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Republic of the Philippines				1. POSITION TITLE (as authorized by DBM)			
POSITION DESCRIPTION FORM				UNIVERSITY PROFESSOR			
DBM-CSC Form No. 1							
(R	evised Ve	rsion No. 1	3				
2. ITEM NO.: VISCAB-UNIPROF-3-2005				3. SALARY GRADE: 30			
4. FOR LOCAL GOVERN	MENT POS	SITION, ENU	JMERATE GOVERNM	ENT UNIT AND CLASS			
() city () 2nd cla () municipality () 3rd cla			() 1st class () 2nd class () 3rd class () 4th class	() 5th class () 6th class () Special			
5. DEPARTMENT, CORPORATION OR AGENCY/LOCAL GOVERNMENT				6. BUREAU OR OFFICE			
VISA	AS STATI	UNIVERSI	TY	Philippine Root Crop Research and Training Center (PhilRootcrops)			
7. DEPARTMENT/BRAN	CH/DIVISIO	ON		8. WORKSTATION/PLACE OF WORK			
				PhilRootcrops, VSU , Baybay			
9. PRES, APPROP ACT		1. PRE	V. APPROP ACT	11. SALARY AUTHORIZE	D 12. OTH	ER	
				P 143,534.00	AC	CA PERA 2,000.00	
13. POSITION TITLE OF	MMEDIAT	E SUPERVI	SOR	14. POSITION TITLE OF NEXT HIGHER SUPERVISOR			
D	irector, Phi	Rootcrops		VP for Research and Extension			
15. POSITION TITLE AND	ITEM OF	THOSE DIF	RECTLY SUPERVISED				
Study Leaders, Resea	rch Assista	nts, Skilled \	Vorkers				
16 MACHINE, EQUIPME	NT, TOOL	S ETC., USE	ED REGULARLY IN PE	RFORMANCE OF WORK			
Processing Laboratory	, Processir	g Machines	, Computers, Machine S	Shop Tools/Equipment			
17. CONTACTS/CLIENTS	S/STAKEH	OLDERS	9				
17a. Internal	Occasio	nal	Frequent	17b. External	Occasional	Frequent	
Executive/Managerial Supervisors	(x)		()	General Public Other Agencies	()	(x)	
Non Supervisors	(x)		() (x)	Others (Please specify:	(x)	(x)	
Staff	(x)		(x)	Admin Offfices			
18. WORKING CONDITION	ON						
Office Work Field Work	_		(x)	Other/s (Please Specify)	and the state of		
19. BRIEF DESCRIPTION	N OF THE	GENERAL I	FUNCTION OF THE UN	NIT OR SECTION	1 - 1-2.00		
Conduct research, pro	oduction, a	nd extension	work for rootcrops	6),1			
20. BRIEF DESCRIPTION	OF THE	SENERAL F	UNCTION OF THE PO	SITION (Job Summary)	to have		
Performs research, in:	struction, e			field of Agricultural Engineering	(Crop Processing)		
21. QUALIFICATON STA 21a. Education	NDAKD5	21b. Expe	rience	21c. Training	21d. Elig	ibility	
Relevant Doctoral Degree	S	5 years of relevant experience		32 hours of relevant training			
21e. CORE COMPETENC			,			Competency Level	
		ionalism - de	emonstrates high stand	ards of professional behavious	r, adhering to	4	
ethical as well a							
 Delivering Service Excellence - Complies with VSU's established standards of service delivery for customer satisfaction 							
 Communication Savvy - Effectively delivers messages that simply focus on facts or information; 							
Interpersonal relationship management - Effectively communicates and interacts with colleagues, customers and clients, and work well in a team to achieve results							
				situations and adapts one's thi	nking behavior		
and style appro	oriately in	dealing with	change.			4	
6. Gender-responsive management - Promotes gender equality and women empowerment to address gender-related problems and issues							

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. Creating and Nurturing a High Performance Organization- Creates a high performing organizational culture that is purpose driven, results-based, client focused and team-oriented 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. 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 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. 21f. FUNCTIONAL COMPETENCIES 22 Innovative Learning Strategies - Adopts principles and develops teaching strategies by designing outcomes-based course syllabi to adapt to the changing educational landscape. 3. Innovative Instructional Materials Development - Designs and creates learning lessons, teaching-learning experiences that utilize innovative technologies in various learning environment 4. Filipino Values Restoration - Revitalizes desirable Filipino values that are pro-God, pro-people, and pro-nature. 5. Publication Writing - Develop	21f. LEADERSHIP	COMPETENCIES	Competency Level			
2. Creating and Nutruing a High Performance Organization- Creates a high performing organizational culture that is purpose driven, results-based, client focused and Isem-oriented 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 effectivenesss. 8. 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. 8. Managing Performance and Coaching for Results- Creates an enabling environment which will nutrure 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. 8. Fracilitating Learner Centered Environment - Applies theories and psychologies to facilitate various teaching-learning delivery modes to enhance learning. 9. Innovative Learning Strategies - Adopts principles and develops teaching strategies by designing outcomes-based course syllabit to adapt to the changing educational landscape. 9. Innovative Instructional Materials Development - Designs and creates learning lessons, teaching-learning experiences that utilize innovative technologies in various learning lessons, teaching-learning experiences that utilize innovative technologies in various learning lessons, teaching-learning experiences that utilize innovative technologies in various learning lessons, teaching-learning experiences that utilize innovative technologies in various learning lessons, teaching-learning experiences that utilize innovative technologies in various learning	dimensionally, obviously conne	erafts strategic goals and strategies to attain that future, identifies connections that are not acted and comes up with new and creative ideas to enhance organizational effectiveness and	2			
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3) Participate III co-curriculai activities	30%					
10% 4) Do other duties as maybe assigned by Supervisor 4	10%	3) Participate in Co-curricular activities	4			
	10%	4) Do other duties as maybe assigned by Supervisor	4			
	I have received	a copy of this job description. It has been discussed with me and I have freely chosen to comply with the	e performance and			

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 behaviour/conduct expectations contained herein.

Saull

DANIEL LESLIE S. TAN
Employee's Name, Date and Signature

ERLINDA A. VASQUEZ Supervisor's Name, Date and Signature