## POSITION COMPETENCY PROFILE (LEADERSHIP COMPETENCIES

POSITION	SALARY GRADE	THINKING STRATEGI CALLY	DIRECTING & MANAGING CHANGE	DEVELOPI NG PEOPLE	MANAGING PERFORM ANCE (AND COACHING FOR RESULTS)	BUILDING COLLABO RATIVE , INCLUSIVE WORKING RELATION SHIP
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

Supersing Agriculturist     22     3     3     3     3     3       Veterinarian IV     22     3     3     3     3     3     3       Supervising Environmental Management Specialist     22     3     3     3     3     3     3       Local Treasury Operations Officer IV     22     3     3     3     3     3     3       Decide Treasury Operations Officer IV     22     3     3     3     3     3     3       Decide Treasury Operations Officer IV     22     3 <th>Social Welfare Officer IV</th> <th>22</th> <th>3</th> <th>3</th> <th>3</th> <th>3</th> <th>3</th>	Social Welfare Officer IV	22	3	3	3	3	3
Vertination IV     22     3							
Supervising Environmental Management     22     3     3     3     3     3       Local Legislative Staff Officer V     22     3     3     3     3     3     3       Local Treasury Operations Officer IV     22     3     3     3     3     3     3       Tax Mapper IV     22     3     3     3     3     3     3       Dential III (PHO)     20     Imagement     10     3     3     3     3     2       Archited III     19     3 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
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       Medical Officer III     21     3     3     3     3     3       Dentst III (PHO)     20		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     3     3       Medical Officer III     21     3     3     3     3     3     3     3       Dentist III (PHO)     20		22	3	3	3	3	3
Tax Mapper IV     22     3     3     3     3     3       Medical Officer III     21     3     3     3     3     3     3       Dentst III (PHO)     20     Image: Comparison of the period	Local Legislative Staff Officer V	22	3	3	3	3	3
Addial Officer III     21     3     3     3     3     3       Dentst III (PHO)     20     Image: Comparison of the second of	Local Treasury Operations Officer IV	22	3	3	3	3	3
Dents III (PHO)     20     Image: constraint of the system of the	Tax Mapper IV	22	3	3	3	3	3
Engineer III     19     3     3     3     3     2       Architect III     19     3     3     3     3     3     2       Veterinarian III     19     3     3     3     3     3     3     3     3       Nurse IV (Chief Nurse)     19     3 </td <td>Medical Officer III</td> <td>21</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td>	Medical Officer III	21	3	3	3	3	3
Architect III     19     3     3     3     3     2       Vaterinarian III     19     3 <td< td=""><td>Dentist III (PHO)</td><td>20</td><td></td><td></td><td></td><td></td><td></td></td<>	Dentist III (PHO)	20					
Veterinarian III     19     3     3     3     3     3       Nurse IV (Chief Nurse)     19     3	Engineer III	19	3	3	3	3	2
Nurse IV (Chief Nurse)     19     3	Architect III	19	3	3	3	3	2
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     3     3       Assistant Provincial Warden     18     3     3     3     3     3     3     3       Computer Programmer III     18     3 </td <td>Veterinarian III</td> <td>19</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td>	Veterinarian III	19	3	3	3	3	3
Information System Analyst III     19     3     3     3     3     2       Administrative Officer V     18     3     3     3     3     2       Internal Auditor III     18     3	Nurse IV (Chief Nurse)	19	3	3	3	3	3
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     3     3       Assistant Provincial Warden     18     3 </td <td>Local Legislative Staff Officer IV</td> <td>19</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>2</td>	Local Legislative Staff Officer IV	19	3	3	3	3	2
Internal Auditor III     18     3     3     3     3     3       Assistant Provincial Warden     18     3     3     3     3     3     3     3       Computer Programmer III     18     3     3     3     3     3     3     3       Senior Tourism Operations Officer     18     3	Information System Analyst III	19	3	3	3	3	2
Assistant Provincial Warden     18     3     3     3     3     3       Computer Programmer III     18     3     <	Administrative Officer V	18	3	3	3	3	2
Computer Programmer III     18     3 <td>Internal Auditor III</td> <td>18</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td>	Internal Auditor 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     3       Administrative Officer V (HRMO III)     18     3     2     2     2     2       Statistician III     18     3     3     3     3     3     3       Planning Officer III     18     3     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     2       Administrative Officer V (BO III)     18     3     3     3     3     2       Administrative Officer V (BO III)     18     3     3     3     3     3     2       Administrative Officer V (Coshier III     18     3     2     2 <td>Assistant Provincial Warden</td> <td>18</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td>	Assistant Provincial Warden	18	3	3	3	3	3
Development Management Officer III     18     3     3     3     3     3       Administrative Officer V (HRMO III)     18     3     2     3     <	Computer Programmer 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   3     Planning Officer III   18   3   3   3   3   3   3     Project Evaluation Officer III   18   3   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 (RO III)   18   3   3   3   2   2     Administrative Officer V (BO III)   18   3   3   3   3   2     Administrative Officer V (IO III)   18   3   3   3   3   3   3   3     Administrative Officer V (IO III)   18   3   3   3   3   3   3   3   3     Local Treasury Opera	Senior Tourism Operations Officer	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   3     Planning Officer III   18   3   3   3   3   3   3     Project Evaluation Officer III   18   3   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 (RO III)   18   3   3   3   2   2     Administrative Officer V (BO III)   18   3   3   3   3   2     Administrative Officer V (IO III)   18   3   3   3   3   3   3   3     Administrative Officer V (IO III)   18   3   3   3   3   3   3   3   3     Local Treasury Opera	Development Management Officer 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   3     Senior Cooperatives Development Specialist   18   3   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 (BO III)   18   3   3   3   3   2     Administrative Officer V (BO III)   18   3   3   3   3   2     Administrative Officer V (IO III)   18   3   3   3   3   3   3   3     Local Treasury Operations Officer III   18   3   3   3   3   3   3   3     Local Assessment Operations Officer III   18   3   3   3   3   3   3   3   3   <	Administrative Officer V (HRMO III)	18	3	2	2	2	2
Project Evaluation Officer III     18     3 <t< td=""><td>Statistician III</td><td>18</td><td>3</td><td>3</td><td>3</td><td>3</td><td>3</td></t<>	Statistician III	18	3	3	3	3	3
Senior Cooperatives Development Specialist     18     3 <td>Planning Officer III</td> <td>18</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td>	Planning Officer III	18	3	3	3	3	3
Senior Cooperatives Development Specialist     18     3 <td>Project Evaluation Officer III</td> <td>18</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td>	Project Evaluation Officer III	18	3	3	3	3	3
Administrative Officer V (SO III)   18   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 (BO III)   18   3   3   3   2     Administrative Officer V (FE III)   18   3   3   3   2     Administrative Officer V (FE III)   18   3   3   3   3   2     Administrative Officer V (IO III)   18   3 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Administrative Officer V (RO III)   18   3   3   3   2     Administrative Officer V (BO III)   18   3   3   3   2     Administrative Officer V (BO III)   18   3   3   3   2     Administrative Officer V (FE III)   18   3   3   3   2     Administrative Officer V (IO III)   18   3   3   3   3   2     Administrative Officer V (IO III)   18   3   3   3   3   3   3     Local Treasury Operations Officer III   18   3   2   2   2   2   2   2   2     Tax Mapper III   18   3   3   3   3   3   3   3   3   3     Local Assessment Operations Officer III   18   3	Senior Cooperatives Development Specialist	18	3	3	3	3	3
Administrative Officer V (BO III)   18   3   3   3   2     Administrative Officer V (FE III)   18   3   3   3   2     Administrative Officer V (FE III)   18   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   3     Local Assessment Operations Officer III   18   3   3   3   3   3	Administrative Officer V (SO III)	18	3	3	3	3	3
Administrative Officer V (FE III)   18   3   3   3   2     Administrative Officer V (IO III)   18   3	Administrative Officer V (RO 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     Administrative Officer V (Cashier III)   18   2   2   2   2   2     Tax Mapper III   18   3   3   3   3   3   3     Local Assessment Operations Officer III   18   3   3   3   3   3	Administrative Officer V (BO III)	18	3	3	3	3	2
Local Treasury Operations Officer III1832223Administrative Officer V (Cashier III)1822222Tax Mapper III1833333Local Assessment Operations Officer III1833333	Administrative Officer V (FE III)	18	3	3	3	3	2
Administrative Officer V (Cashier III) 18 2 2 2 2   Tax Mapper III 18 3 3 3 3   Local Assessment Operations Officer III 18 3 3 3	Administrative Officer V (IO III)	18	3	3	3	3	3
Tax Mapper III     18     3	Local Treasury Operations Officer III	18	3	2	2	2	3
Local Assessment Operations Officer III 18 3 3 3 3 3 3	Administrative Officer V (Cashier III)	18	2	2	2	2	2
	Tax Mapper III	18	3	3	3	3	3
	I oral Assessment Operations Officer III	18	3	3	3	3	3
	Local Revenue Collection Officer III	18	3	2	2	2	3

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