



FOR HIRING
ONE (1) INSTRUCTOR POSITION
(Substitute)

Minimum Qualifications: (Based on VSU Qualification Standards as approved by CSC)

1. Education: MSc. Biology, preferably major in Botany or Zoology, or other related fields
2. Experience: Preferably with teaching experience
3. Training: 8 hours relevant training in the field of expertise
4. Eligibility: None required

Should possess the following competencies:


Core competencies:

1. **Exemplifying Integrity & 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 2)
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 2)
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 2)
4. **Interpersonal Relationship Management** - Effectively communicates and interacts with colleagues, customers and clients, and work well in a team to achieve results. (Level 2)
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. Adapting to different ways of thinking and doing things in a quick and a positive manner. (Level 2)
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 1)


Functional Competencies: (May vary depending on the need of the department)


1. **Facilitating Learner-Centered Environment** - Applies theories and psychologies to facilitate various teaching-learning delivery modes to enhance learning. (Level 2)
2. **Innovative Learning Strategies** - Adopts principles and develops teaching strategies by designing outcomes-based course syllabi to adapt to the changing educational landscape. (Level 2)
3. **Innovative Instructional Materials Development** - Designs and creates learning lessons, student instructional materials, teaching-learning experiences that utilize innovative technologies in various learning environment. (Level 2)
4. **Filipino Values Restoration** - Revitalizes desirable Filipino values that are pro-God, pro-people, and pro-nature. (Level 4)
5. **Publication Writing** - Develops and produces scientific article for peer-reviewed journals by utilizing research outputs. (Level 2)

Qualified applicants may send their application letter, transcript of records (TOR), resume and other pertinent documents through jobs.vsu.edu.ph not later than July 17, 2025.


CHERYL C. BATISTEL
Department Head
Department of Biological Sciences

Noted:


HONEY SOFIA V. COLIS
Director, QDHRMP


REV RHIZZA L. AURE
Dean, Faculty of Natural and
Mathematical Sciences


ROTACIO S. GRAVOSO
Vice President for Academic Affairs

