

**Office of the President
of the Philippines
Malacañang**

PMS LIBRARY

MAN 10048

MEMORANDUM CIRCULAR NO. 4

DIRECTING ALL DEPARTMENTS, AGENCIES, BUREAUS, OFFICES AND OTHER INSTRUMENTALITIES IN THE EXECUTIVE BRANCH TO CREATE A SELECTION AND PROMOTION BOARD FOR SENIOR OFFICIALS/PRESIDENTIAL APPOINTEES

In order to rationalize and facilitate the selection of Presidential appointees, all departments, agencies, bureaus, offices and other instrumentalities in the Executive Branch are hereby directed to create a Selection and Promotion Board of Senior Officials/Presidential appointees.

Aside from the general and specific qualifications for the concerned position, the incorporation of the following criteria are prescribed in the selection of senior officials/Presidential appointees:

1. Personal integrity
2. Technical and managerial competence/experience
3. Acceptability to relevant sectors and constituencies
4. Team player
5. Pragmatic resoluteness: persistence in pushing reforms consistent with the President's national agenda, especially the anti-poverty programs
6. Consensus-building: ability to work with diverse interest groups

Henceforth, all recommendations for Presidential appointment submitted by the Department Secretaries/Heads of Office, as appropriate, shall be supported with the ratings of the nominees based on the criteria and processing systems of the said Selection and Promotion Board.

Please be guided accordingly.

Done in the City of Manila, this 31st day of May 2001.

By Authority of the President:

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Received

JUN 08 2001

Date



WALDO Q. FLORES

Senior Deputy Executive Secretary



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