

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

To: CIVIL SERVICE COMMISSION (CSC)

We hereby request the publication of the following vacant positions, which are authorized to be filled, at the DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES in the CSC website:


ANALIZA L. LUENGAS

OIC, Chief Human Resource Management Section

Date:

January 12, 2022

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards				Place of Assignment	
					Education	Training	Experience	Eligibility		Competency (if applicable)
1	DEVELOPMENT MANAGEMENT OFFICER IV	OSEC-DENRB-DMO4-134-2014	22	68415	Bachelor's degree relevant to the job	16 hours of relevant training	3 years of relevant experience	Career Service (Professional) Second Level Eligibility	(PCO1) Concept and Application of Integrated Ecosystems Management (IEM) - Advanced: Leads the application of IEM and other related approaches to NRM in basin, watersheds, sub-watershed, protected areas, ancestral domains, mineral reservations, islands, others	CENRO Cabadbaran (Tubay)
									(PCO2) Identification of Interventions and Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Pace) and Zoning for Strategic Management - Advanced: Leads the identification of interventions and integration strategies across sectors	
									(PCO3) Characterization of Ecosystems and Use of Planning Tools and Procedures - Advanced: Leads the characterization of ecosystem and use of planning tools and procedures	
									(PCO4) Resource Management and Restoration/Rehabilitation of Degraded Ecosystems - Advanced: Leads the implementation of appropriate resource management and restoration strategies of various ecosystems	
									(PCO5) Preparation of Natural Resources Management (NRM)-Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) - Advanced: Leads the preparation of NRM-related plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU plans	
									(PCO6) Environment and Natural Resource (ENR) Accounting - Advanced: Implements ENR accounting activities	
									(PCO7) Strategies and Schemes for Financing Environmental Projects - Advanced: Leads the planning, initiating and operationalizing strategies and schemes for financing environmental projects	
									(PCO8) Results-Based Monitoring and Evaluation System (RBME) and Environmental Audit for Different ENRM Sites - Advanced: Leads the implementation of RBME activities and environmental audit for different ENRM sites	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(PCO9) Environmental Governance - Advanced: Leads environmental governance activities that include transparency, accountability, participation, collaboration and functionality	
									(PCO10) Climate Change and Environmental Management - Advanced: Leads the application of mitigating measures and adaptive solutions to climate change	
									(PCO11) Information, Education and Communication, Social Marketing and Extension Support - Advanced: Leads in social marketing and extension support activities to improve ENRM	
									(PCO12) Social Negotiation - Advanced: Leads conduct of social negotiation activities	
									(PCO13) ENR Law Enforcement - Advanced: Conducts ENR resource valuation activities; Organizes, establishes and operates multi-sectoral council (SDENRO, DENRO & WEO) or inter-agency/LGU/OGA NR Protection Council (MFPC, PAILTF); Leads ENR law enforcement activities; Conducts administrative adjudication proceedings; Prepares related ENR operational plans including learning designs for capacity building	
									(PCO14) Land Disposition and Management - Advanced: Leads in the disposition of A&D lands and management of other government lands.	
									(PCO15) Forest, Water and Wildlife Resources Regulation - Advanced: Evaluates and reviews the forest, water and wildlife resource utilization and regulation activities Recommends plans, strategies, programs and policies on forest, water and wildlife resource utilization and regulation activities	
									(PCO16) Tenure and Rights Assessment - Advanced: Leads the evaluation of effectiveness of tenure holders based on organizational, stewardship, protection and management capabilities	
									(PCO17) Tenorial Instruments and Permits for Improved Resource Management - Advanced: Reviews and recommends the approval of the issuance of tenorial instruments and permits for improved resource management.	
									(CC1) Discipline - Advanced: Serves as a good role model on DENR values and ethics to staff/peers	
									(CC2) Excellence - Advanced: Anticipates, identifies and manages stakeholders' standards and requirements towards excellent customer service through improving sense of responsibility and competence	
									(CC3) Nobility - Advanced: Influences others to observe virtue, goodness, honor, justness and decency in all situations	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(CC4) Responsibility - Advanced: Leads in the observance of the principle of transparency and accountability in the workplace	
									(CC5) Preserving and Conserving the Environment - Advanced: Serves as a good role model in conserving and preserving the environment to peers and staffs	
									(OC1) Writing Effectively - Advanced: Produces written work from scratch with some guidance while complying to agreed or prescribed standards of communicating within the bureaucracy	
									(OC2) 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.	
									(OC3) Technology Literacy and Managing Information - Advanced: Analyzes appropriateness of office software and equipment in the performance of assigned tasks. Develops information assets to achieve organizational goals.	
									(OC4) Project Management - Advanced: Leads in project management activities	
									(OC5) Completed Staff Work (CSW) - Advanced: Leads the practice of CSW in his/her office/unit	
									(LC1) Strategic Leadership (Thinking Strategically and Creatively) - Basic: Develops office/service's strategies and plans based on the DENR's mission/vision.	
									(LC2) Leading Change - Basic: Influences and guides team in understanding, accepting and supporting any change efforts/programs of the DENR	
									(LC3) People Development (Creating and Nurturing A High Performing Organization) - Basic: Applies the basic principles of motivating and coaching people in the workplace	
									(LC4) People Performance Management (Managing Performance and Coaching for Results) - Basic: Explains performance management process and principles	
									(LC5) Partnership and Networking (Building Collaborative and Inclusive Working Relationships) - Basic: Maintains existing local partnership and networks and capitalizes on these to deliver or enhance work outcomes	
2	DEVELOPMENT MANAGEMENT OFFICER III (2 items)	OSEC-DENRB-DMO3-254-2014	18	43681	Bachelor's degree relevant to the job	8 hours of relevant training	2 years of relevant experience	Career Service (Professional) Second Level Eligibility	N.B. DMO III have the same required competencies as listed under DMO IV vacant position in the PENR/CENR Office.	PENRO Surigao del Sur - Technical Services Division
3		OSEC-DENRB-DMO3-261-2014								CENRO Lianga

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
4	DEVELOPMENT MANAGEMENT OFFICER III	OSEC-DENRB-DMO3-229-2014	18	43681	Bachelor's degree relevant to the job	8 hours of relevant training	2 years of relevant experience	Career Service (Professional) Second Level Eligibility	(RO21) Land Disposition and Management - Advance: Leads in the disposition of A&D land and management of other government lands	Regional Office - Licenses, Patents and Deeds Division
									(RO22) Forest, Water & Wildlife Resources Regulation - Advance: Evaluates and reviews the forest, water and wildlife resource utilization and regulation activities	
									(RO23) Tenure and Rights Assessment - Advance: Leads the evaluation of effectiveness of tenure holders based on organizational, stewardship, protection and management capabilities	
									(RO24) Tenurial Instruments and Permits for Improved Resource Management - Advance: Reviews and recommends the approval of the issuance of tenurial instruments and permits for improved resource management	
									(CC1) Discipline - Advanced: Serves as a good role model on DENR values and ethics to staff/peers	
									(CC2) Excellence - Advanced: Anticipates, identifies and manages stakeholders' standards and requirements towards excellent customer service through improving sense of responsibility and competence	
									(CC3) Nobility - Advanced: Influences others to observe virtue, goodness, honor, justness and decency in all situations	
									(CC4) Responsibility - Advanced: Leads in the observance of the principle of transparency and accountability in the workplace	
									(CC5) Preserving and Conserving the Environment - Advanced: Serves as a good role model in conserving and preserving the environment to peers and staffs	
									(OC1) Writing Effectively - Advanced: Produces written work from scratch with some guidance while complying to agreed or prescribed standards of communicating within the bureaucracy	
									(OC2) 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.	
									(OC3) Technology Literacy and Managing Information - Advanced: Analyzes appropriateness of office software and equipment in the performance of assigned tasks. Develops information assets to achieve organizational goals.	
									(OC4) Project Management - Advanced: Leads in project management activities	
									(OC5) Completed Staff Work (CSW) - Advanced: Leads the practice of CSW in his/her office/unit	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(LC1) Strategic Leadership (Thinking Strategically and Creatively) - Basic: Develops office/service's strategies and plans based on the DENR's mission/vision.	
									(LC2) Leading Change - Basic: Influences and guides team in understanding, accepting and supporting any change efforts/programs of the DENR	
									(LC3) People Development (Creating and Nurturing A High Performing Organization) - Basic: Applies the basic principles of motivating and coaching people in the workplace	
									(LC4) People Performance Management (Managing Performance and Coaching for Results) - Basic: Explains performance management process and principles	
									(LC5) Partnership and Networking (Building Collaborative and Inclusive Working Relationships) - Basic: Maintains existing local partnership and networks and capitalizes on these to deliver or enhance work outcomes	
5	ACCOUNTANT II	OSEC-DENRB-A2-44-2014	16	36628	Bachelor's degree in Commerce/Business Administration major in Accounting	4 hours of relevant training	1 year of relevant experience	RA 1080	(RFM1) General Accounting - Intermediate: Analyzes and interprets DENR's financial transactions	Regional Office - Finance Division
									(RFM2) Budget Preparation - Intermediate: Prepares/consolidates the budget of all the offices/divisions in DENR in accordance with existing DBM and agency rules and regulations	
									(RFM3) Budget Administration And Control - Intermediate: Performs budget administration and control activities	
									(RFM4) Organization and Management Systems Improvement - Intermediate: Conducts organization and management systems improvement activities	
									(RFM5) Cash Management - Intermediate: Performs cash management activities	
									(CC1) Discipline - Intermediate: Upholds the values of DENR in every action and decision;	
									(CC2) Excellence - Intermediate: Delivers and adds value to customers' expectations and requirements;	
									(CC3) Nobility - Intermediate: Demonstrates virtue, goodness, honor, justness and decency even in difficult situations;	
									(CC4) Responsibility - Intermediate: Practices the principle of transparency and accountability in the workplace;	
									(CC5) Caring for the Environment and Natural Resources - Intermediate: Applies knowledge and understanding of the environment to further the aims of sustainability;	
									(OC1) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work;	

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									(OC2) 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:	
									(OC3) Technology Literacy and Managing Information - Intermediate: Demonstrates the use of available equipment and software/s and application/s that can be utilized in the performance of the assigned tasks. Works with data to generate relevant information:	
									(OC4) Project Management - Intermediate: Conducts project management activities:	
									(OC5) Completed Staff Work (CSW) - Intermediate: Demonstrates advanced knowledge in CSW by applying appropriate tools and techniques:	
6	ENGINEER II	OSEC-DENRB-ENG2-153-1998	16	36628	Bachelor's degree in Engineering relevant to the job	4 hours of relevant training	1 year of relevant experience	RA 1080 (Geodetic Engineer)	N.B. Engineer II have the same required competencies as listed under DMO IV vacant position in the PENR/CENR Office.	CENRO Bayugan
7	DEVELOPMENT MANAGEMENT OFFICER II	OSEC-DENRB-DMO2-271-2014	15	33575	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	(PCO1) Concept and Application of Integrated Ecosystems Management (IEM) - Intermediate: Applies IEM and other related approaches to NRM:	PENRO Surigao del Sur - Technical Services Division
									(PCO2) Identification of Interventions and Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Pace) and Zoning for Strategic Management - Intermediate: Identifies interventions and integrating strategies across sectors:	
									(PCO3) Characterization of Ecosystems and Use of Planning Tools and Procedures - Intermediate: Undertakes characterization of ecosystems and use of planning tools and procedures;	
									(PCO4) Resource Management and Restoration/Rehabilitation of Degraded Ecosystems - Intermediate: Identifies and implements appropriate resource management and restoration strategies of various ecosystems;	
									(PCO5) Preparation of Natural Resources Management (NRM)-Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWWRM) - Intermediate: Facilitates/ provides technical assistance in the formulation and implementation of NRM- related plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWWRM) and integration to LGU plans:	
									(PCO6) Environment and Natural Resource (ENR) Accounting - Intermediate: Undertakes ENR Accounting activities:	
									(PCO7) Strategies and Schemes for Financing Environmental Projects - Intermediate: Plans, initiates and operationalizes strategies and schemes for financing environmental projects;	

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									(PCO8) Results-Based Monitoring and Evaluation System (RBME) and Environmental Audit for Different ENRM Sites - Intermediate: Implements RBME activities and environmental audit for different ENRM sites;	
									(PCO9) Environmental Governance - Intermediate: Undertakes environmental governance activities that include transparency, accountability, participation, collaboration and functionality;	
									(PCO10) Climate Change and Environmental Management - Intermediate: Applies mitigating measures and adaptive solutions to climate change;	
									(PCO11) Information, Education and Communication, Social Marketing and Extension Support - Intermediate: Undertakes social marketing and extension support activities to improve ENRM;	
									(PCO12) Social Negotiation - Intermediate: Conducts social negotiation activities;	
									(PCO13) ENR Law Enforcement - Intermediate: Assists in the conduct of ENR resource valuation activities; Implements ENR law enforcement activities & operational plans with the assistance of concerned stakeholders; Processes intelligence report from stakeholders and informants; Conducts investigation, preparation of affidavits and complaints; Monitors compliance of ENR tenure holders; Operates the e-filing system and database management;	
									(PCO14) Land Disposition and Management - Intermediate: Processes and evaluates public land applications;	
									(PCO15) Forest, Water and Wildlife Resources Regulation - Intermediate: Processes and evaluates forest, water and wildlife resource utilization and regulation activities;	
									(PCO16) Tenure and Rights Assessment - Intermediate: Evaluates effectiveness of tenure holders based on organizational, stewardship, protection and management capabilities;	
									(PCO17) Tenurial Instruments and Permits for Improved Resource Management - Intermediate: Prepares tenurial instruments and permits for improved resource management;	
									(CC1) Discipline - Intermediate: Upholds the values of DENR in every action and decision;	
									(CC2) Excellence - Intermediate: Delivers and adds value to customers' expectations and requirements;	
									(CC3) Nobility - Intermediate: Demonstrates virtue, goodness, honor, justness and decency even in difficult situations;	
									(CC4) Responsibility - Intermediate: Practices the principle of transparency and accountability in the workplace;	

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									(CC5) Caring for the Environment and Natural Resources - Intermediate: Applies knowledge and understanding of the environment to further the aims of sustainability;	
									(OC1) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Intermediate: Demonstrates the use of available equipment and software/s and application/s that can be utilized in the performance of the assigned tasks. Works with data to generate relevant information;	
									(OC4) Project Management - Intermediate: Conducts project management activities;	
									(OC5) Completed Staff Work (CSW) - Intermediate: Demonstrates advanced knowledge in CSW by applying appropriate tools and techniques;	
8	ECOSYSTEMS MANAGEMENT SPECIALIST II	OSEC-DENRB-ECOMS2-149-2014	15	33575	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	N.B. EMS II have the same required competencies as listed under DMO II vacant position in the PENR/CENR Office.	CENRO Cantilan
9	FORESTER II	OSEC-DENRB-FORST2-561-1998	15	33575	Bachelor's degree in Forestry	4 hours of relevant training	1 year of relevant experience	RA 1080	(RO9) Environmental Governance - Intermediate: Undertakes environmental governance activities that include transparency, accountability, participation, collaboration and functionality;	Regional Office - Enforcement Division
									(RO10) Climate Change and Environmental Management - Intermediate: Applies mitigating measures and adaptive solutions to climate change	
									(CC1) Discipline - Intermediate: Upholds the values of DENR in every action and decision;	
									(CC2) Excellence - Intermediate: Delivers and adds value to customers' expectations and requirements;	
									(CC3) Nobility - Intermediate: Demonstrates virtue, goodness, honor, justness and decency even in difficult situations;	
									(CC4) Responsibility - Intermediate: Practices the principle of transparency and accountability in the workplace;	
									(CC5) Caring for the Environment and Natural Resources - Intermediate: Applies knowledge and understanding of the environment to further the aims of sustainability;	
									(OC1) Writing Effectively - Intermediate: Edits existing or customizes available communication materials to produce an appropriate written work;	

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Place of Assignment
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									(OC2) 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:	
									(OC3) Technology Literacy and Managing Information - Intermediate: Demonstrates the use of available equipment and software/s and application/s that can be utilized in the performance of the assigned tasks. Works with data to generate relevant information:	
									(OC4) Project Management - Intermediate: Conducts project management activities:	
									(OC5) Completed Staff Work (CSW) - Intermediate: Demonstrates advanced knowledge in CSW by applying appropriate tools and techniques:	
10	FORESTER II (4 items)	OSEC-DENRB-FORST2-567-1998	15	33575	Bachelor's degree in Forestry	4 hours of relevant training	1 year of relevant experience	RA 1080	N.B. Forester II have the same required competencies as listed under DMO II vacant position in the PENR/CENR Office.	CENRO Bayugan
11		OSEC-DENRB-FORST2-585-1998								CENRO Cabadbaran (Tubay)
12		OSEC-DENRB-FORST2-624-1998								CENRO Cantilan
13		OSEC-DENRB-FORST2-582-1998								CENRO Loreto
14	ADMINISTRATIVE OFFICER IV (BUDGET OFFICER II)	OSEC-DENRB-ADOF4-88-2014	15	33575	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	(RFM1) General Accounting - Basic: Records, classifies and summarizes DENR's financial transactions	Regional Office - Finance Division
									(RFM2) Budget Preparation - Intermediate: Prepares/consolidates the budget of all the offices/divisions in DENR in accordance with existing DBM and agency rules and regulations	
									(RFM3) Budget Administration And Control - Intermediate: Performs budget administration and control activities	
									(RFM4) Organization and Management Systems Improvement - Intermediate: Conducts organization and management systems improvement activities	
									(RFM5) Cash Management - Intermediate: Performs cash management activities	
15	FOREST MANAGEMENT SPECIALIST II	OSEC-DENRB-FMS2-44-1998	15	33575	Bachelor's degree relevant to the job	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	N.B. FMS II have the same required competencies as listed under Forester II vacant position in the Enforcement Division.	Regional Office - Enforcement Division
16	INFORMATION OFFICER II	OSEC-DENRB-INFO2-20-2014	15	33575	Bachelor's degree	4 hours of relevant training	1 year of relevant experience	Career Service (Professional) Second Level Eligibility	(RSC11) 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 Executive Director
									(RSC12) Development Communication Management - Intermediate: Conducts development communication activities:	
									(RSC13) Event Management - Intermediate: Conducts event management activities:	

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									(RSC14) Visual Communication (Graphic Design and Layout) - Intermediate: Undertakes more visual communication works;	
									(RSC15) Video Production Managing - Intermediate: Undertakes more complex video production works and covers big and VIP events;	
									(RSC16) Photojournalism - Intermediate: Undertakes more complex photography works and covers big and VIP events;	
									(RSC17) Library Management - Intermediate: Implements library management activities and programs;	
									(CC1) Discipline - Advanced: Serves as a good role model on DENR values and ethics to staff/peers;	
									(CC2) Excellence - Advanced: Anticipates, identifies and manages stakeholders' standards and requirements towards excellent customer service through improving sense of responsibility and competence;	
									(CC3) Nobility - Advanced: Influences others to observe virtue, goodness, honor, justness and decency in all situations;	
									(CC4) Responsibility - Advanced: Leads in the observance of the principle of transparency and accountability in the workplace;	
									(CC5) Caring for the Environment and Natural Resources - Advanced: Serves as a good role model in conserving and preserving the environment to peers and staffs;	
									(OC1) Writing Effectively - Advanced: Produces written work from scratch with some guidance while complying to agreed or prescribed standards of communicating within the bureaucracy;	
									(OC2) 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;	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(OC3) Technology Literacy and Managing Information - Advanced: Analyzes appropriateness of office software and equipment in the performance of assigned tasks. Develops information assets to achieve organizational goals;	
									(OC4) Project Management - Advanced: Leads in project management activities;	
									(OC5) Completed Staff Work (CSW) - Advanced: Leads the practice of CSW in his/her office/unit;	
17	ACCOUNTANT I	OSEC-DENRB-A1-37-1998	12	26052	Bachelor's degree in Commerce/Business Administration major in Accounting	None required	None required	RA 1080	N.B. Accountant I have the same required competencies as listed under Accountant II vacant position in the Finance Division.	Regional Office - Finance Division
18	LEGAL ASSISTANT II (2 items)	OSEC-DENRB-LEA2-15-2014	12	26052	BS Legal Management, AB Paralegal Studies, Law, Political Science or other allied courses	4 hours of training relevant to legal work, such as legal ethics, legal research and writing, or legal procedure	None required	Career Service (Professional) Second Level Eligibility	(RS1) Legal Note Taking - Intermediate: Assists in the conduct of legal proceedings	Regional Office - Legal Division
19		OSEC-DENRB-LEA2-16-2014	12						(RS2) Legal Records Management - Intermediate: Implements records management activities	Regional Office - Legal Division
									(RS3) Computerized Records Management - Intermediate: Implements computerized records management activities	
									(RS4) Clerical/Secretarial/Executive Assistance Skills - Intermediate: Implements complete staff work	
									(CC1) Discipline - Basic: Practices ethical and professional behaviors;	
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. Collects, organizes and maintains data;	

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									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	
20	LAND MANAGEMENT OFFICER I	OSEC-DENRB-LAMO1-83-1998	11	23877	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 as listed under DMO II vacant position in the PENR/CENR Office.	CENRO Lianga
21	SPECIAL INVESTIGATOR I	OSEC-DENRB-SPI1-86-2014	11	23877	Bachelor's degree relevant to the job	None required	None required	Career Service (Professional) Second Level Eligibility	N.B. Special Investigator I have the same required competencies as listed under DMO II vacant position in the PENR/CENR Office.	CENRO Cabadbaran (Tubay)
22	ECOSYSTEMS MANAGEMENT SPECIALIST I	OSEC-DENRB-ECOMS1-243-2014	11	23877	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 as listed under DMO II vacant position in the PENR/CENR Office.	CENRO Bunawan
23	FORESTER I (2 items)	OSEC-DENRB-FORST1-795-1998	11	23877	Bachelor's degree in Forestry	None required	None required	RA 1080	N.B. Forester I have the same required competencies as listed under DMO II vacant position in the PENR/CENR Office.	CENRO Loreto
24		OSEC-DENRB-FORST1-833-1998								CENRO Bunawan
25	CREDIT OFFICER I	OSEC-DENRB-CROF1-148-2014	9	19593	Bachelor's degree	None required	None required	Career Service (Professional) Second Level Eligibility	(PCFM1) General Accounting - Basic: Records, classifies and summarizes DENR's financial transactions;	CENRO Cantilan
									(CC1) Discipline - Basic: Practices ethical and professional behaviors;	
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. Collects, organizes and maintains data;	
									(OC4) Project Management - Basic: Assists in project management activities;	
									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
26	FOREST TECHNICIAN II (3 items)	OSEC-DENRB-FORT2-723-2014	8	18251	Completion of two years studies in college	4 hours of relevant training	1 year of relevant experience	Career Service (Subprofessional) First Level Eligibility	(PCO1) Concept and Application of Integrated Ecosystems Management (IEM) - Basic: Assists in the application of IEM and other related approaches to Natural Resources Management (NRM);	CENRO Cabadbaran (Tubay)
27		OSEC-DENRB-FORT2-741-2014							(PCO2) Identification of Interventions and Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Pace) and Zoning for Strategic Management - Basic: Assists in the identification of interventions and integrating strategies across sectors	CENRO Loreto
28		OSEC-DENRB-FORT2-773-2014							(PCO3) Characterization of Ecosystems and Use of Planning Tools and Procedures - Basic: Assists in the characterization of ecosystems and use of planning tools and procedures;	CENRO Lianga
									(PCO4) Resource Management and Restoration/Rehabilitation of Degraded Ecosystems - Basic: Assists in identifying and implementing appropriate resource management and restoration strategies of various ecosystems;	
									(PCO5) Preparation of Natural Resources Management (NRM)-Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) - Basic: Assists in the preparation of NRM- related plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU plans;	
									(PCO6) Environment and Natural Resource (ENR) Accounting - Basic: Assists in undertaking ENR accounting activities;	
									(PCO7) Strategies and Schemes for Financing Environmental Projects - Basic: Assists in planning, initiating and operationalizing strategies and schemes for financing environmental projects;	
									(PCO8) Results-Based Monitoring and Evaluation System (RBME) and Environmental Audit for Different ENRM Sites - Basic: Assists in RBME and Environmental Audit of activities for different ENRM sites;	
									(PCO9) Environmental Governance - Basic: Assists in environmental governance activities that include transparency, accountability, participation, collaboration and functionality;	
									(PCO10) Climate Change and Environmental Management - Basic: Assists in applying mitigating measures and adaptive solutions to climate change;	
									(PCO12) Social Negotiation - Basic: Assists in social negotiation activities;	
									(CC1) Discipline - Basic: Practices ethical and professional behaviors;	
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. Collects, organizes and maintains data;	
									(OC4) Project Management - Basic: Assists in project management activities;	
									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	
29	CARTOGRAPHER II	OSEC-DENRB-CGR2-142-1998	8	18251	Completion of two years studies in college or High School Graduate with relevant vocational/trade course	4 hours of relevant training	1 year of relevant experience	Cartographer (MC 10, s. 2013, as amended - Cat. II)/ Career Service Subprofessional	(PCO1) Concept and Application of Integrated Ecosystems Management (IEM) - Basic: Assists in the application of IEM and other related approaches to Natural Resources Management (NRM);	CENRO Nasipit
									(PCO4) Resource Management and Restoration/Rehabilitation of Degraded Ecosystems - Basic: Assists in identifying and implementing appropriate resource management and restoration strategies of various ecosystems;	
									(PCO5) Preparation of Natural Resources Management (NRM)-Related Plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) - Basic: Assists in the preparation of NRM- related plans (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM) and integration to LGU plans;	
									(PCO9) Environmental Governance - Basic: Assists in environmental governance activities that include transparency, accountability, participation, collaboration and functionality;	
									(PCO10) Climate Change and Environmental Management - Basic: Assists in applying mitigating measures and adaptive solutions to climate change;	
									(PCO14) Land Disposition and Management - Basic: Assist in the disposition of A&D lands and management of other government lands;	

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(PCO15) Forest, Water and Wildlife Resources Regulation - Basic: Assists in the forest, water and wildlife resource utilization and regulation activities;	
									(PCO16) Tenure and Rights Assessment - Basic: Assists in the evaluation on the effectiveness of tenure holders based on organizational, stewardship, protection and management capabilities;	
									(PCO17) Tenurial Instruments and Permits for Improved Resource Management - Basic: Assist in the preparation of tenurial instruments and permits for improved resource management	
									(CC1) Discipline - Basic: Practices ethical and professional behaviors;	
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. Collects, organizes and maintains data;	
									(OC4) Project Management - Basic: Assists in project management activities;	
									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	
30	ADMINISTRATIVE AIDE VI (CLERK III)	OSEC-DENRB-ADA6-664-2014	6	16200	Completion of two years studies in college	None required	None required	Career Service (Subprofessional) First Level Eligibility	(PCAS4) Clerical/Secretarial/Executive Assistance Skills - Basic: Assists in discharging complete staff work;	CENRO Bayugan
31		OSEC-DENRB-ADA6-679-2014							(CC1) Discipline - Basic: Practices ethical and professional behaviors;	CENRO Lianga
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	

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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. Collects, organizes and maintains data;	
									(OC4) Project Management - Basic: Assists in project management activities;	
									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	
32	FOREST TECHNICIAN I (8 items)	OSEC-DENRB-FORT1-1083-2014	6	16200	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 as listed under Forest Technician II vacant position in the PENR/CENR Office	CENRO Nasipit
33		OSEC-DENRB-FORT1-1147-2014								CENRO Cantilan
34		OSEC-DENRB-FORT1-1153-2014								CENRO Cantilan
35		OSEC-DENRB-FORT1-1133-2014								CENRO Bislig
36		OSEC-DENRB-FORT1-1174-2014								PENRO Dinagat Islands - Technical Services Division
37		OSEC-DENRB-FORT1-1178-2014								PENRO Dinagat Islands - Technical Services Division
38		OSEC-DENRB-FORT1-1096-2014								CENRO Bayugan
39		OSEC-DENRB-FORT1-1140-2014								CENRO Bislig
40	LAND MANAGEMENT INSPECTOR	OSEC-DENRB-LAMI-45-1998	6	16200	Completion of two years studies in college	None required	None required	Career Service (Subprofessional) First Level Eligibility	(PCO14) Land Disposition and Management - Basic: Assist in the disposition of A&D lands and management of other government lands;	CENRO Loreto

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(PCO15) Forest, Water and Wildlife Resources Regulation - Basic: Assists in the forest, water and wildlife resource utilization and regulation activities;	
									(PCO16) Tenure and Rights Assessment - Basic: Assists in the evaluation on the effectiveness of tenure holders based on organizational, stewardship, protection and management capabilities;	
									(PCO17) Tenurial Instruments and Permits for Improved Resource Management - Basic: Assist in the preparation of tenurial instruments and permits for improved resource management	
									(CC1) Discipline - Basic: Practices ethical and professional behaviors;	
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
									(OC2) 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;	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. Collects, organizes and maintains data;	
									(OC4) Project Management - Basic: Assists in project management activities;	
									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	
41	FOREST RANGER (5 items)	OSEC-DENRB-FORA-237-2014	4	14400	High School Graduate	None required	None required	None required (MC 11, s. 96 - Cat. III)	(PCO1) Concept and Application of Integrated Ecosystems Management (IEM) - Basic: Assists in the application of IEM and other related approaches to Natural Resources Management (NRM);	CENRO Cantilan

No.	Position Title (Parenthetical Title, if applicable)	Plantilla Item No.	Salary/ Job/ Pay Grade	Monthly Salary	Qualification Standards					Place of Assignment
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42		OSEC-DENRB-FORA-1359-1998							(PCO2) Identification of Interventions and Integrating Strategies Across Sectors (Forestry, Coastal, Agriculture, Urban, Air Pace) and Zoning for Strategic Management - Basic: Assists in the identification of interventions and integrating strategies across	CENRO Nasipit
43		OSEC-DENRB-FORA-1804-1998							(PCO3) Characterization of Ecosystems and Use of Planning Tools and Procedures - Basic: Assists in the characterization of ecosystems and use of planning tools and procedures;	CENRO Lianga
44		OSEC-DENRB-FORA-1360-1998							(PCO4) Resource Management and Restoration/Rehabilitation of Degraded Ecosystems - Basic: Assists in identifying and implementing appropriate resource management and restoration strategies of various ecosystems;	CENRO Nasipit
45		OSEC-DENRB-FORA-1519-1998							(PCO9) Environmental Governance - Basic: Assists in environmental governance activities that include transparency, accountability, participation, collaboration and functionality;	CENRO Nasipit
									(PCO13) ENR Law Enforcement - Basic: Has basic knowledge on ENR laws, rules and regulations; Has basic knowledge on surveillance, patrolling, forest fire/pest & diseases management, data gathering and preparation of spot report; Has knowledge on how to use or operate gadget (hand-held radio, camera with geo-tagging capability, satellite phones, LAWIN system); and Has knowledge on the conduct of CEPA;	
									(CC1) Discipline - Basic: Practices ethical and professional behaviors;	
									(CC2) Excellence - Basic: Complies with DENR's standards of service deliver	
									(CC3) Nobility - Basic: Demonstrates virtue, goodness, honor, justness and decency at all times;	
									(CC4) Responsibility - Basic: Observes the principle of transparency and accountability in the workplace with supervision and guidance;	
									(CC5) Caring for the Environment and Natural Resources - Basic: Has knowledge of concepts and application of preservation and conservation of the environment;	
									(OC1) Writing Effectively - Basic: Refers to and/or uses existing communication materials or templates to produce own written work;	
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					Education	Training	Experience	Eligibility	Competency (if applicable)	
									(OC3) Technology Literacy and Managing Information - Basic: Applies basic technology (office software and equipment) in the performance of the assigned tasks. <u>Collects, organizes and maintains data.</u>	
									(OC4) Project Management - Basic: Assists in project management activities.	
									(OC5) Completed Staff Work (CSW) - Basic: Practices basic knowledge of CSW to generate complete, accurate, relevant and timely output	

This office highly encourages interested and qualified applicants including persons with disability (PWD), members of indigenous communities and those from any sexual orientation and gender identities (SOGI).

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 **January 31, 2022**.

- 1 **Application letter** (specifying the **Position Title** and **Item Number** applied for and its date of publication);
- 2 Fully accomplished **Personal Data Sheet (PDS) with recent passport-size picture** (CS Form 212 Revised 2017 and Work Experience Sheet), PDS can be downloaded at www.csc.gov.ph or www.denr.gov.ph
 - 2.a. **Service Record** in PDS should indicate designations and S.O. Number, for supervisory experience;
 - 2.b. **Work Experience Sheet (WES)** in prescribed form (in the PDS) should clearly specify that:
 - you supervised staff, indicate designations, S.O. No., (attach copy of S.O. for all supervisory experience);
- 3 Photocopy of authenticated **Certificate of Eligibility/Rating/ License** (with supporting documents if name appearing on Eligibility Certificate is different from name in the PDS):
- 4 Photocopy of authenticated **Transcript of Records and Diploma / Commission on Higher Education Certification, Authentication and Verification (CAV)** of Academic Records for Private and Locally Funded Colleges and Universities;
- 5 Photocopy of **IPCR (January to June 2021)** (For government employees only)
- 6 Photocopy of **Certificates of Training** programs completed;
- 7 Photocopy of Valid **NBI Clearance** (Applicable for entrants or reemployment in government service)
- 8 Photocopy of **Certificate of Live Birth** from PSA (Applicable for entrants or reemployment in government service)
- 9 Photocopy of **Marriage Certificate** from PSA, if applicable
- 10 **Certificate of Employment** from all previous employers (if not government employee) / original Service Record (for government employees)

By submitting these documents/records, you agree that your information will be used to process your application. Your contact details will be used to communicate with you on the details of the assessment process. Your current and previous employers, QUALIFIED APPLICANTS are advised to hand in or send through courier their application to:

NONITO M. TAMAYO, CESO III
Regional Executive Director
Brgy. Ambago, Butuan City
denrrsp13@gmail.com

NOTE: APPLICATIONS WITH INCOMPLETE DOCUMENTS SHALL NOT BE ACCEPTED. ONLY APPLICANTS WITH COMPLETE ATTACHMENTS WILL BE SCREENED. FOR APPLICATIONS THRU EMAIL, PLEASE USE THIS FORMAT FOR YOUR SUBJECT: **POSITION TITLE / OFFICE / ITEM NUMBER** (e.g. **DEVELOPMENT MANAGEMENT OFFICER IV / CENRO BISLIG / OSEC-DENRB-DMO4-144-2014**).