

[CESB RESOLUTION NO. 991, January 17, 2012]

**SUPPLEMENTAL GUIDELINES ON THE QUALIFICATION
REQUIREMENT FOR COMPETENCY PROFILING AND PORTFOLIO
ASSESSMENT**

WHEREAS, paragraph 2, Article IV, Part III of the Integrated Reorganization Plan (IRP), as amended, mandated the Career Executive Service Board (CESB) as the governing body of the Career Executive Service (CES) to promulgate rules, standards and procedures on the selection, classification, compensation and career development of members of the CES;

WHEREAS, Section 8 Paragraph 1 (c) and (2), Chapter 2, Subtitle 1, Book V of the Administrative Code of 1987, provides that the "third level shall cover positions in the Career Executive Service" and the (e)ntrance to the third level shall be prescribed by the Career Executive Service Board";

WHEREAS, the CES Eligibility process is designed to ensure that entry to the Career Executive Service is based on the principle of merit and fitness;

WHEREAS, Paragraph 5 (a), Article IV, Part III of the IRP, as approved under PD 1 provides that, "a person who meets such managerial experience and other requirements and passes examinations as may be prescribed by the Board shall be included in the register of career executive eligibles" and that "(i)n exceptional cases the Board may give unassembled examination for eligibility";

WHEREAS, CESB Resolution No. 791, the Revised Integrated Rules on the Career Executive Service Eligibility prescribes that the CES Written Examination shall be the first stage of eligibility process;

WHEREAS, CESB Resolution No. 957 or the "Rules and Procedures on the Competency Profiling and Portfolio Assessment (CPPA) as an Alternative to the CES Written Examination of the CES Eligibility Process" was adopted in order to make the examination process more responsive and practicable, while ensuring that only those applicants with demonstrated managerial competence needed to succeed in the Career Executive Service shall be considered for CPPA;

WHEREAS, CESB Resolution No. 957 prescribes at least (10) years of managerial experience in a third level position to qualify as an applicant for CPPA;

WHEREAS, the said policy was adopted based on the premise that age is a variable that affects candidate's performance in the Written Examination Process, and that it should be considered, together with considerable managerial and supervisory experience in exacting candidates for CPPA;

WHEREAS, data on the age of officials at the time of initial appointment to a third level position show that seventy-nine percent (79%) of officials were appointed at the age of 41-59: twenty-one percent (21%) of which is within the age range of 41-46, another thirty-two percent (32%) is within the age range of 47-52, and another