM

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

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

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

DATE : **AUG 27 2024**

This has reference to the recently concluded validation of the proposed behavioral indicators for Director II position in MGB held last 20 August 2024 via Zoom. These indicators (in bold) are specified in the attached competency tables.

We appreciate the commitment shared in the expansion of the Department's Competency-Based System. Should you have substantial inputs/comments to improve said behavioral indicators, please submit the same to the Career Development Division not later than **30 August 2024, Friday**. For reference, you may access the presentation which provides how the abovementioned behavioral indicators were developed through this link - <https://tinyurl.com/MGB-BIs-Dir-II>. If we do not receive any feedback from your end, this office will assume that you are already amenable with the proposed behavioral indicators for the Regional Directors.

For information and consideration.


RUBEN B. CANDELARIO

MEMO NO. 2024 - 771

Competency Title	Competency Description
Mining Tenements and Technology	<p>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.</p> <p>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.</p>
Behavioral Indicators	
<p><i>Initial proposal:</i></p> <p>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.</p>	<p><i>Improvement per validation:</i></p> <p>Evaluate technically reviewed mining exploration, projects and rights applications, mineral processing, competitive bid packages, and related tenurial instrument applications from other government agencies, and decides final action (approval/denial/endorsement) within limits of authority on the issuance/renewal of contracts, permits, clearances and notice of withdrawal, to include anti-illegal mining enforcement activities such as linkages with partner agencies and local government units apprehension, seizure, filing of cases, and issuance of release or confiscation orders.</p>
<p><i>Initial proposal:</i></p> <p>Examine work programs on financial or technical assistance and mineral agreements and recommend improvements for safe, economical and environmentally sound implementation.</p>	<p><i>Improvement per validation:</i></p> <p>Examine work programs on financial or technical assistance and mineral agreements, mineral processing permits, recommend improvements and decide final action for safe, economical, environmentally sound, and socially acceptable implementation.</p>

Competency Title	Competency Description
<p data-bbox="272 398 730 465">Mine Safety, Environment and Social Development</p>	<p data-bbox="837 315 1310 551">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.</p>
Behavioral Indicators	
<p data-bbox="248 689 448 723"><i>Initial proposal:</i></p> <p data-bbox="248 757 711 969">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.</p>	<p data-bbox="831 663 1177 696"><i>Improvement per validation:</i></p> <p data-bbox="820 730 1305 965">Review and critique plans and programs on safety and health, environment, and social development and management (SHES) ensuring alignment to quality, environment, safety and health standards, and established best practice models.</p>
<p data-bbox="248 1059 448 1093"><i>Initial proposal:</i></p> <p data-bbox="248 1126 730 1305">Support best practices and consider innovations on the implementation of specific and sound SHES programs and recommend courses of action for continuous improvement.</p>	<p data-bbox="831 1079 1177 1113"><i>Improvement per validation:</i></p> <p data-bbox="820 1146 1305 1314">Promote best practices and innovations on the implementation of specific and sound SHES programs, and establish structure and plan of action for continuous improvement.</p>
<p data-bbox="248 1422 448 1456"><i>Initial proposal:</i></p> <p data-bbox="248 1489 730 1635">Enhance linkages and cooperation with stakeholders to ensure awareness on responsible mine environmental and rehabilitation management.</p>	<p data-bbox="831 1395 1219 1462"><i>Improvement per validation (no change):</i></p> <p data-bbox="837 1496 1283 1664">Enhance linkages and cooperation with stakeholders to ensure awareness on responsible mine environmental and rehabilitation management.</p>

Competency Title	Competency Description
<p data-bbox="341 416 663 450">Geosciences Development</p>	<p data-bbox="820 315 1326 555">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.</p>
<p data-bbox="651 591 936 622">Behavioral Indicators</p>	
<p data-bbox="252 656 448 689"><i>Initial proposal:</i></p> <p data-bbox="252 725 730 981">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.</p>	<p data-bbox="831 665 1177 698"><i>Improvement per validation:</i></p> <p data-bbox="820 732 1321 1010">Examine technically reviewed geologic research, mineral resource and hydrogeologic assessment, geohazard mapping and field surveys, including the recommendations therein, and decide final action on the issuance of certification and relevant geohazard reports.</p>
<p data-bbox="252 1081 448 1115"><i>Initial proposal:</i></p> <p data-bbox="252 1151 707 1518">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.</p>	<p data-bbox="831 1095 1177 1128"><i>Improvement per validation:</i></p> <p data-bbox="820 1164 1313 1507">Recommend strategies to involve and provide stakeholders such as the local government units with information, education and communication on geohazard vulnerabilities to influence local legislations and ensure the integration of geological risk reduction and resiliency in their respective land use development plans and/or disaster management plans.</p>

Competency Title	Competency Description
<p style="text-align: center;">Resource Management</p>	<p>The ability to pool resources (materials, facilities, equipment, money, and human resources) its appropriate allocation, monitor their use, and make adjustments when necessary to ensure efficient, effective, and sustainable operations in the office.</p>
Behavioral Indicators	
<p><i>Initial proposal:</i></p> <p>Evaluates compliance and approves within limits of authority financial transactions and reports, procurement of goods, works and services, property management, and human resources management and development matters.</p>	<p><i>Improvement per validation (no change):</i></p> <p>Evaluates compliance and approves within limits of authority financial transactions and reports, procurement of goods, works and services, property management, and human resources management and development matters.</p>