

**[ CESB RESOLUTION NO. 720, February 21, 2008 ]**

**DECLARING THE PERFORMANCE VALIDATION STAGE AND THE  
INTERVIEW STAGE AS THE 3RD AND 4TH STAGES OF THE  
CAREER EXECUTIVE SERVICE (CES) ELIGIBILITY EXAMINATION  
PROCESS**

WHEREAS, Article IV, Part III of the Integrated Reorganization Plan, as approved by Presidential Decree No. 1 dated September 24, 1972, as amended, expressly created the Career Executive Service Board (CESB) to serve as the governing body of the CES and is dated to promulgate rules, standards, and procedures, on the selection, classification compensation and career development of members of the CES;

WHEREAS, the CESB, in accordance with its policy making powers, adopted, Pursuant to Circular No. 1 s. 1989, a four-stage CES eligibility examination process, namely: 1) Management Aptitude Test-Battery (MATB); 2) Assessment Center; 3) Performance Validation; and, Final Interview;

WHEREAS, the CESB, through Resolution No. 368 dated September 11, 2001 changed the order of the examination process by having the Final Interview stage ahead of the performance Validation stage;

WHEREAS, the Career Executive Service Board (CESB) and the Civil Service Commission (CSC) jointly adopted Resolution No. 05-001 providing for the rules and regulations in the implementation of a united third level examinations system which is called the Career Executive Officer (CEO) Examination and the resultant eligibility is known as the Career Executive Officer (CEO) Eligibility;

WHEREAS, the above-said resolution jointly adopted by the CSC and the CESB provides for a four-stage process, namely: 1) Written Examination; 2) Assessment Center; 3) interview; 4) Performance Validation;

WHEREAS, the CESB, in its February 21, 2008 meeting, expressed that it is necessary for applicants to first undergo the Performance Validation stage before the interview stage to enable the interviewer to give the candidate the necessary feedback on his/her performance in the earlier stages of the four-stage CES eligibility examination process and other developmental needs;

WHEREFORE, the above premises considered, the Board RESOLVES, as it is hereby RESOLVED, that the Performance Validation stage and the interview stage will be the 3rd and 4th stages, respectively, of the Career Executive Service (CES) eligibility examination process.

RESOLVED FURTHER that the Civil Service Commission be furnished a copy of this Resolution for its information and guidance.