POSITION COMPETENCY PROFILE (LEADERSHIP COMPETENCIES

POSITION	SALARY GRADE	THINKING STRATEGICALLY	DIRECTING & MANAGING CHANGE	DEVELOPING PEOPLE	MANAGING PERFORMANCE (AND COACHING FOR RESULTS)	BUILDING COLLABORATIVE , INCLUSIVE WORKING RELATIONSHIP
P.G. Department Head	26	4	4	4	4	4
P.G. Assist. Department Head	24	4	3	4	4	3
Dentist IV	23	3	3	3	3	3
Medical Officer IV	23	3	3	3	3	3
Provincial Warden	22	3	3	3	3	3
Internal Auditor IV	22	3	3	3	3	3
Information Technology Officer II	22	3	3	3	3	3
Community Affairs Officer IV	22	3	3	3	3	3
Supervising Administrative Officer (HRMO IV)	22	3	3	3	3	3
Supervising Tourism Operations Officer	22	4	4	4	4	4
Sports Development Officer IV	22	4	4	4	4	4
Development Management Officer IV	22	4	4	4	4	4
Supervising Administrative Officer	22	3	3	3	3	3
Supervising Administrative Officer (IO IV)	22	3	3	3	3	3
Supervising Administrative Officer (SO IV)	22	3	3	3	3	3
Supervising Administrative Officer (Cashier IV)	22	3	3	3	3	3
Supervising Administrative Officer (Accountant IV)	22	3	3	3	3	3
Supervising Administrative Officer (Fiscal Exam. IV)	22	3	3	3	3	3
Planning Officer IV	22	3	3	3	3	3
Project Development Officer IV	22	3	3	3	3	3
Project Evaluation Officer IV	22	3	3	3	3	3
Engineer IV	22	3	3	3	3	3
Supervising Administrative Officer (BO IV)	22	3	3	3	3	3
Local Revenue Collection Officer IV	22	3	3	3	3	3
Local Assessment Operations Officer IV	22	3	3	3	3	3
Population Program Officer IV	22	3	3	3	3	3

Position						
Social Welfare Officer IV	22	3	3	3	3	3
Superising Agriculturist	22	3	3	3	3	3
Veterinarian IV	22	3	3	3	3	3
Supervising Environmental Management Specialist	22	3	3	3	3	3
Local Legislative Staff Officer V	22	3	3	3	3	3
Local Treasury Operations Officer IV	22	3	3	3	3	3
Tax Mapper IV	22	3	3	3	3	3
Medical Officer III	21	3	3	3	3	3
Dentist III (PHO)	20					
Engineer III	19	3	3	3	3	2
Architect III	19	3	3	3	3	2
Veterinarian III	19	3	3	3	3	3
Nurse IV (Chief Nurse)	19	3	3	3	3	3
Local Legislative Staff Officer IV	19	3	3	3	3	2
Information System Analyst III	19	3	3	3	3	2
Administrative Officer V	18	3	3	3	3	2
Internal Auditor III	18	3	3	3	3	3
Assistant Provincial Warden	18	3	3	3	3	3
Computer Programmer III	18	3	3	3	3	3
Senior Tourism Operations Officer	18	3	3	3	3	3
Development Management Officer III	18	3	3	3	3	3
Administrative Officer V (HRMO III)	18	3	2	2	2	2
Statistician III	18	3	3	3	3	3
Planning Officer III	18	3	3	3	3	3
Project Evaluation Officer III	18	3	3	3	3	3
Senior Cooperatives Development Specialist	18	3	3	3	3	3
Administrative Officer V (SO III)	18	3	3	3	3	3
Administrative Officer V (RO III)	18	3	3	3	3	2
Administrative Officer V (BO III)	18	3	3	3	3	2
Administrative Officer V (FE III)	18	3	3	3	3	2
Administrative Officer V (IO III)	18	3	3	3	3	3
Local Treasury Operations Officer III	18	3	2	2	2	3
Administrative Officer V (Cashier III)	18	2	2	2	2	2
Tax Mapper III	18	3	3	3	3	3
Local Assessment Operations Officer III	18	3	3	3	3	3
Local Revenue Collection Officer III	18	3	2	2	2	3

Position						
Community Affairs Officer III	18	3	3	3	3	3
Social Welfare Officer III	18	3	3	3	3	3
Senior Agriculturist	18	3	3	3	3	3
Medical Technologist III (BB)	18	3	3	3	3	3
Computer Maintenance Technologist III	18	3	2	2	2	3
Senior Environmental Mgt. Specialist	18	3	3	3	3	3
Engineer III	18	3	3	3	3	2
Dentist II	17	3	3	3	3	3
Nurse III	17	2	2	2	2	2
Engineer II	16	2	3	2	2	2
Architect II	16	2	3	3	2	3
Accountant II	16	2	2	2	2	2
Local Legislative Staff Officer III	16	3	3	2	3	2
Nutritionist Dietitian II	15	2	2	2	2	2
Pharmacist II	15	2	2	2	2	2
Nurse II	15	2	2	2	2	2
Administrative Officer IV (PEO)	15	3	3	2	2	2
Security Officer II	15	3	3	3	3	3
Information Officer II	15	2	2	2	2	2
Medical Technologist II	15	2	2	2	2	2
Social Worker II	14	2	2	2	2	2
Food Service Supervisor	14	2	2	2	2	2
Administrative Officer III	14	2	2	2	2	2
Engineer I	12	2	2	2	2	2
Architect I	12	2	2	2	2	2
Administrative Assistant VI	12	2	2	2	2	2
Construction and Maintenance General Foreman	11	2	3	2	2	3
Cashier II	11	2	2	2	2	2
C & M Foreman	8	2	2	2	2	2