



INDIVIDUAL DEVELOPMENT PLAN

A. EMPLOYEE'S PROFILE

Name (Last, First, MI)	Sex M/F	Age	Position and Salary Grade [Year(s) in the position]	Division/Office	Supervisor's Name	Period (3 years)
JOVEN, NANNETTE M.	F	53	FOR III /SG 18/ 0.3 YEAR	TSD/PENRO MARINDUQUE	CYNTHIA U. LOZANO	2023-2025

B. DEVELOPMENT PLAN

(Based on the competency assessment conducted and/or the results of the review of performance, please identify the top gaps or weaknesses among the competencies assessed that the employee needs to focus for development, improvement or enhancement. It would be best to prioritize FIVE (5) developmental areas over a three-year period.)

Development Targets	Developmental Activity	Success Indicators	Planned Completion Date	Means of Verifications	Completed Date	Remarks
PCO5 - PREPARATION OF NATURAL RESOURCES MANAGEMENT (NRM)-RELATED PLANS (FLUP, CRMP, ISWMP, PAMP, IRBM, IWRM)	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on preparation of natural resources management and related plans	June 2024	- Certificate of Completion - Report of Completion		



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PCO6 - ENVIRONMENT AND NATURAL RESOURCE ACCOUNTING (ENRA)	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on Environment and Natural Resource Accounting (ENRA)	September 2024	- Certificate of Completion - Report of Completion		
PCO7 - STRATEGIES AND SCHEMES FOR FINANCING ENVIRONMENTAL PROJECTS	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on strategies and schemes for environmental projects	December 2024	- Certificate of Completion - Report of Completion		
PCO8 - RESULTS-BASED MONITORING AND EVALUATION SYSTEM (RBME) AND ENVIRONMENTAL AUDIT FOR DIFFERENT ENRM SITES	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on Result-Based Monitoring and Environmental Audit (RBME) and environmental audit for different ENRM sites	June 2025	- Certificate of Completion - Report of Completion		
PCO9 - ENVIRONMENTAL GOVERNANCE	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on environmental governance	June 2025	- Certificate of Completion - Report of Completion		



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PCO13 – ENR LAW ENFORCEMENT	Training-Workshop-Field Works/Activities	Able to conduct proper ENR Law enforcement and efficient implementation of all ENR law and regulation	October 2025	Certificate of Completion - Report of Completion		
PCO17 - TENURIAL INSTRUMENTS AND PERMITS FOR IMPROVED RESOURCE MANAGEMENT	Training-Workshop-Field Works/Activities	Able to acquire knowledge and apply on tenurial instruments and permits for improved resource management	December 2024	- Certificate of Completion - Report of Completion		

I acknowledge and understand my individual development plan as discussed with my supervisor. I affirm that the development targets and the corresponding details indicated in my IDP will contribute in the delivery of service excellence in the Department. I, therefore, commit to accomplish the targets in the given period.

Employee Signature:  NANNETTE M. JOVEN Forester III	Date: April 28, 2023	Supervisor:  ENGR. CYNTHIA D. LOZANO Chief, TSD	Date: April 28, 2023
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