



Separating the Grain from the Chaff

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Direct Beneficiary

DSWD - Competency Modelling
and Enhancing the Recruitment
System (CMERS)

I am 23 years old. I graduated from university in 2011, finished my masters in 2014, and am currently taking up my doctorate in psychology at the Lyceum in Barangays during weekends. I

was also an instructor of industrial psychology for three years before I joined the Department of Social Welfare and Development (DSWD) in April 2014. It still surprises me when people marvel at how young I am.

I was accepted for the position of Psychologist 1 at DSWD and assigned to the Human Resource Development Section (HRDS) of the National Capital Region Field Office (NCR FO). My section receives a high volume of applications for positions in the various DSWD programs being implemented in NCR. There are five of us who handle recruitment and since I started, we have had to fill in a maximum of forty to fifty positions every month. If you add the *Pantawid Pamilyang Pilipino Program (4Ps)* to the mix, the positions we need to fill shoot up to about a hundred.

When I was hired, I spent two weeks internalising the Competency-Based Recruitment, Selection, and Placement (CBRSP) system that the DSWD had put in place to organise and facilitate human resource work. I received formal training on it a couple of months later. I was initially overwhelmed by the rigid and strict procedure we had to follow, but I saw the rationale behind it and appreciated its application. I can now see that it is a godsend.

Not only do we process a large number of applicants at our office, we check their papers and make our assessments manually. The NCR FO HRDS is an office crowded with mountains of applications. We organize them according to positions, recall the qualification standards required as provided for by the Civil Service Commission and the DSWD, consult the job descriptions that have been prepared, and evaluate accordingly. The CBRSP is the tool we use to filter through the applications and keep the stacks manageable.

After that, we invite the candidates for the initial interview, where we use the Competency-Based Interview (CBI) standard. One can say this is where we separate the grain from the chaff.

I have seen traditional recruitment done and participated in those interviews. When I was working as Instructor at a state university, I was part of the selection process for applicants for my position. Qualification standards were not used and the applicant hired turned out to be

unqualified for the position. The CBRSP and the CBI, on the other hand, make the procedure more objective. The qualifications and competencies are defined and the interview is not standardised. The questions in the CBI, or the follow-ups thereto, would actually depend on the responses of the applicant. It allows us a longer glimpse into the person, his character and capabilities. Prerogatives are minimized—if not removed from the equation entirely—and we are able to choose the best from the best-suited for the position.

Looking for manpower plays a big role in DSWD's programs. A specific project cannot be properly implemented if it is not staffed which, in turn, results in missed targets and loss of

social services to beneficiaries. My role is to fill these vacancies with qualified and competent individuals, and conduct the necessary exit interviews so I can give feedback to my superiors. It is a role I take on with my very best.

Iccy Amoranto thrives in the daily challenges of his job as Psychologist 1 at the NCR FO. His heart, however, remains in medicine. He wishes to pursue a medical degree after his doctorate. His long-term plans include going back into the academe and doing research.