

NOMINATION AND REMUNERATION COMMITTEE

CCP Annex Boardroom and Via Zoom
August 07, 2024 /Wednesday/10:00 A.M.

MINUTES OF THE MEETING

Trustees Present:

- | | |
|------------------------------------|--------------------------------|
| 1. Maria Margarita Moran-Floirendo | Committee Chairperson |
| 2. Dr. Jaime C. Laya | Committee Member |
| 3. Mr. Junie Del Mundo | Committee Member |
| 4. Mr. Jonathan Velasco | Committee Member |
| 5. Mr. Felix S. Duque | Trustee (Non-Committee Member) |

Others Present:

- | | |
|------------------------------|-----------------------------------|
| 1. Ms. Kaye C. Tinga | CCP President |
| 2. Mr. Dennis N. Marasigan | Vice President/Artistic Director |
| 3. Mr. Jose Victor M. Gaité | Vice President for Administration |
| 4. Atty. Krischelle B. Matas | Department Manager III-HRMD |
| 5. Maria Kristina A. Tuy | Human Resource Manager Officer IV |

DISCUSSION:

The committee convened to conduct a final interview and evaluate the applicants for the Department Manager III position in the Cultural Content Department.

Out of three (3) shortlisted applicants, only two (2) took the psychological examination:

1. Ms. Libertine S. Dela Cruz
2. Ms. Edgar Ryan S. Faustino

Profile of Applicants:

Ms. Libertine S. Dela Cruz

Ms. Dela Cruz has over 35 years of experience in the CCP. She currently holds the position Chief Culture and Arts Officer of the Cultural Research and Development Division. She has served as the Officer-In-Charge of the Cultural Content Department, which is divided into three divisions: the Intertextual Division, the Cultural Research and Development Division, and the Library and Archives Division, for the last ten years. Among her duties include managing and overseeing the department's operations. She oversaw the CCP Encyclopedia Art project as its project manager. In addition, she oversees various teams of experts that work together on projects. She has a Master's Degree in Management, Major in International Marketing from the Philippine Christian University.

Mr. Edgar Ryan S. Faustino

Mr. Faustino has more than 20 years of experience in the Office of the President. The last position he held was the Director IV of the Malacañang Museum for more than ten years. One of his responsibilities as Director IV was overseeing the daily operations of the museum which include entertaining the high-profile guests of the President, curating galleries, and coordinating with other units and agencies for the preservation and restoration of various museum artifacts. Prior to his tenure at Malacañang Museum, he was one of the Lecturers at

St. Paul Seminary and St. Scholastica's College. Mr. Faustino was a graduate of a Pre-Divinity course from Ateneo De Manila University and holds a Career Executive Service Eligibility.

After interview, discussion, and deliberation, the Committee's assessment are as follows:

1. Ms. Dela Cruz is good at implementation but she still requires guidance from her superiors. She seemed to have merely followed directions in the past and has not taken any initiative. She has no clear plans for the next eight years as Department Manager III of Cultural Content. A member also brought out the importance of communication skills in this position. Although Ms. Dela Cruz is skilled at executing her programs, she struggles with expressing them because she is unable to state clearly the depths of her projects. A member of the committee emphasized that the position needs a person with a very strong commitment in terms of the programs of the department. Her strong points are that she is an excellent follower and exhibits passion and care for the vital resources in their department.

Ms. Dela Cruz was selected for the position by the majority members of the committee. The committee recommended informing Ms. Dela Cruz of the expectations for the Department Manager III position, including setting direction and creating a vision.

2. Mr. Faustino gave the impression that he just wanted a job at the present. His experience in the Malacañang Museum is very narrow and will not enrich the Cultural Center. He seemed to have no passion for his job as one of the members noticed that some of the museum's artifacts were not being well cared for. Two of the members of the committee did a background check for Mr. Faustino and the person they had contacted did not recommend him for the position due to laziness and self-entitlement.

ACTION POINTS:

1. VP Marasigan to communicate with Ms. Dela Cruz the expectations for the Department position.
2. The Committee to make recommendations at the Board meeting.

ADJOURNMENT:

The Meeting was adjourned at 12:16 PM.

Prepared by:


MARIA KRISTINA A. TUY
HRMG IV, HRSD

Noted by:


MARIA MARGARITA MORAN-FLOIRENDO
Chairperson