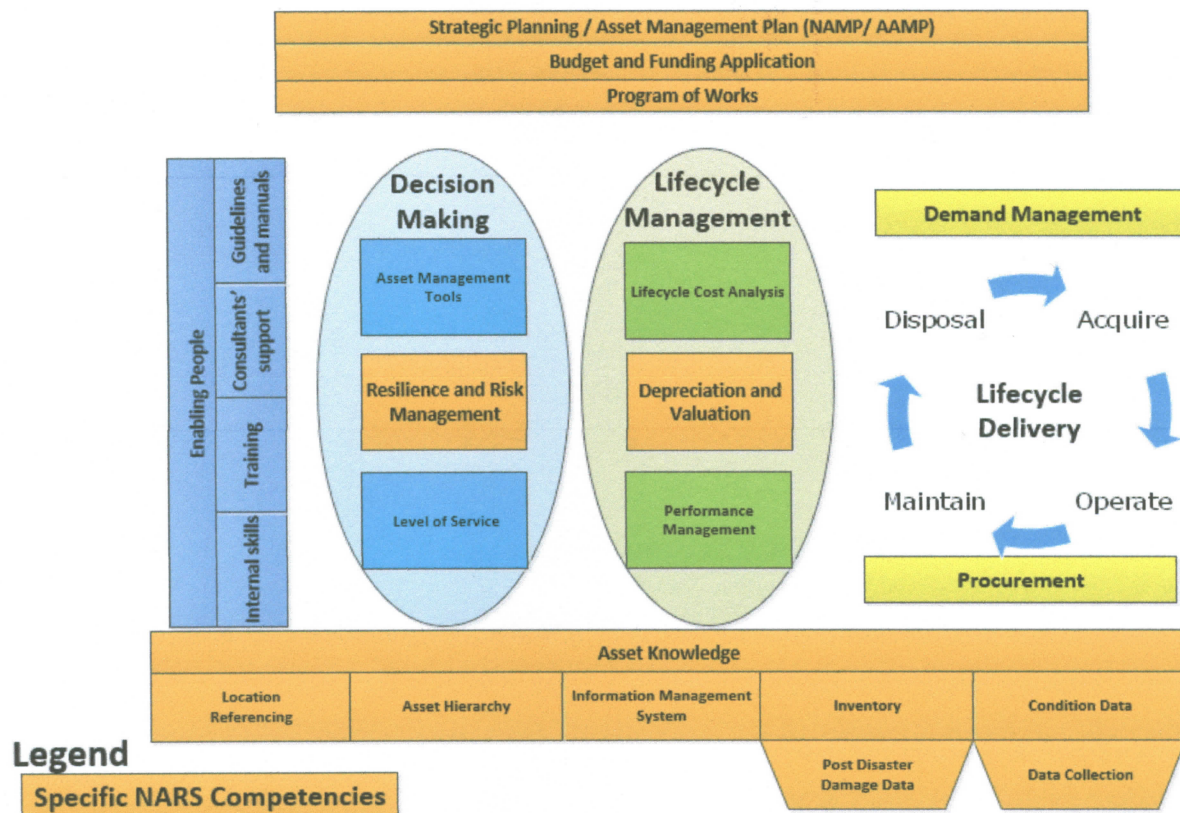# ANNEX C
NARS COMPETENCY FRAMEWORK

NARS competency framework (CF) covers team and skills and training required to maintain the NARS, as well as its current and medium-term functionality and analytics. Specifically, the NARS CF aims to provide the following:

- Define the ideal NARS team structure, required skill set, and responsibilities;
- Present the competency areas applicable to the NARS; and
- Describe the capacity-building and training strategies for the NARS team.

To accomplish the expected functionalities, the personnel managing NARS should possess key competencies displayed in the Philippines' Asset Management Competency Framework below where NARS' specific competencies are highlighted in orange.

The identified NARS competency areas are shown linked in the overall asset management competency areas for two reasons:

1. The flow of asset management activities is supported by the existence of a comprehensive, up-to-date, and efficient public government asset registry system. Considering the linkage of asset knowledge with the overall asset management exercise, people working with NARS should exhibit also need an awareness of the other asset management competency areas and recognize their direct or indirect role/s in asset management activities; and , although they may not be directly involved with asset management planning;

2. The highlighted NARS areas reflect the current expectations and functionality of the system, while it is envisaged that over time as NARS functionalities may expand into the wider asset management functions, more competencies may become necessary.

The ideal team composition envisioned to maintain NARS involves at minimum the following:
- NARS/Project Manager (fulltime)
- Data manager (fulltime)
- Software specialist (only during development stages)
- Analyst (as needed)
- and GIS Specialist (fulltime)

Additional skills required will be from experts ensuring data safety and security, IT Specialists for program development and connections with other agencies, and others.

Roles	Responsibilities and Corresponding Competency Areas/Skills Required
NARS/Project Manager	Person to oversee the overall development and operations of NARS. Ideal skills required therefore include: • Project management and people leadership; • Sound technical background and understanding of NARS functioning and data structures; • Project scheduling and delivery management; • Quality assurance; and • Knowledge and management of developing or procuring resources.
Data manager/s	The data manager would be undertaking data entering, bulk loading, reporting, and data maintenance. Skills required include: • Basic understanding of ordinary and specialized assets such as infrastructures and the data to describe their properties; • Comprehensive knowledge of the business processes for data loading and entering into and reporting from NARS; • Understand the importance and techniques to undertake data validation and quality assurance; and • Appreciate the importance of data security and can apply security and backup protocols.
Software specialist (only during development stages)	When the functionality or restructuring of NARS is undertaken, a software specialist will be brought in to ensure the changes are undertaken in a sustainable manner and according to best practice software principles. The specialist shall possess the following knowledge and/or skills: • Relevant program coding; • Data hierarchical structures; • Ability to identify functional requirements for development steps; and

	• Understanding of business processes for the running and maintenance of NARS.
Analyst (as needed)	Additional processing, analysis, and geospatial reporting from NARS data, as required. Specific skills include: • Comprehensive understanding of infrastructures and the data to describe their properties; • Strong understanding of statistical techniques and analysis; • Working knowledge of Geospatial software and techniques is required; and • Comprehensive understanding of communication techniques to display data analysis outcomes.
GIS Specialist	