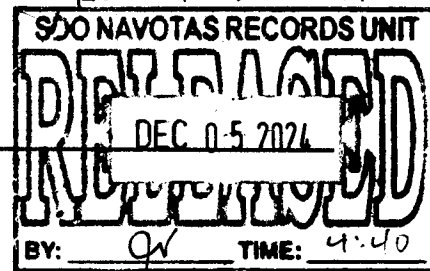




Republic of the Philippines
Department of Education
 National Capital Region
 Schools Division Office of Navotas City

2L-24-P-1546



03 December 2024

Honorable JOHN REYNALD M. TIANGCO
 City Mayor
 Navotas City

Thru: **Public Information Office**
Information and Communications Technology Office

S I R:

Greetings of Solidarity!

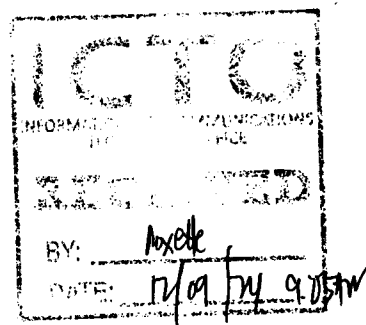
This is to respectfully furnish your office a copy of our Division Memorandum dated December 03, 2024 concerning the Hiring of Education Program Supervisor and Education Program Specialist II. May we request that this be posted and disseminated to the City's official Facebook and website page.

For other details, you may contact Ms. Genesis Ann B. Gonzales, Administrative Officer IV (HRMO II), at genesisann.gonzales@deped.gov.ph or at (8)355-5032.

Thank you and more power!

Very truly yours,

MELITON P. ZURBANO
 Schools Division Superintendent

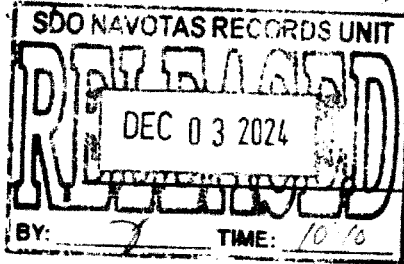


PRIME - HRM
 LEVEL 2

📍 Bagumbayan Elementary School Compound, M. Naval St., Sipac-Almacen, Navotas City
 ☎ BUDGET/ACCTG. - (02) 8706-5295, CID - (02) 8355-0514
 HR - (02) 8355-5032, ADMIN - (02) 8332-7764
 SGOD - (02) 8351-5797, LEGAL - (02) 8332-7985
 📧 navotas.city@deped.gov.ph 🌐 <https://depednavotas.ph>
 📱 <https://www.facebook.com/Navotas.Division>



Republic of the Philippines
 Department of Education
 National Capital Region
 Schools Division Office of Navotas City



03 December 2024

MEMORANDUM

To : OIC-Assistant Schools Division Superintendent
 Chief Education Supervisors
 Public Elementary and Secondary School Heads
 Division Office Unit Heads
 All Others Concerned

**SCREENING/ EVALUATION FOR EDUCATION PROGRAM SUPERVISOR
 & EDUCATION PROGRAM SPECIALIST II
 (ANTICIPATED VACANCY)**

- The Division, through the Human Resource Merit and Promotion Selection Board (HRMPSB) will conduct screening / evaluation for related-teaching position to fill-up natural vacancy:

Position/s	No. of Position to be Filled	SG / Monthly Salary per NBC 591 s. 2023	Place/s of Assignment
EDUCATION PROGRAM SUPERVISOR	1	SG 22 P 74,836.00	SGOD
EDUCATION PROGRAM SPECIALIST II	1	SG 16 P 41,616.00	SGOD – Human Resource Development

- All interested in this position must be able to meet the **CSC Qualification Standards (QS) (Annex A)** before they can be shortlisted and proceed with the next step of the application process. Applicants who will not meet the minimum QS of the position and fail to submit the list of documentary requirements on the set deadline shall not be included in the list of applicants.
- The Schools Division Office of Navotas City welcomes all qualified people, whether internal or external to the Department of Education (DepEd), to apply for this position regardless of their age, sexual orientation and gender identity expression, civil status, disability, religion, ethnicity, or political affiliation. The Division upholds the value of equality and diversity into all elements of its recruitment systems and adopts the **Equal Employment Opportunity Principle (EEOP)**.
- All interested applicants shall submit **2 sets** of requirements (see **Annex B: List of Documentary Requirements**) with tags/markers through the Records Section **on or before December 18, 2024, Wednesday, until 5:00 pm ONLY** and all **hard copies** of the documents must also be submitted in clearly **scanned copies in PDF format**. These should be sent via email to sdonavotas.personnel@deped.gov.ph on or before the deadline, for evaluation purposes. If there is a discrepancy between hard copy & scanned copy, the hard copy will prevail over the scanned copy.



PRIME - HRM
 LEVEL 2

Bagumbayan Elementary School Compound, M. Naval St.,
 Sipac-Almacen, Navotas City
 BUDGET/ACCTG - (02) 87065295 / CID - (02) 83550514
 HR - (02) 83555032 / ADMIN - (02) 83327764
 SGOD - (02) 8351-5797 Legal - (02) 1212-4141
 navotas.city@deped.gov.ph < https://depednavotas.ph
 https://www.facebook.com/Navotas-Division

5. All hard & soft copies shall be arranged according to the criteria mentioned in **DepEd Order No. 7. s. 2023 enclosure No. 4**, "Criteria and point system for hiring and promotion to related-teaching positions" which shall be used as reference in the screening and evaluation process. The criteria for computation of points of the applicants is also attached therein (see **Annex B**).
6. The selection of the most qualified applicants for the vacant positions shall be in accordance with section 86 of the ORAOHRA (CSC- 2017 Omnibus Rules on Appointments and Other Human Resource Actions (Revised July 2018) which states that "The appointing officer/ authority shall be guided by the report of the HRMPSB's assessment of candidates and in the exercise of sound discretion, select, insofar as practicable from among the top five (5) candidates or less, deemed most qualified for appointment to the vacant position, depending on the number of candidates".
7. It is reminded that no additional or supplemental documents/requirements will be accepted after the deadline of submission. The assessment and evaluation shall be based on the available documents submitted by the applicant, unless therefore the HRMPSB will request the applicant to submit additional documents for verification purposes only.
8. The Open Evaluation System shall be adopted in the conduct of comparative assessment wherein applicants must be present to witness the actual evaluation for which the scores of all applicants present thereat shall be publicly disclosed. The applicants shall conform to their individual results.
9. As part of the recruitment and selection process, a background investigation may be conducted. It is also understood that upon submission of requirements, the applicant is authorizing the agency head/authorized representative to verify and validate the correctness of the documents submitted. Applicants assume full responsibility and accountability for the authenticity and veracity of the documents submitted, as evidenced by the Omnibus Certification of Authenticity and Veracity of Documents. Any false and fraudulent document submitted shall be grounds for disqualification.
10. All interested applicants may register through this link <https://bit.ly/SDONavotasDecember2024Vacancy2> to attend the online orientation.
11. Enclosed are the following:
 - Annex A: CSC Qualification Standards (QS) & Job Summary
 - Annex B: Criteria for Evaluation & List of Requirements
 - Annex C: Checklist of Requirements
 - Annex D: Timeline of Activities
 - Annex E: Omnibus Certification of Authenticity and Veracity of Documents
 - Annex F: Authorization for background check
12. For queries, please contact Ms. Genesis Ann B. Gonzales, Administrative Officer IV at **(8)355-50-32** or through email at sdonavotas.personnel@deped.gov.ph
13. Immediate and wide dissemination of this Memorandum is directed.

MELITON P. ZUEBANO
Schools Division Superintendent

Annex A

CSC Approved- Qualification Standards (QS)

Position	Education	Training	Experience	Eligibility
EDUCATION PROGRAM SUPERVISOR	Master's Degree in Education or other relevant Master's Degree with specific area of specialization	8 hours of relevant training;	2 years as Principal or 2 years as Head Teacher or 2 years as Master Teacher	RA 1080 (Teacher)
EDUCATION PROGRAM SPECIALIST II	Bachelor's degree in Education or its Equivalent	4 hours of relevant training	2 years experience in education, research, development, implementation or other relevant experience	RA 1080 (Career Service (Professional) Appropriate Eligibility for Second Level Position

PLANTILLA ITEM NUMBER :

ANTICIPATED VACANCY

EPS- OSEC-DECSB-EPSVR-30035-2015 vice Lucia Angel (retirement)

EPS II- OSEC-DECSB-EPS2-30056-2015 vice Leonila De Ocampo (retirement)

JOB SUMMARY FOR SENIOR EDUCATION PROGRAM SUPERVISOR

- To develop and supervise the implementation of special programs and projects of the schools division office towards the holistic development of learners (non-curricular*) and provide technical assistance to schools to help them implement sustainable programs and projects (* programs related to learner development: e.g. palaro, leadership development, boy scouting, girl scouting, etc.) and educational support e.g. brigade eskwela, adopt a school, etc.)

KRA: Programs and Projects, Partners and Donors, Advocacy, Research and Development, Technical Assistance & Unit Performance

JOB SUMMARY FOR SENIOR EDUCATION PROGRAM SPECIALIST II - HRD

- To assist the Chief and Education Program Supervisors in maintaining systems and implementing its components in order to ensure delivery of quality and sustainable HRD services.

KRA: HR Strategic Plans and Policies, Professional and Career Development, Training and Career Development Materials, Scholarship and Professional Program Coordination, Training and Development Records, Succession and Exit, Employees Welfare & Technical Assistance.

Annex B

CRITERIA FOR EVALUATION

As per DepEd Order No. 7 s. 2023, enclosure No. 4, "Criteria and point system for hiring and promotion to related-teaching positions"

CRITERIA		Points
1	Education	10%
2	Training	10%
3	Experience	10%
4	Performance	20%
5	Outstanding Accomplishments 1. Outstanding Employee Award 2. Innovation or Research 3. Subject Matter Expert / NTWG or Committee Membership 4. Resource Speakership / Learning Facilitation 5. NEAP Accredited Learning Facilitator	5%
6	Application of Education	15%
7	Application of L&D	10%
8	Potential (Written Examinations (5%), Skills or Work Sample Tests (10%), Behavioral Events Interview (5%))	20%
TOTAL		100%

Note: Applicants who will not be able to attend the scheduled evaluation, interview and exam shall not be given scores for the potential criteria.

List of Documentary Requirements:

A	Letter of Intent	Addressed to the Schools Division Superintendent Dr. Meliton P. Zurbano (Note: State the specific position and place of assignment you are applying for)
B	Duly accomplished updated Personal Data Sheet (PDS)	CSC Form 212, Revised 2017) with passport size picture taken within the last 6 months. (<i>Must indicate updated contact number and email address</i>)
C	Photocopy of valid and updated PRC License/ID/ Board of Rating/ CSC Eligibility	Board of Rating/ License/ ID / Certificate from CSC
D	Education (10%) (<i>must be relevant to the position you are applying for</i>)	Transcript of Records (TOR) / Diploma / Certification signed by the registrar, including completion of graduate and post-graduate units/degrees, if available
E	Training (10%) (<i>must be relevant to the position you are applying for</i>)	Relevant Trainings/Seminars Attended <u>within the last 5 years or after the last promotion.</u>
F	Experience (10%) (<i>must be relevant to the position you are applying for</i>)	Certificate of Employment or Service Record with exact position and period of employment duly signed by authorized signing authority.
G	Performance (20%)	Latest Performance Rating duly signed by immediate supervisor (ex. SY 2023-2024);

<p style="text-align: center;">H</p>	<p>Outstanding Accomplishments (5%)</p> <p>A. Outstanding Employee Award</p> <p>B. Innovation or Research</p> <p>C. Subject Matter Expert / NTWG or Committee Membership</p> <p>D. Resource Speakership / Learning Facilitation</p> <p>E. NEAP Accredited Learning Facilitator</p>	<p>A. Awards and Recognition a.2 Outstanding Employee Award <i>(All or Nothing)</i></p> <p>A. Any issuance, memorandum or document showing the Criteria for the Search B. Certificate of Recognition/Merit</p> <p>B. Innovation or Research</p> <p>A. Proposal duly approved by the Head of Office B. Accomplishment Report verified by the Head of Office C. Certification of the utilization of the innovation, within the school/office duly signed by the Head of Office D. Certification of adoption by another school/office duly signed by the Head of Office. E. Proof of citation by other researchers (whose studies/research is likewise approved by competent authority) of the concept/s developed of the research.</p> <p>C. Subject Matter Expert / National Technical Working Groups (NTWG) or Committee Membership</p> <p>A. Issuance/Memorandum showing the membership. B. Certificate of Participation or Attendance; and C. Output/Adoption by the organization/DepEd</p> <p>D. Resource Speakership / Learning Facilitation <i>(All or Nothing)</i></p> <p>A. Issuance/Memorandum/Invitation/Training Matrix. B. Certificate of Recognition/Merit/Commendation; and C. Slide deck/s used and/or Session guide/s</p> <p>E. NEAP Accredited Learning Facilitator</p> <p>A. Certificate of Recognition as Learning Facilitator issued by NEAP in the Region B. Certificate of Accreditation as Learning Facilitator issued by NEAP Central Office</p>														
<p style="text-align: center;">I</p>	<p>Application of Education (15%)</p> <p>- Contribution made by an applicant to their workplace as a result of their learnings from <u>education degree and units earned</u>, such as but not limited to applied concepts, processes, and skills that are relevant to the position to be filled.</p>	<p>A. Action Plan approved by the Head of Agency (SDS) B. Accomplishment Report verified by the Head of Agency (SDS) C. Certification of the utilization/adoption signed by the authority concerned.</p> <table border="1" data-bbox="699 1877 1433 2098"> <thead> <tr> <th rowspan="2">MOVs Submitted</th> <th colspan="2">POINTS</th> </tr> <tr> <th>Relevant</th> <th>Not Relevant</th> </tr> </thead> <tbody> <tr> <td>ALL MOVs</td> <td>15</td> <td>9</td> </tr> <tr> <td>Only A & B</td> <td>12</td> <td>6</td> </tr> <tr> <td>Only A</td> <td>9</td> <td>3</td> </tr> </tbody> </table>	MOVs Submitted	POINTS		Relevant	Not Relevant	ALL MOVs	15	9	Only A & B	12	6	Only A	9	3
MOVs Submitted	POINTS															
	Relevant	Not Relevant														
ALL MOVs	15	9														
Only A & B	12	6														
Only A	9	3														

J	<p>Application of L&D (10%) - Proven success of the learnings gained from the human resource development intervention done/attended by the applicant which must have led to significant positive result in their current or previous work.</p>	<p>A. Certificate of Training or Certification on any applicable L&D intervention acquired that must be aligned to Individual Professional Development Plan (IPPD); for external applicants, a certification from HR stating that the L&D intervention is aligned to the core tasks of the incumbent or previous position shall be required;</p> <p>B. Action Plan/Re-entry Action Plan (REAP)/Job Embedded Learning (JEL)/Impact Project aligned to the L&D intervention attended, duly approved by the Head of Agency (SDS); <u>(See Division Memorandum No. 60 s. 2024 "Customized Guidelines on Application of Learning & Development")</u></p> <p>C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;</p> <p>D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office/s at the local/higher level</p> <table border="1" data-bbox="715 1057 1442 1288"> <thead> <tr> <th rowspan="2">MOVs Submitted</th> <th colspan="2">POINTS</th> </tr> <tr> <th>Relevant</th> <th>Not Relevant</th> </tr> </thead> <tbody> <tr> <td>ALL MOVs</td> <td>10</td> <td>5</td> </tr> <tr> <td>Only A, B & C</td> <td>7</td> <td>3</td> </tr> <tr> <td>Only A & B</td> <td>5</td> <td>1</td> </tr> </tbody> </table>	MOVs Submitted	POINTS		Relevant	Not Relevant	ALL MOVs	10	5	Only A, B & C	7	3	Only A & B	5	1
MOVs Submitted	POINTS															
	Relevant	Not Relevant														
ALL MOVs	10	5														
Only A, B & C	7	3														
Only A & B	5	1														
K	Checklist of Requirements	see Annex C														
L	Omnibus Sworn Statement	see Annex E duly subscribed & sworn to by an authorized administering officer														
M	Waiver pursuant to the Background Investigation	see Annex F														

nothing follows

Note:

Head of Office refers to the highest authority within each governance level, as follows:

Governance Level	Head of Office
Central Office Regional Office Schools Division Office, Schools, and Community Learning Centers	Secretary Regional Director Schools Division Superintendent

ANNEX C

CHECKLIST OF REQUIREMENTS

Name of Applicant: _____
 Position Applied For: _____
 Where did you see our Job Vacancies? _____
 (For ex. through FB Page, Website, School Page, Word of Mouth, Referrals, etc.)
 Office: _____
 Contact Number: _____
 Religion: _____
 Ethnicity: _____
 Person with Disability: Yes () No ()
 Solo Parent: Yes () No ()

Basic Documentary Requirements		Status of Submission	Verification (To be filled-out by the HR Office/Subcommittee)	
		(To be filled-out by the applicant; Check if submitted)	Status of Submission (Check if complied)	Remarks
a.	Letter of intent addressed to the Head of Office, or to the highest human resource officer designated by the Head of Office			
b.	Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable			
c.	Photocopy of valid and updated PRC License/ID, if applicable			
d.	Photocopy of Certificate of Eligibility/Report of Rating, if applicable			
e.	Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available			
f.	Photocopy of Certificate/s of Training, if applicable			
g.	Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable			
h.	Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the assessment, if applicable			
i.	Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item No. 9 is not relevant to the position to be filled			
j.	Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment			
k.	Checklist of Requirements and Omnibus Certification/Waiver (Annex C)			
l.	Authorization for background check (Annex G)			

OMNIBUS SWORN STATEMENT

CERTIFICATION ON AUTHENTICITY AND VERACITY

I hereby certify that all information above are true and correct and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

Attested:

Name and Signature of Applicant

Human Resource (HR) Office / Subcommittee

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)lectronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (w)here the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.

ANNEX D

Timeline of Activities:

Date	Activities	Person or Committee In-Charge
Dec. 3-17, 2024	Dissemination of the vacancy for the position through a Division Memorandum and posted via official website & FB page: https://depednavotas.ph/ https://www.facebook.com/Navotas.Division https://www.facebook.com/depednavotashumanresource/ https://www.facebook.com/navotenoako	HRMPSB Secretariats, ITO
Dec. 3-10, 2024 (until 3:00pm only)	Filling out of Microsoft form at https://bit.ly/SDONavotasDecember2024Vacancy2 for the virtual orientation for interested applicants	HRMPSB Secretariats, Interested applicants
December 11, 2024	Virtual orientation of interested applicants via Zoom application (Note: Link to be given to the interested applicants via text message or email indicated in the PDS & Microsoft form)	Interested applicants, HRMO II and HRMPSB Secretariats
December 18, 2024	Deadline for the submission of application letter and supporting documents to the Records Section of the Schools Division Office of Navotas City and to email address sdonavotas.personnel@deped.gov.ph Our office hours is from 8:00 AM to 5:00 PM Please note that late submission of requirements will not be accepted	Interested applicants, HRMPSB Secretariats, Records Officer
December 23, 2024	Posting of Qualified Applicants	HRMO II and HRMPSB Secretariats
December 27, 2024	Written Exam and Skills Test (Note: This is tentative schedule only; if there is a changes, we will advise the shortlisted applicants immediately via text message or email indicated in the PDS & Microsoft form)	HRMPSB Secretariats
January 2-3, 2025	Open evaluation and interview of qualified applicants (Note: This is tentative schedule only; if there is a changes, we will advise the shortlisted applicants immediately via text message or email indicated in the PDS & Microsoft form) Finalization of the assessment of documents and results of the interview for conforme by the applicants	HRMPSB Chairman, HRMO II and HRMPSB Secretariats
January 7, 2025	Posting of Results	HRMO II and HRMPSB Secretariats

ANNEX E

Omnibus Certification of Authenticity and Veracity of Documents

CERTIFICATION

I, _____, of legal age, _____, Filipino and residing at _____, under oath, hereby depose and say:

1. That each of the documents I submitted is an authentic and original copy or a true and faithful reproduction of the original, complete and that all statements and information provided therein are true and correct;
2. That I am assuming full responsibility and accountability on the validity and authenticity of the documents submitted;
3. That I am aware that any violation will automatically disqualify me from the selection process;
4. That I am making these statements as part of the recruitment requirements as an applicant to the Department of Education, Division of Navotas City for CY 2024.

Applicant

SUBSCRIBE AND SWORN to before me this _____ day of _____, 2024, affiant exhibiting to me his/her Community Tax Certificate No. _____ issued on _____ at _____, Philippines.

Notary Public

Until _____
PTR No. _____
Date _____
Place _____
Tin _____

Doc. No. _____
Page No. _____
Book no. _____
Series of _____

ANNEX F

(Please read and sign this form in the space provided below. Your written authorization is necessary for completion of the application process.)

AUTHORIZATION FOR BACKGROUND CHECK

I, _____, hereby authorize the **Schools Division Office of Navotas City (SDO-Navotas)** to investigate my background and qualifications for purposes of evaluating whether I am qualified for the position for which I am applying. I understand that the information gathered by SDO-Navotas during the background investigation will only be used to for this application process and shall be protected and kept confidential as required under the Data Privacy Act of 2012 (Republic Act. No. 10173). I also understand that I may withhold my permission and that in such a case, no investigation will be done, and my application for employment will not be processed further.

Name & Signature of Employee

Date