



APR 07 2022

SPECIAL ORDER
No. 2022- 253

SUBJECT : CREATION OF THE SECTORAL ASSESSMENT TEAMS (SAT-Phase1) AND LEADERSHIP ASSESSMENT TEAMS (LAT-Phase2) OF THE ENVIRONMENTAL AWARDS FOR GOVERNANCE AND LEADERSHIP EXCELLENCE (EAGLE) FOR 2021

In line with Department Administrative Order (DAO) No. 2021-18 dated 21 June 2021 amending certain provisions of DAO No. 2019 -04 dated 08 March 2019 re: "Guidelines on the Implementation of Environmental Awards for Governance and Leadership (EAGLE)" and in order to carry out the implementation of the determination of efficiency and effectiveness in the delivery of services/product/outputs/results using PBB indicators for *Phase 1* and managerial/executive competence for *Phase 2* of the Regional Key Officers consisting of REDs, PENROs and CENROs of the EAGLE, the Sectoral Assessment Teams and Leadership Assessment Teams are hereby created as follows:

PHASE I: Determination of efficiency and effectiveness in the delivery of ENR services
(*accomplishments using PBB indicators*)

Sectoral Assessment Teams (SATs)

a. Biodiversity Sector

Team Leader:	Joseph Luke Crisostomo - PMED-PPSO
Members:	Fretziel Catugda - PMED-PPSO
	Maybele Umbrero- PMED-PPSO
	Juvy Ann Dacasin- PMED-PPSO
	Mahyuddin Jamil- PMED-PPSO
	Representatives from BMB

b. Forestry Sector:

Team Leader:	Maricel Tadlip - PMED-PPSO
Members:	Arriane Jimena - PMED-PPSO
	Geoffrey Pontillas - PMED-PPSO
	Jake Corpuz - PMED-PPSO
	Shiela Myth Amolato - PMED-PPSO
	Representatives from FMB - PMED-PPSO

c. Lands Sector:

Team Leader:	Febes Melaya - PMED-PPSO
Members:	Kenneth Bornias - PMED-PPSO
	Margarita Ana Marquez - PMED-PPSO
	Juan Miguel Villanueva - PMED-PPSO
	Aissa Marie Rios - PMED-PPSO
	Representatives from LMB

d. Other PBB Dimensions and Agency Accountabilities

PMED PBB Core Group	
Geoffrey Pontillas	Maybele Umbrero
Juvy Ann Dacasin	Shiela Myth Amolato

Roles and Responsibilities:

1. Assess the performance of Regional Key Officials using the Performance Results Dimension;
2. Rate and rank the key officials who shall qualify for Phase 2 of the EAGLE;
3. Prepare documentation report of the activity for the entire duration using the prescribed format; and
4. Present/submit to the Technical Working Group (TWG) the result of the rating and ranking.

PHASE II: Determination of executive/managerial competence
(integrity, service orientation, network building, strategic focus, & managerial acumen)

Leadership Assessment Teams (LATs)

Team Leader : OIC, Dir. Miriam M. Marcelo- HRDS
 Co-Team Leader : OIC, Dir. Glenn Marcelo C. Noble - PPSO
 Co-Team Leader : Dir. Norlito A. Eneran – LAS

A. Peer-to-Peer Survey

Members:	Corita M. Bartolo – PD-HRDS
	Charie May C. Taripe - PD-HRDS
	Leo Angelo B. Prieto - PD-HRDS
	Miguel Angelo B. Dirain – PD-HRDS

Roles and Responsibilities:

1. Administer questionnaires thru online survey form to gather information in the assessment of the candidates' leadership attributes;
2. Conduct validation/verification on the results of the survey;
3. Consolidate the ratings of the candidates under the peer-to-peer category;
4. Prepare documentation report of the activity;
5. Present/submit to the Technical Working Group the results of the rating/ranking.

B. Subordinate Survey

Team 1: For the Regional Executive Directors

Sub-Team Leader:	Angelito V. Fontanilla Director, Financial and Management Service (FMS)
Co-Team Leader:	Ma. Sabrina R. Cruz Assistant Director, Foreign-Assisted and Special Projects (FASPS)
Members:	Atty. Illac G. Bohol OIC Chief, Legal Crisis Prevention and Management Division Legal Affairs Service (LCPMD-LAS)
	Corita M. Bartolo Personnel Division-Human Resource Development Service

	Maybell N. Mangubos Chief, Budget Division Financial and Management Service (FMS)
	Mahyuddin Jamil Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Arriane R. Jimena Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Frietzel Catugda Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Liren C. De Guzman Career Development Division-Human Resource Development Service (CDD-HRDS)
	CENRO Isagani V. Manalili Office of the Assistant Secretary for Field Operations-Luzon

Team 2: For the Regional Directors for Environment

Sub-Team Leader:	Glenn Marcelo C. Noble OIC-Director, Policy and Planning Service (PPS)
Co-Team Leader:	Melinda C. Capistrano Chief, Planning and Programming Division Policy and Planning Service (PPD-PPS)
Members:	Atty. Jessie M. Bañas Legal Research and Opinion Division Legal Affairs Service (LROD-LAS)
	Febes Melaya Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Juvy Ann Dacasin Program Monitoring and Evaluation Division-Policy and Planning Service (PMED-PPS)
	Carlo Alfonso A. Sarte Career Development Division Human Resource Development Service (CDD-HRDS)
	Cristina F. Zabala Budget Division- Financial and Management Service (FMS)
	Romulo B. Zipagan Environmental Management Bureau (EMB)

Team 3: For the Regional Directors for Mines and Geosciences

Sub-Team Leader:	Nelson V. Gorospe Executive Director, River Basin Control Office (RBCO)
Co-Team Leader:	Jacob F. Meimban, Executive Director Manila Bay Coordinating Office (MBCO)
Members:	Atty. Rosette Ferrer Internal Affairs Division, Legal Affairs Service (IAD-LAS)
	Leo Angelo Prieto Personnel Division, Human Resource Development Service
	Ralph P. Vasquez Mines and Geosciences Bureau (MGB)
	Elaine M. San Miguel Mines and Geosciences Bureau (MGB)

	Jemimah Bela B. Torrefiel Mines and Geosciences Bureau (MGB)
	Geoffrey A. Pontillas Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Jake Corpuz, Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Cedric Froi A. Santos Career Development Division Human Resource Development Service (CDD HRDS)
	Elvira Samillano Budget Division Financial and Management Service (FMS)

Team 4: For the Supervising PENR Officers

Sub-Team Leader:	Dir. Norlito A. Eneran, LLM, CESO III Director, Legal Affairs Service (LAS)
Co-Team Leader:	Atty. Anthony Raymond M. Velicaria Chief, Internal Affairs Division-Legal Affairs Service
Members:	Wilson E. Henson Chief, Training and Development Division Human Resource Development Service (TDD-HRDS)
	Atty. Aventino S. Gopico III OIC Chief, Claims and Conflicts Division Legal Affairs Service (CCD-LAS)
	Wilhelmina C. Diez Office of the Director- Foreign-Assisted and Special Projects (FASPS)
	Miguel Angelo Dirain Personnel Division Human Resource Development Service (PD-HRDS)
	Joseph Luke Crisostomo Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Margarita Ana Marquez Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Brian Ferd D. Cruz Career Development Division Human Resource Development Service

Team 5: For the Implementing PENR Officers

Sub-Team Leader:	Maria Elena A. Morillos Manila Director, Knowledge and Information Systems Service (KISS)
Co-Team Leader:	Elizar S. Cantuba Chief, Network Infrastructure Management Division Knowledge and Information Systems Service (NIMD-KISS)
Members:	Atty. Karren Cecil P. Lofranco, Chief, Litigation and Prosecution Division Legal Affairs Service (LPD-LAS)
	Evelyn Nillosan Chief, Management Division Financial and Management Service (FMS)
	Charie May Taripe Personnel Division Human Resource Development Service (PD-HRDS)

	Maybele A. Umbrero Program Monitoring and Evaluation Division-Policy and Planning Service (PMED-PPS)
	Aissa Marie Rios Program Monitoring and Evaluation Division- Policy and Planning Service (PMED-PPS)
	Andrea Palma Project Monitoring and Evaluation Division Foreign-Assisted and Special Projects (PMED-FASPS)
	Maureen N. Reyes Office of the Assistant Secretary for Field Operations-Mindanao

Team 6: For the CENR Officers

Sub-Team Leader:	Elenida DR. Basug, Director, Climate Change Service (CCS)
Co-Team Leader:	Susan Ruth A. Nisperos-Nool OIC Chief, Climate Change Mainstreaming and Integration Division Climate Change Service (CCS)
Members:	Llarina S. Mojica Chief, Policy Studies Division Policy and Planning Service (PSD-PPS)
	Kenneth A. Bornias Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Juan Miguel Villanueva Program Monitoring and Evaluation Division Policy and Planning Service (PMED-PPS)
	Bernardita S. Tubang Training and Development Division Human Resource Development Service (TDD-HRDS)
	Claro M. Aquino Career Development Division Human Resource Development Service (CDD-HRDS)
	Jekk Mickale Paderes, Project Preparation Division Foreign Assisted and Special Projects Service (PPD-FASPS)
	Lilia Saroca, Budget Division Financial and Management Service (FMS)
	Estela De Guzman Office of the Assistant Secretary for Field Operations-Mindanao

Roles and Responsibilities:

1. Administer questionnaires through online survey form to gather personnel perception on-field officers' performance in terms of integrity, service orientation, network building, strategic focus, and managerial acumen;
2. Conduct online and/or field verification of the result of the subordinate interview and survey;
3. Rate, rank, and consolidate the ratings of the candidates under the leadership category
4. Prepare documentation report of the activity using the prescribed format; and
5. Present/submit to the Technical Working Group the results of the rating and ranking.

C. Superior Survey

List of Panelists per Category

Panel	Members
For the REDs	1. Assigned Undersecretary 2. Assigned Assistant Secretary 3. Third Party Panelist
For the RDs of EMB	1. Assigned Undersecretary 2. Assigned Assistant Secretary 3. Third Party Panelist
For the RDs of MGB	1. Assigned Undersecretary 2. Assigned Assistant Secretary 3. Third Party Panelist
For the Implementing PENR Officers	1. Assigned Undersecretary 2. Assigned Assistant Secretary 3. Third Party Panelist
For the Supervising PENR Officers	1. Assigned Undersecretary 2. Assigned Assistant Secretary 3. Third Party Panelist
For the CENR Officers	1. Assigned Undersecretary 2. Assigned Assistant Secretary 3. Third Party Panelist

Roles and Responsibilities:

1. Conduct interviews to determine whether the candidates' exhibited the behavioral attributes under the leadership, executive and managerial dimensions;
2. Rate the candidates using the provided score sheets; and
3. Sign score sheets and submit to Phase II EAGLE Secretariat after the panel interview.

The Leadership Assessment Teams-Phase 2 shall be assisted by a Secretariat to provide technical and administrative support:

Head : Dexter M. Tindoc
Members : Michelle D. Gumangan
Maria Cristinellie C. Garcia
Inghrid S. Busa
Eloisa Clarice M. Borja
Joseph N. Valdez

All expenses that will be incurred in carrying out the functions of the Sectoral Assessment Teams and Leadership Assessment Teams and other related expenses for the EAGLE shall be charged against DENR funds, subject to the usual accounting rules and regulations.

This Order takes effect immediately and shall remain in force and effect until the completion of the EAGLE for 2021.

ATTY. ERNESTO D. ADOBO, JR., CESO I
Undersecretary for Legal, Administration,
Human Resources and Legislative Affairs

