



**CIAP BOARD RESOLUTION NO. 16
Series of 2017**

**RECOMMENDING THE APPOINTMENT OF ENGR. RENE E. FAJARDO AS
EXECUTIVE DIRECTOR III OF THE CONSTRUCTION MANPOWER DEVELOPMENT
FOUNDATION (CMDF) TO THE DEPARTMENT OF TRADE AND INDUSTRY (DTI)
SECRETARY AS CIAP CHAIRMAN FOR HIS APPROVAL**

WHEREAS, the Construction Industry Authority of the Philippines (CIAP), an attached agency of the Department of Trade and Industry (DTI), under Section 2 (a) of PD 1746 is tasked to promote, accelerate and regulate the growth and development of the construction industry in conformity with national goals;

WHEREAS, the same law provides that CIAP shall exercise jurisdiction and supervision over four (4) implementing arms, to include the Construction Manpower Development Foundation (CMDF), among others;

WHEREAS, likewise, under Section 8 of the same law provides that CMDF shall establish its own Secretariat headed by the Executive Officer also to be appointed by the Chairman of CIAP upon the recommendation of its own Board;

WHEREAS, the CMDF continued to operate over the years with its Executive Office being headed by the designated Officer-In-Charge or Acting Executive Director;

WHEREAS, in 2016, the position of CMDF Executive Director III was opened for hiring and on 18 October 2016, the Department of Trade and Industry (DTI) conducted its prescreening and selection process for filling up the third level/managerial position based on merits and fitness required by law.

WHEREAS, Engr. Rene E. Fajardo applied and is the lone candidate for the position of CMDF Executive Director III;

WHEREAS, the DTI managerial selection process for the filling up of third level positions, consist of the following hurdle steps:

1. Application Screening:

1.1 First Level Screening. Evaluation of application vis-a-vis the minimum qualification standards of the position.

1.2 Second Level Screening. Shortlisting of candidates accordingly.

1.2.1 Green Track. Applicants who are Career Executive Service Officers (CESOs) and Career Executive Service Eligibilities (CESEs) are slotted in this track. They will skip the first three of the usual four-stage managerial selection process.

1.2.2 **Red Track.** Applicants who are non-CESOs and non-CES Eligible are slotted in this track. They will go through the usual four – stage managerial selection process if shortlisted. The following stages are as follows:

- 1) **Psychological Exam** – A battery of tests that aims to ensure to measure the candidate's areas of strength and weakness in intellectual resources, personal adjustment, interpersonal functioning, value orientation/ occupational needs and aspirations.
- 2) **Technical Examination-** A four-hour written exercise that measures the extent of technical experience of a candidate relative to the target position.
- 3) **Simulation Exercise-** A behavioral simulation exercises wherein candidate stimulates the situations and challenges that one encounters on the job. The candidate is evaluated along the managerial competencies critical to the position.
- 4) **Interview with the Undersecretary.** The candidate was interviewed by the Undersecretary of the Construction Industry Authority of the Philippines and was evaluated on five major competency clusters as follows:
 - a) Leading Change;
 - b) Leading People;
 - c) Results Driven;
 - d) Business Acumen; and
 - e) Business Coalition

WHEREAS, based on the assessment and selection process of DTI, Engr. Rene E. Fajardo was considered as a **Green Track Applicant** with Career Executive Service (CES)-Eligibility, thus, need not undergo the first three of the usual four-stage managerial selection process.

WHEREAS, during the CMDF Regular Meeting held on 27 March 2017, the Board, discussed the result of DTI's assessment and recommendation of the Undersecretary of CIAP on the application of Engr. Fajardo and passed Resolution No. 5, s. 2017, recommending his appointment as CMDF Executive Director III to the DTI Secretary;

WHEREAS, in the CIAP 74th Regular Meeting held on 27 March 2017, the Board noted the educational background, expertise and track record of Engr. Fajardo as CMDF Acting Executive Director and also took into consideration the recommendation of CMDF in its Resolution No. 5, s. 2017, thus, on a motion duly seconded, the Board agreed to recommend his appointment as the CMDF Executive Director III for approval of the DTI CIAP Chairman.

NOW, THEREFORE, for and in consideration of the foregoing premises, the CIAP in its 74th Regular Board Meeting held on 27 March 2017, **RESOLVES** as it is hereby **RESOLVED**, to recommend the appointment of **ENGR. RENE E. FAJARDO** as the Executive Director III of the Construction Manpower Development Foundation (CMDF), to the Department of Trade and Industry (DTI) Secretary as CIAP Chairman for his approval. Attached are the following pertinent documents on Engr. Fajardo's appointment made as an integral part hereof:

- 1) CMDF Resolution No. 5, s. 2017, recommending the appointment Engr. Rene E. Fajardo to Executive Director III as CMDF; *ANNEX A*
- 2) Included in the envelope tagged as confidential: *ANNEX B*
 - a) Interview rating form;
 - b) Recommendation Form signed by Atty. Ruth B. Castelo, Undersecretary for CIAP;
 - c) Preliminary interview/evaluation form for managerial position signed by Usec. Castelo;
 - d) Application Letter of Engr. Rene E. Fajardo;
 - e) Application Form for Employment filled out by Engr. Fajardo;
 - f) Official Transcript of Records of Engr. Fajardo from MAPUA Institute of Technology;
 - g) Official Transcript of Records of Engr. Fajardo from University of Eastern Philippines;
 - h) Copy of Certificate of Civil Service Eligibility;
 - i) Copy of Certificate of Career Service Executive Eligibility (CSEE) under CSC Board Resolution No. 010716 dated March 29, 2001;
 - j) Copy of Certificate of Career Service Executive Eligibility (CSEE) under CSC Board Resolution No. 451 dated 8 October 2002;
 - k) Service Record; and
 - l) Certificate of Completion 4Cs of Change Management for Leaders.

UNANIMOUSLY APPROVED.
27 March 2017


FOR THE CIAP BOARD

ATTY. RUTH B. CASTELO
Undersecretary for CIAP *RC*
(Representing DTI Secretary and
CIAP Chairman Ramon M. Lopez)

Attested by:


MA. ESTRELLA C. GODIA
Acting Board Secretary



**RECOMMENDING THE APPOINTMENT OF ENGR. RENE E. FAJARDO
TO EXECUTIVE DIRECTOR III OF CONSTRUCTION MANPOWER DEVELOPMENT
FOUNDATION (CMDF)**

WHEREAS, on October 18, 2016 the Department of Trade and Industry conducted its screening and selection process for the position of Executive Director III;

WHEREAS, the Executive Director III shall be responsible in carrying out the mandate of the Construction Manpower Development Foundation (CMDF) as: (1) draw up overall manpower development plan and relevant strategies; (2) Develop and implement manpower training programs for the construction industry; (3) Formulate and adopt construction skills and standards and establish skills testing and certification facilities in coordination with the Technical Education and Skills Development Authority; (4) Recommend appropriate policies and measures to rationalize training and export of trained manpower in the construction industry in coordination with the Department of Labor and Employment and other pertinent government agencies; (5) Develop a funding mechanism in cooperation with the construction industry to enable it to carry out its functions by collecting fees and undertaking income generating activities; and (6) Borrow from financing institutions as may support its operations.

WHEREAS, DTI is tasked by the Civil Service Commission Memorandum Circular No. 03, series of 2001 to adopt a formal screening procedure and to formulate criteria for the evaluation of applicants/candidates to various positions in the Department;

WHEREAS, pursuant to the Office of the President's Memorandum dated 2 February 2012, reiterates submission of Resolution/Certification of Recommendee/s for Presidential Appointment;

WHEREAS, the DTI followed the established managerial selection process for the filling-up of the third level positions, consisting of the following hurdle steps:

1. Application Screening.

1.1. *First Level Screening.* Evaluation of application vis-à-vis the minimum qualification standards of the position.

1.2. *Second Level Screening.* Shortlisting of candidates accordingly:

1.2.1 **Green Track.** Applicants who are Career Executive Service Officers (CESOs) and Career Executive Service Eligibles (CESEs) are slotted in this track. They will skip the first three of the usual four-stage managerial selection process.

1.2.2 **Red Track.** Applicants who are non-CESOs and non-CES Eligibles are slotted in this track. They will go through the usual four-stage managerial selection process if shortlisted. The following stages are as follows: (1) Psychological Exam (2) Technical Examination (3) Simulation Exercise (4) Interview with the Undersecretary.

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Department of Trade & Industry
Construction Industry Authority of the Philippines
CONSTRUCTION MANPOWER DEVELOPMENT FOUNDATION
5F, Executive Building Center, 369 Sen. Gil J. Puyat Ave., Makati City 1209, Philippines
Telephone: (632) Telefax: (632)897-9336 E-mail: marketing@cmdf.dti.gov.ph
www.cmdf.dti.gov.ph

2. **Psychological Exam.** A battery of tests that aims to measure the candidate's areas of strength and weakness in intellectual resources, personal adjustment, interpersonal functioning, value orientation/occupational needs and aspirations.
3. **Technical Exam.** A four-hour written exercise that measures the extent of technical experience/expertise of a candidate relative to the target position.
4. **Simulation Exercise.** A behavioural simulation exercise wherein candidate simulates the situations and challenges that one encounters on the job. The candidate is evaluated along the managerial competencies critical to the position.
5. **Undersecretary's Interview.** The candidate was interviewed by the Undersecretary of the Construction Industry Authority of the Philippines and was evaluated on five (5) major competency clusters as follows: (1) Leading Change, (2) Leading People, (3) Results Driven, (4) Business Acumen, and (5) Building Coalitions.

WHEREAS, the Board undertook the selection process according to the principle of merit and fitness as required by law;

WHEREAS, Engr. Rene E. Fajardo is the lone candidate who vied for the position of Executive Director III;

WHEREAS, Engr. Rene E. Fajardo was considered a Green Track Applicant with CES-Eligibility and therefore can skip the first three of usual process in the managerial selection ;

WHEREAS, Engr. Rene E. Fajardo was interviewed by the Undersecretary of the Construction Industry of the Philippines with the following remarks:

Candidate	Eligibility	Remarks/ Justification
RENE E. FAJARDO	CES-Eligible	<p style="text-align: center;"><u>Recommended</u></p> <p>His educational background in engineering and law gives him a strong foundation to effectively execute the mandate and functions of CMDF. His high management aptitude could be attested by the accomplishment of the agency under his leadership.</p>

NOW, THEREFORE, be it resolved, as it is hereby **RESOLVED**, the Board hereby recommends to the Department of Trade and Industry Secretary the appointment of RENE E. FAJARDO to the position of **EXECUTIVE DIRECTOR III**;

UNANIMOUSLY APPROVED.
27 March 2017



LIBERITO V. ESPIRITU
Board of Director, CMDF

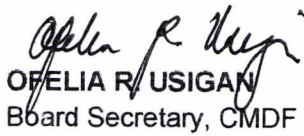


AUGUSTO F. MANALO
Board of Director, CMDF



ROGELIO C. LOMBOS
Board of Director, CMDF

Attested by:



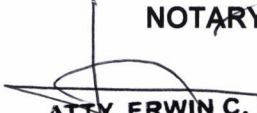
OFELIA R. USIGAN
Board Secretary, CMDF

Republic of the Philippines)
City of Makati)ss.

Subscribed and sworn to before me, this 20 day of April, 2017, affiant Atty. Ruth B. Castelo of the Construction Industry Authority of the Philippines exhibiting his DTI ID No. 05-248 issued on _____.

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NOTARY PUBLIC


ATTY. ERWIN C. MACALINO
NOTARY PUBLIC-MAKATI CITY
COMMISSION NO. M139
FOR THE YEAR 2017-2018
ROLL NO. 36831
IBP NO. 1038375
PTR NO. MKT5369319

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