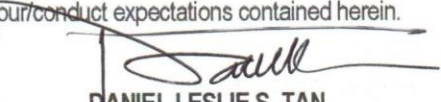
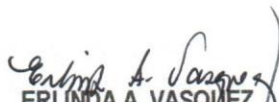


Republic of the Philippines POSITION DESCRIPTION FORM DBM-CSC Form No. 1 (Revised Version No. 1 ,			1. POSITION TITLE (as authorized by DBM) UNIVERSITY PROFESSOR		
2. ITEM NO.: VISCAB-UNIPROF-3-2005			3. SALARY GRADE : 30		
4. FOR LOCAL GOVERNMENT POSITION, ENUMERATE GOVERNMENT UNIT AND CLASS					
<input type="checkbox"/> provincial <input type="checkbox"/> city <input type="checkbox"/> municipality		<input type="checkbox"/> 1 st class <input type="checkbox"/> 2 nd class <input type="checkbox"/> 3 rd class <input type="checkbox"/> 4 th class		<input type="checkbox"/> 5 th class <input type="checkbox"/> 6 th class <input type="checkbox"/> Special	
5. DEPARTMENT, CORPORATION OR AGENCY/LOCAL GOVERNMENT			6. BUREAU OR OFFICE		
VISAYAS STATE UNIVERSITY			Philippine Root Crop Research and Training Center (PhilRootcrops)		
7. DEPARTMENT/BRANCH/DIVISION			8. WORKSTATION/PLACE OF WORK		
			PhilRootcrops, VSU , Baybay		
9. PRES, APPROP ACT		1. PREV. APPROP ACT		11. SALARY AUTHORIZED	
				P 143,534.00	
				ACA PERA 2,000.00	
13. POSITION TITLE OF IMMEDIATE SUPERVISOR			14. POSITION TITLE OF NEXT HIGHER SUPERVISOR		
Director, PhilRootcrops			VP for Research and Extension		
15. POSITION TITLE AND ITEM OF THOSE DIRECTLY SUPERVISED					
Study Leaders, Research Assistants, Skilled Workers					
16 MACHINE, EQUIPMENT, TOOLS ETC., USED REGULARLY IN PERFORMANCE OF WORK					
Processing Laboratory, Processing Machines, Computers, Machine Shop Tools/Equipment					
17. CONTACTS/CLIENTS/STAKEHOLDERS					
17a. Internal		Occasional		Frequent	
Executive/Managerial		(x)		()	
Supervisors		()		()	
Non Supervisors		(x)		(x)	
Staff		(x)		(x)	
17b. External		Occasional		Frequent	
General Public		()		(x)	
Other Agencies		(x)		()	
Others (Please specify: Admin Offices		()		(x)	
18. WORKING CONDITION					
Office Work		(x)		Other/s (Please Specify)	
Field Work		()			
19. BRIEF DESCRIPTION OF THE GENERAL FUNCTION OF THE UNIT OR SECTION					
Conduct research, production, and extension work for rootcrops					
20. BRIEF DESCRIPTION OF THE GENERAL FUNCTION OF THE POSITION (Job Summary)					
Performs research, instruction, extension, production function in the field of Agricultural Engineering (Crop Processing)					
21. QUALIFICATON STANDARDS					
21a. Education		21b. Experience		21c. Training	
Relevant Doctoral Degrees		5 years of relevant experience		32 hours of relevant trainings	
				RA 1080	
21e. CORE COMPETENCIES					Competency Level
1. Exemplifying Integrity and Professionalism - demonstrates high standards of professional behaviour, adhering to ethical as well as moral principles, values, and standards of public office					4
2. Delivering Service Excellence - Complies with VSU's established standards of service delivery for customer satisfaction					4
3. Communication Savvy - Effectively delivers messages that simply focus on facts or information;					4
4. Interpersonal relationship management - Effectively communicates and interacts with colleagues, customers and clients, and work well in a team to achieve results					4
5. Change Adaptation - Works effectively with a variety of people and situations and adapts one's thinking, behavior and style appropriately in dealing with change.					4
6. Gender-responsive management - Promotes gender equality and women empowerment to address gender-related problems and issues					4

21f. LEADERSHIP COMPETENCIES		Competency Level
1. Thinking Strategically and Creatively- Dreams and envisions what the future looks like for the university, thinks dimensionally, crafts strategic goals and strategies to attain that future, identifies connections that are not obviously connected and comes up with new and creative ideas to enhance organizational effectiveness and responsiveness.		2
2. Creating and Nurturing a High Performance Organization- Creates a high performing organizational culture that is purpose driven, results-based, client focused and team-oriented		2
3. Leading Change- Generates genuine enthusiasm and momentum for organizational development and change by engaging and involving groups and stakeholders to understand, support, commit and own the change agenda and to advance and sustain same for organizational effectiveness.		2
4. Building Collaborative and Inclusive Working Relationships- Builds a network of reciprocal, high trust and synergistic working relationship among employees within the organization and across other government and non-government organizations to leverage and maximize opportunities for strategic partnership with external stakeholders		2
5. Managing Performance and Coaching for Results- Creates an enabling environment which will nurture and sustains a performance based coaching culture for increased effectiveness of employees and a strong focus in developing people for current and future needs thru an active and continuing staff development program for organizational effectiveness.		2
21f. FUNCTIONAL COMPETENCIES		Competency Level
1. <i>Facilitating Learner Centered Environment</i> - Applies theories and psychologies to facilitate various teaching-learning delivery modes to enhance learning.		4
2. <i>Innovative Learning Strategies</i> - Adopts principles and develops teaching strategies by designing outcomes-based course syllabi to adapt to the changing educational landscape.		4
3. <i>Innovative Instructional Materials Development</i> - Designs and creates learning lessons, teaching-learning experiences that utilize innovative technologies in various learning environment		4
4. <i>Filipino Values Restoration</i> - Revitalizes desirable Filipino values that are pro-God, pro-people, and pro-nature.		4
5. <i>Publication Writing</i> - Develops and produces scientific article for peer-reviewed journals by utilizing research outputs		4
6. <i>Research Management-</i> Identifies issues and potentials for further studies and generation of new knowledge and technologies for the betterment of mankind, mother earth and the universe and conceptualizes proposals for funding and conducts studies to answer questions sought to be answered or maximizes technologies needed to improve the lives of mankind.		4
7. <i>Extension Management-</i> Identifies new knowledge and matured technologies due for adoption and implementation of target beneficiaries and conceptualizes programs, activities and projects and implements effective transfer mechanisms and strategies		4
21g. TECHNICAL COMPETENCIES		Competency Level
Provides support and technical services for the Agricultural Engineering faculty and staff.		
22. STATEMENT OF DUTIES AND RESPONSIBILITIES (Technical Competencies)		Competency Level
Percent of Working Time	DUTIES	
50%	1) Prepare project/research proposals for local and foreign funding and implement approved ones	4
30%	2) Teach assigned subjects, performs other teaching related functions, and acts as Adviser to Thesis students	4
10%	3) Participate in Co-curricular activities	4
10%	4) Do other duties as maybe assigned by Supervisor	4
23. ACKNOWLEDGMENT AND ACCEPTANCE		
I have received a copy of this job description. It has been discussed with me and I have freely chosen to comply with the performance and behavior/conduct expectations contained herein.		
 DANIEL LESLIE S. TAN Employee's Name, Date and Signature		 ERLINDA A. VASQUEZ Supervisor's Name, Date and Signature