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Republic of the Philippines
DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES
Request for Publication of Vacant Positions

To: **CIVIL SERVICE COMMISSION (CSC)**
Agusan del Norte Field Office
DepEd Butuan City Division Compound, Rosal St., Butuan City

This is to request the publication of the following vacant positions of Department of Environment and Natural Resources - Caraga in the CSC website:

ATTY. FELIX S. ALICER

(Head of Agency)

Date: April 26, 2018

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
1	**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICER**	**OSEC-DENRB-CENRO-21-1998**	24	879,588	Master's Degree OR Certificate in Leadership and Management from the CSC	120 hours of supervisory/ management learning and development intervention undertaken within the last 5 years	5 years of supervisory/ management experience	Career Service (Professional) Second Level Eligibility	*** (RO1) Concept and Application of Integrated Ecosystems Management (IEM) - Superior:** Formulates and recommends policies, guidelines, procedures and criteria on integrated ecosystem management.	**CENRO Bunawan, Agusan del Sur**
									* (RO2) Identification of interventions and integrating strategies across sectors (forestry, coastal, agriculture, urban, air space) thru consensus - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for identifying interventions and integrating strategies across.	
									* (RO3) Characterization of Ecosystem and Use of Planning Tools and Procedures - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for characterization of ecosystem and use of planning tools and procedures.	
									* (RO4) Resource Management and Restoration/ Rehabilitation of Degraded Ecosystems - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the identification of appropriate resource management and restoration strategies of various ecosystems.	
									* (RO5) Zoning for Strategic Management - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the allocation and delineation of land and marine resources based on their peculiar characteristics.	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
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									* (RO6) Preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the the preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans.	
									* (RO7) Environment and Natural Resource Accounting (ENRA) - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for Environment and Natural Resource Accounting activities.	
									* (RO8) Strategies And Schemes For Financing Environmental Projects - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the planning, initiating and operationalizing strategies and schemes for financing environmental projects.	
									* (RO9) Results-Based Monitoring and Evaluation System (RBME) for Different ENRM Sites - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the implementation of RBME activities for different ENRM sites.	
									* (RO10) Environmental Governance - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for environmental governance activities.	
									* (RO11) Climate Change and Environmental Management - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the application of mitigative and adaptive solutions to climate change.	
									* (RO12) IEC, Social Marketing and Extension Support - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the conduct of social marketing and extension support activities to improve ENRM.	
									* (RO13) ENR Monitoring & Evaluation/Environmental Audit - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the conduct of ENR monitoring and evaluation/ environmental audit activities.	
									* (RO14) Impact Assessment Across Ecosystems - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the conduct of impact assessment across ecosystems in evaluating land and resource uses and EIA/IEE applications.	
									* (RO15) - Social Negotiation - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the conduct of social negotiation activities.	
									* (RO16) - Surveying and Mapping - Superior: Plans and monitors the Division's projects and assists in the formulation of policies on ENR-related surveying and mapping activities.	
									* (RO17) - Geographic Information System (GIS) Skills - Superior: Prepares plans and programs and formulates policy recommendations for GIS resource mapping.Prepares plans and programs and formulates policy recommendations for GIS resource mapping.	

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									* (RO18) - Land Management - Superior: Formulates plans, programs and policies on land management activities.	
									* (RO19) - Land Records Management - Superior: Formulates plans, programs and policies on land records management.	
									* (RO20) Tenure and Rights Assessment - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the evaluation of effectiveness of tenure holders based on organizational, stewardship, protection and management capabilities.	
									* (RO21) Tenurial Instruments and Permits for Improved Resource Management - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the issuance of tenurial instruments and permits for improved resource management.	
									* (RO22) ENR Law Enforcement - Superior: Formulates and recommends strategies, policies, guidelines, procedures and criteria for the implementation of ENR law enforcement activities.	
									* (TC1) Project Management - Superior: Formulates plans, programs and policies on improvement of project management activities.	
									* (FC1) Basic Computer Skills - Intermediate: Applies computer skills in work using MS Office applications.	
									* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	
									* (CO1) Exemplifying integrity - Superior: Actively advocates the policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Superior: Builds and shapes DENR service culture and strategy and provides leadership in service delivery through highest degree of responsibility, intelligence and skills.	
									* (CO3) Solving Problems and Making Decisions - Superior: Provides timely solutions to problems even without available data and comes up with appropriate and sound alternatives to resolve a decision dilemma.	
									* (CO4) Demonstrating Personal Effectiveness - Superior: Defines personal goals and challenges and proactively defines an approach and sets goals and plans to overcome such challenges or achieve the goals.	
									* (CO5) Championing and Applying Innovation - Superior: Promotes a culture and discipline of challenging the status quo and seeking for and applying improvements.	
									* (CO6) Writing Effectively - Superior: Designs and/or sets standards for a written material used within the bureaucracy while demonstrating independence producing written work;	
									* (CO7) Speaking Effectively - Superior: Facilitates and influences target audience such as the Heads of the Agency and External Partners/Clients Focus of communication is to relay information, to build motivation and call for action;	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* **(LC1) Developing People - Superior:** Champions and leads the organization towards a learning culture committed to continuous improvement and talent development;	
									* **(LC2) Managing Performance - Superior:** Champions and leads the organization towards a performance-based culture committed to ensure that public service performance standard is achieved;	
									* **(LC3) Building Commitment - Superior:** Fosters and cultivates commitment between and/or among groups, departments and clients in spite or despite of the differences and/or complexities of the relationship:	
									* **(LC4) Partnering and Networking - Superior:** Builds and then leverages on international partnerships and networks to deliver or enhance work outcomes;	
									* **(LC5) Thinking Strategically - Superior:** Aligns, defines, directs and promotes DENR's strategic role in the entire country pursuant to the Philippine Medium Term Development Plan;	
									* **(LC6) Leading Change - Superior:** Plan, defines, develops and exhibits buy-in and full support for the change management plan to succeed organization-wide to improve organizational effectiveness;	
									* **(LC7) Coaching Results - Superior:** Champions coaching for integrity and excellence at DENR by being the true role model of the DENR Leadership.	
2	**CHIEF ADMINISTRATIVE OFFICER**	**OSEC-DENRB-CADOF-90-2014**	24	879,588	Master's Degree OR Certificate in Leadership and Management from the CSC	40 hours of supervisory/ management learning and development intervention undertaken within the last 5 years	4 years of supervisory/ management experience	Career Service (Professional) Second Level Eligibility	* **(HR1) Recruitment, Selection and Placement -Superior:** Plans programs and recommends policies on recruitment, selection and placement.	**PENRO Dinagat Islands**
									* **(HR2) Compensation, Benefits and Welfare Administration - Superior:** Plans and programs and formulates or enhance policies on Compensation, Benefits and Welfare administration.	
									* **(HR3) Processing of Personnel Actions -Superior:** Plans and programs and formulates or enhance policies on on the application of laws, rules and regulations in the preparation of various personnel actions.	
									* **(HR4) Grievance Handling - Superior:** Prepares plans and programs and formulates or enhances policies on Grievance Handling.	
									* **(HR5) Employee Counseling and Coaching - Superior:** Prepares plans and programs and formulates or enhances policies on employee counseling and coaching.	
									* **(HR6) Training Needs Assessment (TNA) - Superior:** Plans, organizes and reviews conduct of TNA activities.	
									* **(HR9) Training Facilitation - Superior:** Plans, organizes and reviews training facilitation activities.	
									* **(HR10) Monitoring and Evaluation (M&E) - Superior:** Plans, organizes and reviews training M&E activities.	

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									* (HR12) Scholarship Administration - Superior: Plans, organizes and reviews scholarship administration activities.	
									* (HR13) HR Planning - Superior: Prepares plans and programs and formulates or enhances policies on HR planning.	
									* (HR14) Career Development - Superior: Prepares plans and programs and formulates or enhances policies on career development.	
									* (AS1) Procurement Management - Superior: Prepares plans and programs and formulates or enhances policies on procurement management.	
									* (AS2) Property Management (Property Inventory and Disposal Management) - Superior: Prepares plans and programs and formulates or enhances policies on property inventory and disposal management .	
									* (AS3) Records Management - Superior: Prepares plans and programs and formulates or enhances polcies on records management.	
									* (AS4) Computerized Records Management - Superior: Prepares plans and programs and formulates or enhances policies on computerized records management.	
									* (AS7) Building Maintenance - Superior: Prepares plans and programs and formulates or enhances policies on building maintenance.	
									* (AS8) Emergency Preparedness and Disaster Management - Superior: Prepares plans and programs and formulates or enhances policies on emergency preparedness and disaster management.	
									* (AS9) Telecommunications - Superior: Prepares plans and programs and formulates or enhances policies on telecommunications.	
									* (AS10) Transport Repairs and Maintenance Services - Basic: Assess the transport repairs and maintenance services activities.	
									* (FM2) Budget Preparation - Superior: Manages the preparation/ consolidation of the budget of all the (PENR/CENR) offices/divisions in DENR (the province) in accordance with existing DBM and agency rules and regulations.	
									* (FM3) Budget Administration and Control - Superior: Prepares plans and programs and formulates policy recommendations for budget administration and control activities of DENR's operations.	
									* (FC1) Basic Computer Skills - Intermediate: Applies computer skills in work using MS Office applications.	
									* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	
									* (CO1) Exemplifying integrity - Superior: Actively advocates the policies, rules and other standards set by the agency.	

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									* **(CO2) Delivering Service Excellence - Superior:** Builds and shapes DENR service culture and strategy and provides leadership in service delivery through highest degree of responsibility, intelligence and skills.	
									* **(CO3) Solving Problems and Making Decisions - Superior:** Provides timely solutions to problems even without available data and comes up with appropriate and sound alternatives to resolve a decision dilemma.	
									* **(CO4) Demonstrating Personal Effectiveness - Superior:** Defines personal goals and challenges and proactively defines an approach and sets goals and plans to overcome such challenges or achieve the goals.	
									* **(CO5) Championing and Applying Innovation - Superior:** Promotes a culture and discipline of challenging the status quo and seeking for and applying improvements.	
									* **(CO6) Writing Effectively - Superior**: Designs and/or sets standards for a written material used within the bureaucracy while demonstrating independence producing written work.	
									* **(CO7) Speaking Effectively - Superior:** Facilitates and influences target audience such as the Heads of the Agency and External Partners/Clients Focus of communication is to relay information, to build motivation and call for action.	
									* **(LC1) Developing People - Superior:** Champions and leads the organization towards a learning culture committed to continuous improvement and talent development.	
									* **(LC2) Managing Performance - Superior:** Champions and leads the organization towards a performance-based culture committed to ensure that public service performance standard is achieved.	
									* **(LC3) Building Commitment - Superior:** Fosters and cultivates commitment between and/or among groups, departments and clients in spite or despite of the differences and/or complexities of the relationship.	
									* **(LC4) Partnering and Networking - Superior:** Builds and then leverages on international partnerships and networks to deliver or enhance work outcomes.	
									* **(LC5) Thinking Strategically - Superior:** Aligns, defines, directs and promotes DENR's strategic role in the entire country pursuant to the Philippine Medium Term Development Plan.	
									* **(LC6) Leading Change - Superior:** Plan, defines, develops and exhibits buy-in and full support for the change management plan to succeed organization-wide to improve organizational effectiveness.	
									* **(LC7) Coaching Results - Superior:** Champions coaching for integrity and excellence at DENR by being the true role model of the DENR Leadership.	
3	**DEVELOPMENT MANAGEMENT OFFICER V**	**OSEC-DENRB-DMO5-122-2014**	24	879,588	Master's Degree OR Certificate in Leadership and Management from the CSC	40 hours of supervisory/ management learning and development intervention	4 years of supervisory/ management experience	Career Service (Professional) Second Level Eligibility	N.B.: DMO V have the same required competencies with CENRO as listed above.	**Regional Office - Conservation and Development Division**

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4		OSEC-DENRB-DMO5-123-2014				undertaken within the last 5 years				**PENRO Agusan del Sur - Technical Services Division**
5		OSEC-DENRB-DMO5-127-2014								**Regional Office - Enforcement Division**
6		OSEC-DENRB-DMO5-128-2014								**PENRO Agusan del Norte - Technical Services Division**
7	**SUPERVISING ECOSYSTEMS MANAGEMENT SPECIALIST**	OSEC-DENRB-SVEMS-189-2014	22	704,604	Bachelor's degree relevant to the job	16 hours of relevant training	3 years of relevant experience	Career Service (Professional) Second Level Eligibility	* **(RO1) Concept and Application of Integrated Ecosystems Management (IEM) - Advanced:** Supervises the application of IEM and other related approaches to natural resources management (NRM) in basin, watersheds, sub-watershed, protected areas, ancestral domains, mineral reservations, islands, others.	**PENRO Agusan del Sur - Technical Services Division**
8		OSEC-DENRB-SVEMS-192-2014							* **(RO2) Identification of interventions and integrating strategies across sectors (forestry, coastal, agriculture, urban, air space) thru consensus - Advanced:** Supervises the identification of interventions and integrating strategies across sectors.	**PENRO Surigao del Norte - Technical Services Division**
									* **(RO3) Characterization of Ecosystem and Use of Planning Tools and Procedures - Advanced:** Supervises the characterization of ecosystem and use of planning tools and procedures.	
									* **(RO4) Resource Management and Restoration/ Rehabilitation of Degraded Ecosystems - Advanced:** Supervises the identification of appropriate resource management and restoration strategies of various ecosystems.	
									* **(RO5) Zoning for Strategic Management - Advanced:** Supervises allocation and delineation of land and marine resources based on their peculiar characteristics for optimum use and minimized risk.	
									* **(RO6) Preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans - Advanced:** Supervises the preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans.	
									* **(RO7) Environment and Natural Resource Accounting (ENRA) - Advanced:** Supervises the implementation of Environment and Natural Resource Accounting activities.	
									* **(RO8) Strategies And Schemes For Financing Environmental Projects - Advanced:** Supervises the planning, initiating and operationalizing strategies and schemes for financing environmental projects.	

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									* **(RO9) Results-Based Monitoring and Evaluation System (RBME) for Different ENRM Sites - Advanced:** Supervises the implementation of RBME activities for different ENRM sites.	
									* **(RO10) Environmental Governance - Advanced:** Supervises environmental governance activities that include transparency, accountability, participatoriness and functionality.	
									* **(RO11) Climate Change and Environmental Management - Advanced:** Supervises the application of mitigative and adaptive solutions to climate change.	
									* **(RO12) IEC, Social Marketing and Extension Support - Advanced:** Supervises social marketing and extension support activities to improve ENRM.	
									* **(RO13) ENR Monitoring & Evaluation/Environmental Audit - Advanced:** Supervises the conduct of ENR monitoring and evaluation/ environmental audit activities.	
									* **(RO14) Impact Assessment Across Ecosystems - Advanced:** Supervises the conduct of impact assessment across ecosystems in evaluating land and resource uses and EIA/IEE applications.	
									* **(RO15) - Social Negotiation - Advanced:** Supervises conduct of social negotiation activities.	
									* **(RO16) - Surveying and Mapping - Basic:** Assists in surveying and mapping activities.	
									* **(RO17) - - Intermediate:** Implements GIS application and development for resource mapping.	
									* **(RO18) - Land Management - Basic:** Assists in land management activities.	
									* **(RO20) Tenure and Rights Assessment - Advanced:** Implements ENR law enforcement activities.Evaluates effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									* **(RO21) Tenurial Instruments and Permits for Improved Resource Management - Intermediate:** Issues tenurial instruments and permits for improved resource management.	
									* **(RO22) ENR Law Enforcement - Advanced:** Supervises the implementation of ENR law enforcement activities.	
									* **(TC1) Project Management - Advanced:** Supervises project management activities.	
									* **(FC1) Basic Computer Skills - Advanced:** Guides and coaches others on the operation of computers.	
									* **(FC2) Database Management - Advanced:** Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* **(CO1) Exemplifying integrity - Advanced:** Influences others to observe and/or adhere to the policies, rules and other standards set by the agency.	
									* **(CO2) Delivering Service Excellence - Advanced:** Anticipates, identifies and manages stakeholders' standards and requirements towards excellent customer service through improving sense of responsibility, intelligence and skills.	

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									* **(CO3) Solving Problems and Making Decisions - Advanced:** Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and assumptions are partial or minimal and need to be identified.	
									* **(CO4) Demonstrating Personal Effectiveness - Advanced:** Recognizes personal strengths and gaps and seeks guidance or resources in laying out development and/or improvement plans.	
									* **(CO5) Championing and Applying Innovation - Advanced:** Produces novel, out-of-the-box ideas to improve or replace existing practices and procedures.	
									* **(CO6) Writing Effectively - Advanced:** Produces written work from scratch with some guidance while complying to agreed or prescribed standards of communicating the bureaucracy.	
									* **(CO7) Speaking Effectively - Advanced:** Effectively delivers messages that require careful planning for the method used and the possible impact of the message (audience may be a large group, i.e., office, organization). Focus of communication is to relay information and to build motivation.	
									* **(LC1) Developing People - Advanced:** Intervenes in the development of individuals or groups by designing specialized or specific solutions to competency gaps such as ssessment methods or succession planning.	
									* **(LC2) Managing Performance - Advanced:** Monitors the strategic imperatives of the organization and orchestrates teams, work and organizational culture around this to nsure that performance standard is achieved.	
									* **(LC3) Building Commitment - Advanced:** Focuses on creating a culture where team work and interdependence is nurtured by facilitating collaborations across organizations.	
									* **(LC4) Partnering and Networking - Advanced:** Strengthens local partnership and networks to deliver or enhance work outcomes.	
									* **(LC5) Thinking Strategically - Advanced:** Plans and crafts Office targets and strategies where DENR directions are provided for top-down guidance to support DENR's strategic role in the country.	
									* **(LC6) Leading Change - Advanced:** Develops a change management plan in which one or more offices, systems and/or processes are affected either by a change intervention conducted internally or by external learning service provider.	
									* **(LC7) Coaching Results - Advanced:** Practices emphatic listening and treats coaches as coequal in helping him/her think independently to generate new thoughts and positive ideas to improve performance.	
9	**ATTORNEY III**	**OSEC-DENRB-ATY3-1-2000**	21	630,648	Bachelor of Laws	4 hours relevant training	1 year relevant experience	RA 1080 (BAR)	N.B.: ATTORNEY III have the same required Technical and Core competencies as listed under Attorney II plus the Leadership competencies (LC1 to LC7 listed under Supervising EMS (SG-22).	**Regional Office - Legal Division**

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10		OSEC-DENRB-ATY3-17-2014								Regional Office - Legal Division
11		OSEC-DENRB-ATY3-48-1998								Regional Office - Legal Division
12	ATTORNEY II	OSEC-DENRB-ATY2-19-2014	18	457,020	Bachelor of Laws	None Required	None Required	RA 1080 (BAR)	* (LS1) Skills in Legal Research / Opinion - Advanced: Supervises/leads the delivery of legal research activities.	Regional Office - Legal Division
13		OSEC-DENRB-ATY2-20-2014							* (LS2) Disposition / Management of Cases - Advanced: Supervises/leads the disposition/ management of cases.	Regional Office - Legal Division
14		OSEC-DENRB-ATY2-21-2014							* (LS3) Legal Counseling and Arbitration - Advanced: Supervises/leads the legal counseling and arbitration cases.	Regional Office - Legal Division
									* (LS4) Investigation and Disposition of Administrative Complaints - Advanced: Supervises/leads the conduct of investigation and disposition of administrative complaints.	
									* (FC1) Basic Computer Skills - Intermediate: Applies computer skills in work using MS Office applications.	
									* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	
									* (CO1) Exemplifying integrity - Advanced: Influences others to observe and/or adhere to the policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Advanced: Anticipates, identifies and manages stakeholders' standards and requirements towards excellent customer service through improving sense of responsibility, intelligence and skills.	
									* (CO3) Solving Problems and Making Decisions - Advanced: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and assumptions are partial or minimal and need to be identified.	
									* (CO4) Demonstrating Personal Effectiveness - Advanced: Recognizes personal strengths and gaps and seeks guidance or resources in laying out development and/or improvement plans	
									* (CO5) Championing and Applying Innovation - Advanced: Produces novel, out-of-the-box ideas to improve or replace existing practices and procedures.	

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									* **(CO6) Writing Effectively - Advanced:** Produces written work from scratch with some guidance while complying to agreed or prescribed standards of communicating within the bureaucracy.	
									* **(CO7) Speaking Effectively - Advanced:** Effectively delivers messages that require careful planning for the method used and the possible impact of the message (audience may be a large group, i.e., office, organization) Focus of communication is to relay information and to build motivation.	
15	**INFORMATION SYSTEMS ANALYST II**	**OSEC-DENRB-INFOSA2-93-2014**	16	381,180	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional)	* **(IS1) Software Development - Intermediate:** Develops medium-scale software programs.	**Regional Office - Planning and Management Division**
									* **(IS2) Network Infrastructure Management - Intermediate:** Undertakes more complex network infrastructure troubleshooting and maintenance.	
									* **(IS3) Systems Analysis and Design - Intermediate:** Conducts activities covering system planning, analysis, design, implementation and maintenance.	
									* **(IS4) Web Development - Intermediate:** Conducts activities in web development, design, installation and maintenance.	
									* **(IS5) Systems Management - Intermediate:** Conducts activities in installing, maintaining, and modifying operating systems, database management systems, utilities, and related software.	
									* **(FC1) Basic Computer Skills - Superior:** Applies advanced computer skills needed in the work area.	
									* **(FC2) Database Management - Superior:** Validates and supervises the creation of enterprise databases, metadatabases and data catalogues.	
									* **(CO1) Exemplifying integrity - Intermediate:** Demonstrates compliance to policies, rules and other standards set by the agency.	
									* **(CO2) Delivering Service Excellence - Intermediate:** Delivers and adds value to customers' standards and requirements.	
									* **(CO3) Solving Problems and Making Decisions - Intermediate:** Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* **(CO4) Demonstrating Personal Effectiveness - Intermediate:** Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direction in addressing them.	
									* **(CO5) Championing and Applying Innovation - Intermediate:** Contributes new ideas, approaches, and solutions.	
									* **(CO6) Writing Effectively - Intermediate:** Edits existing or customizes available communication materials to produce an appropriate written work.	

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									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions). Focus of communication is to relay information and to build motivation.	
16	DEVELOPMENT MANAGEMENT OFFICER II	OSEC-DENRB-DMO2-267-2014	15	348,120	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	* (RO1) Concept and Application of Integrated Ecosystems Management (IEM) - Intermediate: Applies IEM and other related approaches to Natural Resources Management (NRM).	PENRO Surigao del Norte
									* (RO2) Identification of interventions and integrating strategies across sectors (forestry, coastal, agriculture, urban, air space) thru consensus - Intermediate: Identifies interventions and integrating strategies across sectors thru consensus.	
									* (RO3) Characterization of Ecosystem and Use of Planning Tools and Procedures - Intermediate: Undertakes characterization of ecosystem and use of planning tools and procedures.	
									* (RO4) Resource Management and Restoration/ Rehabilitation of Degraded Ecosystems - Intermediate: Undertakes identification of appropriate resource management and restoration strategies of various ecosystems.	
									* (RO5) Zoning for Strategic Management - Intermediate: Undertakes allocation and delineation of land and marine resources based on their peculiar characteristics for optimum use and minimized risk.	
									* (RO6) Preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans - Intermediate: Facilitates/ provides technical assistance in the formulation and implementation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans.	
									* (RO7) Environment and Natural Resource Accounting (ENRA) - Intermediate: Undertakes Environment and Natural Resource Accounting activities.	
									* (RO8) Strategies And Schemes For Financing Environmental Projects - Intermediate: Plans, initiates and operationalizes strategies and schemes for financing environmental projects.	
									* (RO9) Results-Based Monitoring and Evaluation System (RBME) for Different ENRM Sites - Intermediate: Implements RBME activities for different ENRM sites.	
									* (RO10) Environmental Governance - Intermediate: Undertakes environmental governance activities that include transparency, accountability, participatoriness and functionality.	
									* (RO11) Climate Change and Environmental Management - Intermediate: Applies mitigative and adaptive solutions to climate change.	
									* (RO12) IEC, Social Marketing and Extension Support - Intermediate: Undertakes social marketing and extension support activities to improve ENRM.	

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									* **(RO13) ENR Monitoring & Evaluation/Environmental Audit - Intermediate:** Conducts ENR monitoring and evaluation/ environmental audit activities.	
									* **(RO14) Impact Assessment Across Ecosystems - Intermediate:** Conducts impact assessment across ecosystems and evaluates land and resource uses and EIA/IEE applications.	
									* **(RO15) - Social Negotiation - Intermediate:** Conducts social negotiation activities.	
									* **(RO16) - Surveying and Mapping - Basic:** Assists in surveying and mapping activities.	
									* **(RO18) - Land Management - Basic:** Assists in land management activities.	
									* **(RO20) Tenure and Rights Assessment - Intermediate:** Implements ENR law enforcement activities.Evaluates effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									* **(RO21) Tenurial Instruments and Permits for Improved Resource Management - Intermediate:** Issues tenurial instruments and permits for improved resource management.	
									* **(RO22) ENR Law Enforcement - Intermediate:** Implements ENR law enforcement activities.	
									* **(TC1) Project Management - Intermediate:** Conducts project management activities .	
									* **(FC1) Basic Computer Skills - Advanced:** Guides and coaches others on the operation of computers.	
									* **(FC2) Database Management - Advanced:** Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* **(CO1) Exemplifying integrity - Intermediate:** Demonstrates compliance to policies, rules and other standards set by the agency.	
									* **(CO2) Delivering Service Excellence - Intermediate:** Delivers and adds value to customers' standards and requirements.	
									* **(CO3) Solving Problems and Making Decisions - Intermediate:** Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* **(CO4) Demonstrating Personal Effectiveness - Intermediate:** Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direction in addressing them.	
									* **(CO5) Championing and Applying Innovation - Intermediate:** Contributes new ideas, approaches, and solutions.	
									* **(CO6) Writing Effectively - Intermediate:** Edits existing or customizes available communication materials to produce an appropriate written work.	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions). Focus of communication is to relay information and to build motivation.	
17	FORESTER II	OSEC-DENRB-FORST2-25-1998	15	348,120	Bachelor's degree in Forestry	4 hours of relevant training	1 year of relevant experience	RA 1080 (Forester)	N.B.: FORESTER II have the same required competencies with DMO II as listed above.	Regional Office - Surveys and Mapping Division
18	LAND MANAGEMENT OFFICER II	OSEC-DENRB-LAMO2-170-2014	15	348,120	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	* (RO16) - Surveying and Mapping - Basic: Assists in land management activities.	CENRO Bislig, Surigao del Sur
19		OSEC-DENRB-LAMO2-174-2014							* RO18 - Land Management - Basic: Assists in land management activities.	CENRO Cantilan, Surigao del Sur
									* (RO19) - Land Records Management - Basic: Assists in land records management activities.	
									* (RO20) Tenure and Rights Assessment - Intermediate: Evaluates effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									* (RO21) Tenurial Instruments and Permits for Improved Resource Management - Intermediate: Issues tenurial instruments and permits for improved resource management.	
									* (TC1) Project Management - Intermediate: Conducts project management activities .	
									* (FC1) Basic Computer Skills - Intermediate: Applies computer skills in work using MS Office applications.	
									* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	
									* (CO1) Exemplifying integrity - Intermediate: Demonstrates compliance to policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Intermediate: Delivers and adds value to customers' standards and requirements.	
									* (CO3) Solving Problems and Making Decisions - Intermediate: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* (CO4) Demonstrating Personal Effectiveness - Intermediate: Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direction in addressing them.	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (CO5) Championing and Applying Innovation - Intermediate: Contributes new ideas, approaches, and solutions.	
									* (CO6) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work.	
									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions). Focus of communication is to relay information and to build motivation.	
20	ENGINEER I	OSEC-DENRB-ENG1-2-2000	12	265,788	Bachelor's degree in Engineering relevant to the job	None Required	None Required	RA 1080	* (RO16) - Surveying and Mapping - Intermediate: Conducts surveying and mapping activities.	Regional Office - Surveys and Mapping Division
									* (RO17) - Geographic Information System (GIS) Skills - Advanced: Supervises implementation of GIS techniques for resource mapping.	
									* (RO18) - Land Management - Intermediate: Conducts land management activities.	
									* (RO20) Tenure and Rights Assessment - Basic: Assists in the evaluation of effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									* (RO21) Tenurial Instruments and Permits for Improved Resource Management - Basic: Assists in issuing tenurial instruments and permits for improved resource management.	
									* (TC1) Project Management - Intermediate: Conducts project management activities .	
									* (FC1) Basic Computer Skills - Advanced: Guides and coaches others on the operation of computers.	
									* (FC2) Database Management - Advanced: Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* (CO1) Exemplifying integrity - Intermediate: Demonstrates compliance to policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Intermediate: Delivers and adds value to customers' standards and requirements.	
									* (CO3) Solving Problems and Making Decisions - Intermediate: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* (CO4) Demonstrating Personal Effectiveness - Intermediate: Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direcction in addressing them.	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (CO5) Championing and Applying Innovation - Intermediate: Contributes new ideas, approaches, and solutions.	
									* (CO6) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work.	
									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions). Focus of communication is to relay information and to build motivation.	
21	ADMINISTRATIVE OFFICER II	OSEC-DENRB-ADOF2-57-2014	11	242,148	Bachelor's degree relevant to the job	None Required	None Required	Career Service (Professional) Second Level Eligibility	* (HR1) Recruitment, Selection and Placement - Intermediate: Implements recruitment, selection and placement processes.	Regional Office - Administrative Division
									* (HR2) Compensation, Benefits and Welfare Administration - Intermediate: Implements Compensation, Benefits and Welfare administration policies.	
									* (HR3) Processing of Personnel Actions - Intermediate: Implements applicable DENR, CSC DBM and CESB laws, rules and regulations in the processing of personnel actions.	
									* (HR4) Grievance Handling - Intermediate: Implements Grievance Handling Guidelines in resolving Administrative cases.	
									* (HR5) Employee Counseling and Coaching - Intermediate: Conducts employee counselling and coaching activities.	
									* (FC1) Basic Computer Skills - Advanced: Guides and coaches others on the operation of computers.	
									* (FC2) Database Management - Advanced: Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* (CO1) Exemplifying integrity - Intermediate: Demonstrates compliance to policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Intermediate: Delivers and adds value to customers' standards and requirements.	
									* (CO3) Solving Problems and Making Decisions - Intermediate: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* (CO4) Demonstrating Personal Effectiveness - Intermediate: Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direction in addressing them.	
									* (CO5) Championing and Applying Innovation - Intermediate: Contributes new ideas, approaches, and solutions.	
									* (CO6) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work.	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* **(CO7) Speaking Effectively - Intermediate:** Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions). Focus of communication is to relay information and to build motivation.	
22	**COMMUNICATIONS DEVELOPMENT OFFICER I**	**OSEC-DENRB-COMDO1-19-2014**	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	***(RSC1) Media Relations Management - Intermediate:** Conceptualizes, designs, and prepares publications, editorial and writing materials, media relations materials and audio-visual media materials.	**Regional Office - Office of the Regional Director**
									***(RSC2) Development Communication Management -Intermediate:** Conducts development communication activities	
									***(RSC3) Event Management - Intermediate:** Conducts event management activities.	
									***(RSC4) Visual Communication (Graphic Design and Layout) - Intermediate:** Undertakes more visual communication works.	
									***(RSC5) Video Production - Intermediate:** Undertakes more complex video production works and covers big and VIP events.	
									***(RSC6) Photojournalism - Intermediate:** Undertakes more complex photography works and covers big and VIP events.	
									***(RSC7) Library Management - Advanced:** Supervises the implementation of library management activities and programs.	
									* **(FC1) Basic Computer Skills - Advanced:** Guides and coaches others on the operation of computers.	
									* **(FC2) Database Management - Advanced:** Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* **(CO1) Exemplifying integrity - Intermediate:** Demonstrates compliance to policies, rules and other standards set by the agency.	
									* **(CO2) Delivering Service Excellence - Intermediate:** Delivers and adds value to customers' standards and requirements.	
									* **(CO3) Solving Problems and Making Decisions - Intermediate:** Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* **(CO4) Demonstrating Personal Effectiveness - Intermediate:** Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direction in addressing them.	
									* **(CO5) Championing and Applying Innovation - Intermediate:** Contributes new ideas, approaches, and solutions.	
									* **(CO6) Writing Effectively - Intermediate:** Edits existing or customizes available communication materials to produce an appropriate written work.	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* **(CO7) Speaking Effectively - Intermediate:** Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions). Focus of communication is to relay information and to build motivation.	
23	**ECOSYSTEMS MANAGEMENT SPECIALIST I**	OSEC-DENRB-ECOMS1-238-2014	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	N.B.: EMS I have the same required competencies with DMO II as listed above.	**CENRO Loreto, Agusan del Sur**
24		OSEC-DENRB-ECOMS1-240-2014								**CENRO Lianga, Surigao del Sur**
25		OSEC-DENRB-ECOMS1-249-2014								**CENRO Tubay, Agusan del Norte**
25		OSEC-DENRB-ECOMS1-250-2014								**PENRO Surigao del Norte**
28	**FORESTER I**	OSEC-DENRB-FORST1-111-2014	11	242,148	Bachelor's degree in Forestry	None required	None required	RA 1080 (Forester)	N.B.: FORESTER I have the same required competencies with DMO II as listed above.	**CENRO Bislig, Surigao del Sur**
29	**LAND MANAGEMENT OFFICER I**	OSEC-DENRB-LAMO1-80-1998	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	N.B.: LMO I have the same required competencies with LMO II as listed above.	**CENRO Bislig, Surigao del Sur**
30	**PROJECT EVALUATION OFFICER I**	OSEC-DENRB-PEO1-1-2004	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	* **(RP1) Planning and Programming - Intermediate:** Consolidates and reviews the RO's Work and Financial Plans (WFPs).	**Regional Office - Planning and Management Division**
									* **(RP2) Monitoring and Evaluation of DENR-RO Programs and Projects - Intermediate:** Conducts monitoring and evaluation of all DENR-RO programs and projects.	
									* **(RP3) Statistical Coordination and Data Research - Intermediate:** Conducts statistical coordination and data research activities.	
									* **(FC1) Basic Computer Skills - Advanced:** Guides and coaches others on the operation of computers.	

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									* (FC2) Database Management - Advanced: Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* (CO1) Exemplifying integrity - Intermediate: Demonstrates compliance to policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Intermediate: Delivers and adds value to customers' standards and requirements.	
									* (CO3) Solving Problems and Making Decisions - Intermediate: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* (CO4) Demonstrating Personal Effectiveness - Intermediate: Recognizes personal strengths and gaps on guidance from authorities or appropriate bodies for direction in addressing them.	
									* (CO5) Championing and Applying Innovation - Intermediate: Contributes new ideas, approaches, and solutions.	
									* (CO6) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work.	
									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions) Focus of communication is to relay information and to build motivation.	
31	PLANNING OFFICER I	OSEC-DENRB-PLO1-41-2004	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	N.B.: PLANNING OFFICER I have the same required competencies with PROJECT EVALUATION OFFICER I as listed above.	Regional Office - Planning and Management Division
32		OSEC-DENRB-PLO1-72-2014								PENRO Surigao del Sur - Management Services Division
33	SPECIAL INVESTIGATOR I	OSEC-DENRB-SPI1-64-1998	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	* (RO1) Concept and Application of Integrated Ecosystems Management (IEM) - Basic: Assists in the application of IEM and other related approaches to Natural Resources Management (NRM).	Regional Office - Surveys and Mapping Division
34		OSEC-DENRB-SPI1-75-1998							* (RO5) Zoning for Strategic Management - Basic: Assists in allocation and delineation of land and marine resources based on their peculiar characteristics for optimum use and minimized risk.	CENRO Cantilan, Surigao del Sur

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
35		OSEC-DENRB-SPI1-89-2014							* **(RO6) Preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans - Basic:** Assists in the preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans.	**Regional Office - Licenses, Patents and Deeds Division**
									* **(RO22) ENR Law Enforcement - Intermediate:** Implements ENR law enforcement activities.	
									* **(LS1) Skills in Legal Research / Opinion - Basic:** Assists in legal research activities.	
									* **(FC1) Basic Computer Skills - Intermediate:** Applies computer skills in work using MS Office applications.	
									* **(FC2) Database Management - Intermediate:** Performs the standard procedure and basic concepts of creating spatial databases.	
									* **(CO1) Exemplifying integrity - Intermediate:** Demonstrates compliance to policies, rules and other standards set by the agency.	
									* **(CO2) Delivering Service Excellence - Intermediate:** Delivers and adds value to customers' standards and requirements.	
									* **(CO3) Solving Problems and Making Decisions - Intermediate:** Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* **(CO4) Demonstrating Personal Effectiveness - Intermediate:** Recognizes personal strengths and gaps and depends on guidance from authorities or appropriate bodies for direction in addressing them.	
									* **(CO5) Championing and Applying Innovation - Intermediate:** Contributes new ideas, approaches, and solutions.	
									* **(CO6) Writing Effectively - Intermediate:** Edits existing or customizes available communication materials to produce an appropriate written work.	
									* **(CO7) Speaking Effectively - Intermediate:** Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions) Focus of communication is to relay information and to build motivation.	
36	**STATISTICIAN I**	OSEC-DENRB-STAT1-43-2004	11	242,148	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	* **(IS6) Information Resource Management - Intermediate:** Monitors and maintains the condition of HW, SW, NW and peripherals.	**Regional Office - Planning and Management Division**
									* **(IS7) Statistical Coordination and Data Research - Intermediate:** Conducts statistical coordination and data research activities.	
									* **(RP3) Statistical Coordination and Data Research - Intermediate:** Conducts statistical coordination and data research activities.	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (FC1) Basic Computer Skills - Advanced: Guides and coaches others on the operation of computers.	
									* (FC2) Database Management - Advanced: Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* (CO1) Exemplifying integrity - Intermediate: Demonstrates compliance to policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Intermediate: Delivers and adds value to customers' standards and requirements.	
									* (CO3) Solving Problems and Making Decisions - Intermediate: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* (CO4) Demonstrating Personal Effectiveness - Intermediate: Recognizes personal strengths and gaps and depends on guidance from authorities or appropriate bodies for direction in addressing them.	
									* (CO5) Championing and Applying Innovation - Intermediate: Contributes new ideas, approaches, and solutions.	
									* (CO6) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work.	
									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions) Focus of communication is to relay information and to build motivation.	
37	ADMINISTRATIVE OFFICER I (Supply Officer I)	OSEC-DENRB-ADOF1-76-2004	10	224,616	Bachelor's Degree	None Required	None Required	Career Service (Professional) Second Level Eligibility	* (AS1) Procurement Management - Intermediate: Conducts procurement management activities.	PENRO Agusan del Sur - Management Services Division
									* (AS2) Property Management (Property Inventory and Disposal Management) - Intermediate: Conducts property inventory and disposal management activities.	
									* (FC1) Basic Computer Skills - Advanced: Guides and coaches others on the operation of computers.	
									* (FC2) Database Management - Advanced: Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* (CO1) Exemplifying integrity - Intermediate: Demonstrates compliance to policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Intermediate: Delivers and adds value to customers' standards and requirements.	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (CO3) Solving Problems and Making Decisions - Intermediate: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* (CO4) Demonstrating Personal Effectiveness - Intermediate: Recognizes personal strengths and gaps and depends on guidance from authorities or appropriate bodies for direction in addressing them.	
									* (CO5) Championing and Applying Innovation - Intermediate: Contributes new ideas, approaches, and solutions.	
									* (CO6) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work.	
									* (CO7) Speaking Effectively - Intermediate: Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions) Focus of communication is to relay information and to build motivation.	
38	ADMINISTRATIVE OFFICER I (Cashier I)	OSEC-DENRB-ADOF1-84-2004	10	224,616	Bachelor's Degree	None Required	None Required	Career Service (Professional) Second Level Eligibility	* (AS12) Cash Management - Advanced: Supervises/leads in the discharge of cash management activities.	PENRO Agusan del Sur - Management Services Division
									* (FC1) Basic Computer Skills - Intermediate: Applies computer skills in work using MS Office applications.	
									* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	
									* (CO1) Exemplifying integrity - Advanced: Influences others to observe and/or adhere to the policies, rules and other standards set by the agency.	
									* (CO2) Delivering Service Excellence - Advanced: Anticipates, identifies and manages stakeholders' standards and requirements towards excellent customer service through improving sense of responsibility, intelligence and skills.	
									* (CO3) Solving Problems and Making Decisions - Advanced: Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and assumptions are partial or minimal and need to be identified.	
									* (CO4) Demonstrating Personal Effectiveness - Advanced: Recognizes personal strengths and gaps and seeks guidance or resources in laying out development and/or improvement plans.	
									* (CO5) Championing and Applying Innovation - Advanced: Produces novel, out-of-the-box ideas to improve or replace existing practices and procedures.	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* **(CO6) Writing Effectively - Advanced:** Produces written work from scratch with some guidance while complying to agreed or prescribed standards of communicating the bureaucracy.	
									* **(CO7) Speaking Effectively - Advanced:** Effectively delivers messages that require careful planning for the method used and the possible impact of the message (audience may be a large group, i.e., office, organization). Focus of communication is to relay information and to build motivation.	
39	**CREDIT OFFICER I**	**OSEC-DENRB-CROF1-139-2014**	9	209,676	Bachelor's degree	None required	None required	Career Service (Professional) Second Level Eligibility	N.B.: CREDIT OFFICER I have the same required competencies with AO I (CASHIER) as listed above.	**Regional Office - Administrative Division**
40	**ENVIRONMENTAL MANAGEMENT RESEARCHER**	**OSEC-DENRB-EMR-97-2014**	9	209,676	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	N.B.: EMR have the same required competencies with DMO II as listed above.	**Regional Office - Conservation and Development Division**
41		**OSEC-DENRB-EMR-100-2014**								**CENRO Bunawan, Agusan del Sur**
42	**ADMINISTRATIVE ASSISTANT II**	**OSEC-DENRB-ADAS2-57-2014**	8	195,384	Completion of two years studies in college	None required	None required	Career Service (Subprofessional)	* **(AS1) Procurement Management - Basic:** Assists in procurement management activities.	**Regional Office - Administrative Division**
									* **(AS2) Property Management (Property Inventory and Disposal Management) - Basic:** Assists in property inventory and disposal management activities.	
									* **(AS6) Clerical/Secretarial/Executive Assistance Skills - Intermediate:** Implements complete staff work.	
									* **(FC1) Basic Computer Skills - Advanced:** Guides and coaches others on the operation of computers.	
									* **(FC2) Database Management - Advanced:** Reviews, verifies and maintains all types of enterprise databases, metadatabases and data catalogues.	
									* **(CO1) Exemplifying integrity - Intermediate:** Demonstrates compliance to policies, rules and other standards set by the agency.	
									* **(CO2) Delivering Service Excellence - Intermediate:** Delivers and adds value to customers' standards and requirements.	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* **(CO3) Solving Problems and Making Decisions - Intermediate:** Provides timely solutions to problems and decision dilemmas that do not have clear-cut options and resolution may require some analysis or creativity.	
									* **(CO4) Demonstrating Personal Effectiveness - Intermediate:** Recognizes personal strengths and gaps and depends on guidance from authorities or appropriate bodies for direction in addressing them.	
									* **(CO5) Championing and Applying Innovation - Intermediate:** Contributes new ideas, approaches, and solutions.	
									* **(CO6) Writing Effectively - Intermediate:** Edits existing or customizes available communication materials to produce an appropriate written work.	
									* **(CO7) Speaking Effectively - Intermediate:** Effectively delivers messages that require some planning for the method used and the possible reception to the message (audience may be a controlled group, i.e., team/s, divisions) Focus of communication is to relay information and to build motivation.	
43	**Forest Technician II**	**OSEC-DENRB-FORT2-705-2014**	8	195,384	Completion of two years studies in college	4 hours of relevant training	1 year of relevant experience	Career Service (Subprofessional)/ First Level Eligibility	* **(RO1) Concept and Application of Integrated Ecosystems Management (IEM) - Basic:** Assists in the application of IEM and other related approaches to Natural Resources Management (NRM).	**Regional Office - Conservation and Development Division**
44		**OSEC-DENRB-FORT2-712-2014**							* **(RO4) Resource Management and Restoration/ Rehabilitation of Degraded Ecosystems - Basic:** Assists in identifying appropriate resource management and restoration strategies of various ecosystems.	**Regional Office - Enforcement Division**
45		**OSEC-DENRB-FORT2-716-2014**							* **(FC1) Basic Computer Skills - Intermediate:** Applies computer skills in work using MS Office applications.	**CENRO Nasipit, Agusan del Norte**
46		**OSEC-DENRB-FORT2-721-2014**							* **(RO5) Zoning for Strategic Management - Basic:** Assists in allocation and delineation of land and marine resources based on their peculiar characteristics for optimum use and minimized risk.	**CENRO Cabadbaran (Tubay), Agusan del Norte**
47		**OSEC-DENRB-FORT2-722-2014**							* **(RO6) Preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans - Basic:** Assists in the preparation of NRM- related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU Plans.	**CENRO Cabadbaran (Tubay), Agusan del Norte**

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
48		OSEC-DENRB-FORT2-720-2014							* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	CENRO Nasipit, Agusan del Norte
49		OSEC-DENRB-FORT2-741-2014							* (CO1) Exemplifying integrity - Basic: Acknowledges and respects authority, and demonstrates readiness in accepting and complying with rules.	CENRO Loreto, Agusan del Sur
50		OSEC-DENRB-FORT2-749-2014							* (CO2) Delivering Service Excellence - Basic: Complies with DENR's established standards of delivery or service level agreements and delivers explicit requirements of customers.	CENRO Talacogon, Agusan del Sur
51		OSEC-DENRB-FORT2-750-2014							* (CO3) Solving Problems and Making Decisions - Basic: Provides timely solutions to problems and decision dilemmas that have clear-cut options and/or choices and whose solutions are available and can be accessed from a database or gleaned from an existing policy or process.	CENRO Talacogon, Agusan del Sur
52		OSEC-DENRB-FORT2-755-2014							* (CO4) Demonstrating Personal Effectiveness - Basic: Responds effectively to guidelines and feedback on one's performance, well-being and learning discipline.	PENRO Surigao del Norte
53		OSEC-DENRB-FORT2-779-2014							* (CO5) Championing and Applying Innovation - Basic: Demonstrates an awareness of basic principles of innovation.	PENRO Dinagat Islands
54		OSEC-DENRB-FORT2-781-2014							* (CO6) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work.	CENRO Tubod, Surigao del Norte
55		OSEC-DENRB-FORT2-782-2014							* (CO7) Speaking Effectively - Basic: Effectively delivers messages that simply focus on data, facts or information and requires minimal preparation or can be supported by available communication materials. Focus of communication is to relay information and/or data.	CENRO Tubod, Surigao del Norte
56		OSEC-DENRB-FORT2-783-2014								CENRO Tubod, Surigao del Norte

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
57		OSEC-DENRB-FORT2-757-2014								CENRO Bislig, Surigao del Sur
58		OSEC-DENRB-FORT2-759-2014								CENRO Bislig, Surigao del Sur
59		OSEC-DENRB-FORT2-761-2014								CENRO Cantilan, Surigao del Sur
60		OSEC-DENRB-FORT2-764-2014								CENRO Cantilan, Surigao del Sur
61		OSEC-DENRB-FORT2-766-2014								CENRO Cantilan, Surigao del Sur
62		OSEC-DENRB-FORT2-767-2014								CENRO Cantilan, Surigao del Sur
63		OSEC-DENRB-FORT2-769-2014								CENRO Lianga, Surigao del Sur
64		OSEC-DENRB-FORT2-770-2014								CENRO Lianga, Surigao del Sur
65		OSEC-DENRB-FORT2-771-2014								CENRO Lianga, Surigao del Sur

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
66		OSEC-DENRB-FORT2-772-2014								CENRO Lianga, Surigao del Sur
67	**CARTOGRAPHER II**	OSEC-DENRB-CGR2-73-2014	8	195,384	Completion of two years studies in College or High School Graduate with relevant vocationaltrade course	4 hours of relevant training	1 year of relevant experience	Cartographer (MC 11, s. 1996, as amended - Cat. II)	* RO16 - **Surveying and Mapping - Intermediate:** Conducts surveying and mapping activities.	CENRO Tubod, Surigao del Norte
68		OSEC-DENRB-CGR2-77-2014							* RO17 - **Geographic Information System (GIS) Skills - Intermediate**: Implements GIS application and development for resource mapping.	
									* RO18 - **Land Management - Basic:** Assists in land management activities.	
									* **RO20 Tenure and Rights Assessment - Basic:** Assists in the evaluation of effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									*RO21 **Tenurial Instruments and Permits for Improved Resource Management - Basic:** Assists in issuing tenurial instruments and permits for improved resource management.	
									* **(FC1) Basic Computer Skills - Intermediate:** Applies computer skills in work using MS Office applications.	
									* **(FC2) Database Management - Intermediate:** Performs the standard procedure and basic concepts of creating spatial databases.	
									* **(CO1) Exemplifying integrity - Basic:** Acknowledges and respects authority, and demonstrates eadiness in accepting and complying with rules.	
									* **(CO2) Delivering Service Excellence - Basic:** Complies with DENR's established standards of delivery or service level agreements and delivers explicit requirements of customers	
									* **(CO3) Solving Problems and Making Decisions - Basic:** Provides timely solutions to problems and decision dilemmas that have clear-cut options and/or choices and whose solutions are available and can be accessed from a database or gleaned from an existing policy or process	
									* **(CO4) Demonstrating Personal Effectiveness - Basic:** Responds effectively to guidelines and feedback on one's performance, well-being and learning discipline	
									* **(CO5) Championing and Applying Innovation - Basic:** Demonstrates an awareness of basic principles of innovation	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (CO6) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work	
									* (CO7) Speaking Effectively - Basic: Effectively delivers messages that simply focus on data, facts or information and requires minimal preparation or can be supported by available communication materials. Focus of communication is to relay information and/or data.	
69	CARTOGRAPHER I	OSEC-DENRB-CGR1-88-2014	6	172,080	Completion of two years studies in College or High School Graduate with relevant vocationaltrade course	None Required	None Required	Cartographer (MC 11, s. 1996, as amended - Cat. II)	* RO16 - Surveying and Mapping - Intermediate: Conducts surveying and mapping activities.	Regional Office - Surveys and Mapping Division
70		OSEC-DENRB-CGR1-90-2014							* RO17 - Geographic Information System (GIS) Skills - Intermediate: Implements GIS application and development for resource mapping.	CENRO Talacogon, Agusan del Sur
71		OSEC-DENRB-CGR1-365-1998							* RO18 - Land Management - Basic: Assists in land management activities.	CENRO Loreto, Agusan del Sur
									* RO20 Tenure and Rights Assessment - Basic: Assists in the evaluation of effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									*RO21 Tenurial Instruments and Permits for Improved Resource Management - Basic: Assists in issuing tenurial instruments and permits for improved resource management.	
									* (FC1) Basic Computer Skills - Intermediate: Applies computer skills in work using MS Office applications.	
									* (FC2) Database Management - Intermediate: Performs the standard procedure and basic concepts of creating spatial databases.	
									* (CO1) Exemplifying integrity - Basic: Acknowledges and respects authority, and demonstrates readiness in accepting and complying with rules.	
									* (CO2) Delivering Service Excellence - Basic: Complies with DENR's established standards of delivery or service level agreements and delivers explicit requirements of customers.	
									* (CO3) Solving Problems and Making Decisions - Basic: Provides timely solutions to problems and decision dilemmas that have clear-cut options and/or choices and whose solutions are available and can be accessed from a database or gleaned from an existing policy or process.	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* **(CO4) Demonstrating Personal Effectiveness - Basic:** Responds effectively to guidelines and feedback on one's performance, well-being and learning discipline.	
									* **(CO5) Championing and Applying Innovation - Basic:** Demonstrates an awareness of basic principles of innovation.	
									* **(CO6) Writing Effectively - Basic:** Refers to and/or uses existing communication materials or templates to produce own written work.	
									* **(CO7) Speaking Effectively - Basic:** Effectively delivers messages that simply focus on data, facts or information and requires minimal preparation or can be supported by available communication materials. Focus of communication is to relay information and/or data.	
72	**Forest Technician I**	**OSEC-DENRB-FORT1-1061-2014**	6	172,080	Completion of two years studies in college	None Required	None Required	Career Service (Subprofessional)/ First Level Eligibility	N.B.: FOREST TECHNICIAN I have the same required competencies with FOREST TECHNICIAN II as listed above.	**Regional Office - Licenses, Patents and Deeds Division**
73		**OSEC-DENRB-FORT1-1063-2014**								**Regional Office - Licenses, Patents and Deeds Division**
74		**OSEC-DENRB-FORT1-1086-2014**								**CENRO Cabadbaran (Tubay), Agusan del Norte**
75		**OSEC-DENRB-FORT1-1065-2014**								**CENRO Nasipit, Agusan del Norte**
76		**OSEC-DENRB-FORT1-1066-2014**								**CENRO Nasipit, Agusan del Norte**
77		**OSEC-DENRB-FORT1-1069-2014**								**CENRO Nasipit, Agusan del Norte**
78		**OSEC-DENRB-FORT1-1073-2014**								**CENRO Nasipit, Agusan del Norte**

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
79		OSEC-DENRB-FORT1-1079-2014								CENRO Nasipit, Agusan del Norte
80		OSEC-DENRB-FORT1-1081-2014								CENRO Nasipit, Agusan del Norte
81		OSEC-DENRB-FORT1-1109-2014								CENRO Loreto, Agusan del Sur
82		OSEC-DENRB-FORT1-1124-2014								PENRO Surigao del Norte
83		OSEC-DENRB-FORT1-1136-2014								CENRO Bislig, Surigao del Sur
84		OSEC-DENRB-FORT1-1148-2014								CENRO Cantilan, Surigao del Sur
85		OSEC-DENRB-FORT1-1153-2014								CENRO Cantilan, Surigao del Sur
86		OSEC-DENRB-FORT1-1170-2014								PENRO Dinagat Islands
87		OSEC-DENRB-FORT1-1177-2014								PENRO Dinagat Islands

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
88		OSEC-DENRB-FORT1-1172-2014								**PENRO Dinagat Islands**
89	**LAND MANAGEMENT INSPECTOR**	OSEC-DENRB-LAMI-237-2014	6	172,080	Completion of two years studies in college	None required	None required	Career Service (Subprofessional)	* (RO16) - Surveying and Mapping - Basic: Assists in land management activities.	**Regional Office - Surveys and Mapping Division**
									* RO18 - Land Management - Basic: Assists in land management activities.	
									* (RO19) - Land Records Management - Basic: Assists in land records management activities.	
									* (RO20) Tenure and Rights Assessment - Basic: Assists in the evaluation of effectiveness of tenure holders – state, community, private sector, others - based on organizational, stewardship, protection and management capabilities.	
									* (RO21) Tenurial Instruments and Permits for Improved Resource Management - Basic: Assists in issuing tenurial instruments and permits for improved resource management.	
									* (FC1) Basic Computer Skills - Basic: Applies basic computer skills in work using basic MS Office applications.	
									* (FC2) Database Management - Basic: Builds up the tabular/non-spatial databases.	
									* (CO1) Exemplifying integrity - Basic: Acknowledges and respects authority, and demonstrates readiness in accepting and complying with rules.	
									* (CO2) Delivering Service Excellence - Basic: Complies with DENR's established standards of delivery or service level agreements and delivers explicit requirements of customers.	
									* (CO3) Solving Problems and Making Decisions - Basic: Provides timely solutions to problems and decision dilemmas that have clear-cut options and/or choices and whose solutions are available and can be accessed from a database or gleaned from an existing policy or process.	
-									* (CO4) Demonstrating Personal Effectiveness - Basic: Responds effectively to guidelines and feedback on one's performance, well-being and learning discipline.	
-									* (CO5) Championing and Applying Innovation - Basic: Demonstrates an awareness of basic principles of innovation.	
									* (CO6) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work.	

No.	Position Title	Plantilla Item No.	Salary/ Job/ Pay Grade	Annual Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									* (CO7) Speaking Effectively - Basic: Effectively delivers messages that simply focus on data, facts or information and requires minimal preparation or can be supported by available communication materials. Focus of communication is to relay information and/or data.	
90	FOREST RANGER	OSEC-DENRB-FORA-1267-1998	4	152,088	High School Graduate	None required	None required	None required (MC 11, s. 1996 - Cat. III)	* (RO1) Concept and Application of Integrated Ecosystems Management (IEM) - Basic: Assists in the application of IEM and other related approaches to Natural Resources Management (NRM).	Regional Office - Enforcement Division
91		OSEC-DENRB-FORA-1365-1998							* (RO4) Resource Management and Restoration/ Rehabilitation of Degraded Ecosystems - Basic: Assists in identifying appropriate resource management and restoration strategies of various ecosystems.	CENRO Nasipit, Agusan del Norte
92		OSEC-DENRB-FORA-1258-1998							* (RO5) Zoning for Strategic Management - Basic: Assists in allocation and delineation of land and marine resources based on their peculiar characteristics for optimum use and minimized risk.	CENRO Bunawan, Agusan del Sur
93		OSEC-DENRB-FORA-1602-1998							* (RO22) ENR Law Enforcement - Intermediate: Implements ENR law enforcement activities.	CENRO Lianga, Surigao del Sur
94		OSEC-DENRB-FORA-1322-1998							* (CO1) Exemplifying integrity - Basic: Acknowledges and respects authority, and demonstrates readiness in accepting and complying with rules.	PENRO Dinagat Islands
95		OSEC-DENRB-FORA-1477-1998							* (CO2) Delivering Service Excellence - Basic: Complies with DENR's established standards of delivery or service level agreements and delivers explicit requirements of customers.	CENRO Nasipit, Agusan del Norte
96		OSEC-DENRB-FORA-1480-1998							* (CO3) Solving Problems and Making Decisions - Basic: Provides timely solutions to problems and decision dilemmas that have clear-cut options and/or choices and whose solutions are available and can be accessed from a database or gleaned from an existing policy or process.	CENRO Nasipit, Agusan del Norte
97		OSEC-DENRB-FORA-1368-1998							* (CO4) Demonstrating Personal Effectiveness - Basic: Responds effectively to guidelines and feedback on one's performance, well-being and learning discipline.	Regional Office - Conservation and Development Division

| No. | Position Title | Plantilla Item No. | Salary/ Job/ Pay Grade | Annual Salary | Qualification Standards | | | | | Place of Assignment |
					Education	Training	Experience	Eligibility	Competency (if applicable)	
98		OSEC-DENRB-FORA-1498-1998							* **(CO5) Championing and Applying Innovation - Basic:** Demonstrates an awareness of basic principles of innovation.	**CENRO Bunawan, Agusan del Sur**
99		OSEC-DENRB-FORA-1614-1998							* **(CO6) Writing Effectively - Basic:** Refers to and/or uses existing communication materials or templates to produce own written work.	**CENRO Lianga, Surigao del Sur**
									* **(CO7) Speaking Effectively - Basic:** Effectively delivers messages that simply focus on data, facts or information and requires minimal preparation or can be supported by available communication materials. Focus of communication is to relay information and/or data.	

Interested and qualified applicants should signify their interest in writing. Attach the following documents to the application letter and send to the address below not later than **May 31, 2018.**

1. Fully accomplished Personal Data Sheet (PDS) with recent passport-sized picture (CS Form No. 212, Revised 2017) which can be downloaded at www.csc.gov.ph;
2. Performance rating in the present position for one (1) year (if applicable);
3. Photocopy of certificate of eligibility/rating/license; and
4. Photocopy of Transcript of Records.
5. Ethics Oriented Personality Test (EOPT) is required (to be conducted by the Civil Service Commission)

QUALIFIED APPLICANTS are advised to hand in or send through courier/email their application to:

ATTY. FELIX S. ALICER
Regional Director
Brgy. Ambago, Butuan City
denrcaraga_personnel@yahoo.com

APPLICATIONS WITH INCOMPLETE DOCUMENTS SHALL NOT BE ENTERTAINED.