



## FOR HIRING

# ONE (1) ASSOCIATE PROFESSOR V POSITION

(Permanent)

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

1. Education: Relevant Master Degree
2. Experience: 3 years of relevant master degree
3. Training: 16 hours of relevant training
4. Eligibility: None required

### **Should possess the following competencies:**

#### **Core competencies:**

1. **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 positive manner. (Level 3)
2. **Communication Savvy** - Effectively delivers messages that simply focus on facts or information; receives and conveys ideas, instructions, and 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 3)
3. **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 expectations. (Level 3)
4. **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 3)
5. **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)
6. **Interpersonal Relationship Management** - Effectively communicates and interacts with colleagues, customers and clients, and work well in a team to achieve results. (Level 3)

#### **Leadership Competencies:**

1. **Building Collaborative and Inclusive Working Relationships** - Builds a network of reciprocal, high trust and synergistic working relationships 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 1)
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 1)
3. **Leading Change** - Responds effectively to the need or reason for change and participates in the activities or initiatives inherent to it, collects useful information to manage the change, assesses people's reception and recommends alternatives to make the change implementation more appropriate, and documents new processes and practices as a result of the change agenda. (Level 1)
4. **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 1)



5. **Thinking Strategically and Creatively** - Displays awareness and supports the vision, mission, values, objectives and purposes of the agency or organization. (Level 1)

**Functional Competencies:**

1. **Consultation and Advising** - Manifests high regard for the various needs of students and others in the academic community. (Level 4)
2. **Critical Thinking and Problem Solving** - Identifies the problem and assesses what data are to be gathered to solve the problem/situation. (Level 3)
3. **Facilitating Learner-Centered Environment** - Applies theories and psychologies to facilitate various teaching-learning delivery modes to enhance learning. (Level 4)
4. **Filipino Values Restoration** - Adopts and practices the Filipino values that are pro-God, pro-people, and pro-nature. (Level 4)
5. **Health and Wellness Management** - Demonstrates the basic knowledge in health and wellness services. (Level 1)
6. **Information and Communications Technology (ICT) Management** - Applies and develops various ICT applications and communications mediums. (Level 3)
7. **Innovative Instructional Materials Development** - Designs and creates learning lessons, student instructional materials, teaching-learning experiences that utilize innovative technologies in various learning environments. (Level 4)
8. **Innovative Teaching Strategies** - Implements 21st century strategies in the classroom contained in the approved syllabi. (Level 4)
9. **Occupational Health and Safety Management** - Demonstrates the basic knowledge of various occupational health and safety programs. (Level 1)
10. **Peer Mentoring** - Develops research /project proposal with at least one Junior faculty. (Level 2)
11. **Production and Entrepreneurship** - Demonstrates knowledge in production and assists the business heads in running the production and business enterprise. (Level 3)
12. **Publication Writing** - Develops and produces scientific articles for peer-reviewed journals by utilizing research outputs. (Level 4)
13. **Quality Assurance** - Carries out all internal quality assurance activities as mandated by the University. (Level 3)
14. **Report Writing** - Presents and organizes appropriate and complete information in a clear and concise manner. (Level 3)
15. **Research Development, Extension, and Innovation Management** - Identifies issues and potentials for further studies and generation of new knowledge and technologies for the betterment of mankind, mother earth and the universe and conceptualizes proposals for funding and conducts studies to answer questions sought to be answered or maximizes technologies needed to improve the lives of mankind. (Level 3)
16. **Resource Mobilization Management** - Identifies resource requirements and delivers tasks within the resources allocated. (Level 3)
17. **Risk Management and Hazards Analysis** - Applies, develops and educates stakeholders on various activities on risk reduction and management programs. (Level 1)
18. **Sharing Expertise and Linkaging** - Learns the fundamentals of technical expertise sharing and assists in benchmarking of other institutions and maintains existing linkages at the institutional level. (Level 3)
19. **Waste Management** - Applies, develops and educates stakeholders on various waste management strategies. (Level 2)

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](https://jobs.vsu.edu.ph) not later than August 1, 2025.

**DONNA CHRISTENE Q. RAMOS**  
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Noted:

**HONEY SOFIA V. COLLIS**  
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**ROTACIO S. GRAVOSO**  
Vice President for Academic Affairs