



FOR HIRING

THREE (3) ASSOCIATE PROFESSOR V POSITION

(Permanent- Salary Grade 23)

Minimum Qualifications:

1. Education: Doctor of Medicine; Preferably a holder of at least a master's degree in a:
 1. Health-related discipline
 2. Education Management
2. Experience: Preferably with previous teaching experience in a medical school
3. Training: With relevant training in their field of specialization
4. Eligibility: Licensed professional with updated PRC ID
5. Non-physician faculty member/s may qualify provided:
 1. He/she holds at least a master's degree in a health-related discipline
 2. He/she is a member in good standing of an accredited professional, specialty, or academic society, as appropriate
6. Other Qualifications:
 1. Member in good standing of an accredited professional or academic organization
 2. Of good moral character

Should possess the following competencies:

Core Competencies

1. **Exemplifying Integrity and Professionalism** - Demonstrates high standards of professional behaviour as public servants, adhering to ethical as well as moral principles, values, and standards of public office and promotes the highest standards for individual and university performance by upholding university mandate, core values, policies and guidelines taking into consideration impact of one's actions and decisions in ensuring that public interest is upheld at all times. (Level 4)
2. **Delivering Service Excellence** - Complies with VSU's established standards of delivery or service level agreements and delivers explicit requirements of customers; provides proactive, responsive, accessible, courteous and effective public service to provide the highest level of customer satisfaction which exceeds customer's expectation. (Level 4)
3. **Communication Savvy** - Effectively delivers messages that simply focus on facts or information; receives and conveys ideas, instructions, information by using appropriate language, method and manner to ensure the audience understands the message and takes necessary action. Makes clear and convincing oral presentations to individual or groups; listens effectively and clarifies information as needed. (Level 4)
4. **Interpersonal relationship management** - Effectively communicates and interacts with colleagues, customers and clients, and works well in a team to achieve results. (Level 4)
5. **Change Adaptation** - Works effectively with a variety of people and situations and adapts one's thinking, behaviour and style appropriately in dealing with change (Level 4)
6. **Gender-responsive management** - Promotes enabling environment for gender equality and women empowerment by creating awareness of gender and development and formulates guidelines and strategies to address gender-related problems and issues. (Level 3)

Functional Competencies

1. **Administrative Services Management** - Develops programs and projects, and mobilizes and manages resources, both material and human, in order to fully achieve the set objectives and targets of the university in general and of the different offices/colleges/departments/centers in particular (Level 3)
2. **Critical Thinking and Problem Solving** - Analyzes, computes, and interprets results by applying appropriate strategies and methodology to arrive at sound decisions in a learning environment (Level 4)
3. **Filipino Values Restoration** - Revitalizes desirable Filipino values that are pro-God, pro-people, and pro- nature (Level 3)
4. **Health and Wellness Management** - Implements sustainable preventive health and wellness programs through information dissemination, preventive health measures and provision of therapeutic services resulting to healthy and productive employees (Level 3)
5. **Use of Information and Communications Technology (ICT)** - Implements the effective identification, selection, acquisition, development, utilization, and protection of technologies. In accordance with the mandate of the unit, that will result to efficient and effective delivery of services by ensuring responsiveness to the needs of stakeholder. (Level 4)
6. **Innovative Teaching Strategies** - Adopts principles and develops teaching strategies by retooling faculty through learning interventions and designing outcomes-based course syllabi to adapt to the changing educational landscape. (Level 4)
7. **Innovative Instructional Materials Development** - Designs and creates learning lessons, teaching- learning experiences that utilize appropriate traditional and innovative technologies in various learning environment. (Level 4)
8. **Monitoring and Evaluation** - Gathers and analyzes the detailed status of the program in order to determine if its ongoing activities are still aligned with the intended direction of achieving the set goals and objectives. (Level 4)
9. **Peer Mentoring** - Develops and equips junior faculty for higher level position through learning by observing and doing; collaborative teaching, research and extension activities; partnership in writing publications and participation in conferences and technical fora, so that VSU's academic excellence will be sustained. (Level 4)
10. **Publication Writing** - Develops and produces scientific article for peer-reviewed journals by utilizing research outputs resulting to wide dissemination of information and technology. (Level 4)
11. **Quality Assurance** - Controls and improves, as necessary, the quality of audit/assessment/accreditation processes in accordance with prescribed quality control policies and procedures as mandated by the University and in compliance with audit and accrediting bodies. (Level 3)

Leadership Competencies


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. (Level 4)
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 (Level 3)
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. (Level 4)


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 (Level 4).
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. (Level 4)

Due to operationalization of VSU HRIS, qualified applicants are encouraged to apply and send their application letter, resume and other pertinent document through **jobs.vsu.edu.ph** not later than **June 12, 2025**.


MA. RACHEL KIM L. AURE
Chairperson
College of Medicine Committee
Visayas State University
Visca, Baybay City, Leyte

Noted:


Honey Sofia V. Colis
Director, HRMO


ROTACIO S. GRAVOSO
Vice President for Academic Affairs