

APR 25 2025

DIVISION MEMORANDUM

 No. 282, s. 2025

RECRUITMENT AND SELECTION OF APPLICANTS FOR VARIOUS VACANT RELATED-TEACHING, SCHOOL ADMINISTRATION, AND NON-TEACHING POSITIONS

TO: Assistant Schools Division Superintendent

 Chief Education Supervisors

 Public Schools District Supervisors

 Public and Private Elementary & Secondary School Heads

 All Others Concerned

1. The field is hereby informed that this Office will now accept applications for the following school administration position listed below.

Category	Position Title	Place of Assignment	No. of Vacant Items
Related-Teaching	Education Program Specialist II	SGOD – Monitoring and Evaluation	1
	Education Program Specialist II	SGOD – Social Mobilization & Networking	1
	Education Program Specialist II	SGOD – Human Resource Development	1
School Administration	Head Teacher II (Elementary)	Any Elementary School within SDO Sagay	1
	Head Teacher I (Elementary)	Any Elementary School within SDO Sagay	1
Non-Teaching	Administrative Officer IV (Records Officer II)	OSDS – Records Section	1


2. This Office adheres strongly to the Equal Employment Opportunity Policy of the Civil Service Commission and observes fairness and equality in hiring; thus, this recruitment and selection is open to any interested applicants regardless of age, gender, civil status, indigenous group, special needs, political, and religious affiliation.

3. Interested applicants are invited to hand in their applications addressed to the Schools Division Superintendent and enclose **2 sets of clear photocopied/printed** pertinent documents to this division, Attention to the Division HRMO, and register and upload electronic copies of documents in .pdf file format on the online application system using this link: <https://bit.ly/SDOSagayHRMPSE> not later than **May 13, 2025**. Documents are expected to be arranged and labeled accordingly using the sequence found in the enclosures.

4. Attached in the enclosures are the indicative timeline for the recruitment, evaluation, and selection process, a list of vacant positions and the corresponding Civil Service-Approved Basic Qualification Standards (QS) and DepEd preferred QS, List of Documentary Application requirements, and Criteria for Evaluation of Points.

5. Schools shall post copies of the Announcement of Vacancies in their respective areas of jurisdiction. The announcements are also made available in conspicuous places within the division office, SDO Sagay website (<https://www.depedsagay.com>), and official social media page.

6. For immediate and wide dissemination.



DANNIE CLARK M. UGUIL, CESE

 Assistant Schools Division Superintendent

 Officer-in-Charge

 Office of the Schools Division Superintendent



Enclosure : as stated

 Reference : as stated

 Allotment : N/A

 No. of Pages : 11

 To be indicated in the **Perpetual Index** under the following subjects:

 HIRING PROMOTIONS RECRUITMENT SELECTION

 FN: WEN-HRPERSONNEL/RSP/ANNOUNCEMENT OF VACANCIES/ 2025 MEMO FORMAT/ NEW FORMAT



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Enclosure No. 1 to Division Memorandum No. 282, s. 2025

Indicative timeline for the recruitment, evaluation, and selection process for the above-mentioned position:

Activity	Venue	Schedule	Remarks
Publication of vacancy	-	April 28, 2025 – May 13, 2025	Vacancies are published/announced through the following: <ul style="list-style-type: none">• Division Office Bulletin Board• SDO Sagay Social Media Page• SDO Sagay Official Website• Division Memorandum• Conspicuous places of various schools of SDO Sagay• Civil Service Job Portal
Orientation of Applicants	Division Office Conference Room	April 30, 2025 2:00 pm – 5:00 pm	The schedule and venue for the orientation may be subject to change. A notice with the final details will be disseminated through official memorandum, bulletin boards, and social media pages.
Initial Evaluation against QS	Personnel Section	May 13 – 19, 2025	Initial Evaluation Results (IER) will be posted/announced through the following: <ul style="list-style-type: none">• Division Office Bulletin Board• SDO Sagay Social Media Page• SDO Sagay Official Website• Division Memorandum• Conspicuous places of various schools of SDO Sagay
Evaluation & deliberation by the HRMPSB	HRMPSB Room	May 20 – 26, 2025	-
Interview, Written Test and Work Samples Test	HRMPSB Room / Online	May 27, 2025	The schedule for interviews, written test, work samples test, and open ranking may be subject to change. An official notice with the final details will be sent to qualified applicants at least one day prior to the scheduled date.
Open Ranking System			
Final deliberation & evaluation of the result of ranking	HRMPSB Room	May 28, 2025	-
Submission to the SDS for approval of the comparative assessment result	Office of the SDS	May 29, 2025	-
Posting of Comparative Assessment Results	SDO Memorandum, Bulletin Board & Website	May 30, 2025	Results of the comparative assessment will be released through a Division Memorandum and posted on SDO and Schools Bulletin Board, SDO Website and other conspicuous places.



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Page 1 of 3, Enclosure No. 2 to Division Memorandum No. 282, s. 2025

QUALIFICATION STANDARDS, DOCUMENTARY REQUIREMENTS, AND CRITERIA FOR EVALUATION OF POINTS
FOR VACANT RELATED-TEACHINGS POSITIONS

A. Qualification Standards

No.	Position Title	Plantilla Item No./ No. of Position	Salary Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency	
1	Education Program Specialist II (EPS II)	OSEC-DECSB-EPS2-420119-2014 (1)	16	Php 43,560.00	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 or Career Service (Professional)	<ul style="list-style-type: none">- Ability to gather and analyze data on curriculum, school planning, and program implementation for quality assurance and continuous improvement.- Skill in collecting, validating, and supporting the use of assessment tools and strategies aligned with national frameworks.- Competence in verifying school compliance with accreditation and operational standards through documentation and validation processes.- Proficiency in preparing M&E reports on school performance, resource distribution, and achievement data.- Capacity to assist in conducting action research to identify effective practices and inform decision-making.	Schools Governance and Operations Division (SGOD) - Monitoring and Evaluation
2	Education Program Specialist II (EPS II)	OSEC-DECSB-EPS2-420120-2014 (1)	16	Php 43,560.00	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 or Career Service (Professional)	<ul style="list-style-type: none">- Gathers and uses HR data to support planning and decision-making.- Designs and manages context-based training and development activities.- Identifies staff development needs and assists in creating growth plans.- Supports the administration and monitoring of scholarship programs.- Aids in succession planning and manages employee exit processes.- Assesses and supports programs on welfare, rewards, and recognition.	Schools Governance and Operations Division (SGOD) - Human Resource Development



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Page 2 of 3, Enclosure No. 2 to Division Memorandum No. 282, s. 2025

No.	Position Title	Plantilla Item No./ No. of Position	Salary Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency	
3	Education Program Specialist II (EPS II)	OSEC-DECSB-EPS2-420118-2014 (1)	16	Php 43,560.00	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 or Career Service (Professional)	<ul style="list-style-type: none">- Builds and maintains partnerships through advocacy campaigns and regular updates to stakeholders.- Assists in developing proposals, MOUs, and monitoring programs to ensure sustained support.- Tracks progress and outcomes of partner-supported projects for continuous improvement.- Prepares accomplishment and status reports to generate ongoing stakeholder involvement.- Maintains records of all stakeholder-supported programs to aid planning and accountability.- Supports schools and learning centers in governance, operations, and partnership development.	Schools Governance and Operations Division (SGOD) – Social Mobilization and Networking

B. Documentary Requirements

Application letters should be accompanied by the required documents arranged as follows:

- Letter of intent addressed to the Schools Division Superintendent;
- Duly accomplished PDS (CS Form No. 212 Revised 2017) Notarized and **with recent picture/photo** and **with Work Experience Sheet**, if applicable;
- Certificate of License/Eligibility;
- Scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees;
- Certificate/s of Training attended and acquired after the last promotion but within the last five (5) years;
- Certificate of Employment, Contract of Service, or duly signed Service Record whichever is/are applicable;
- Latest appointment;
- Performance Rating in the last rating period covering one (1) year of performance in the current/latest position prior to the deadline of submission;
- Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C), sworn before a public officer authorized to administer oaths pursuant to Section 41 of EO No. 292, as amended by RA No. 6733 and as further amended by RA No. 10755;
- Duly accomplished **Authorization for Background Check** using the prescribed form (see Enclosure 5 of this Memorandum).

- k. Complete means of verification (MOVs) as specified in DepEd Order No. 7, s. 2023, showing **outstanding accomplishments** (i.e. awards and recognition, research and innovation, subject matter expert/membership in national technical working groups or committees, resource speakership/learning facilitation, NEAP accredited learning facilitator); **application of education** (i.e. Action Plan, Accomplishment Report, Certification of Utilization/Adoption); and **application of learning and development** (i.e. action plan/re-entry action plan, job-embedded learning, accomplishment report with certification that the intervention was used) reckoned from the date of last issuance of appointments. **Prescribed templates can be retrieved from Division Memorandum No. 001 and No. 017 s. 2025.**

C. Criteria for Evaluation

Evaluation of Applicants shall be based on the criteria of DepEd Order No. 7, s. 2023 "Guidelines on Recruitment, Selection, and Appointment in the Department of Education – Criteria and Point System for Hiring and Promotion to Related-Teaching Positions" broken down as follows:

CRITERIA	POINTS for SG 16-23 and 27
Education	10
Training	10
Experience	10
Performance	20
Outstanding Accomplishments	5
Application of Education	15
Application of Learning and Development	10
Potential (Written Exam, BEI)	20
TOTAL	100



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Page 1 of 2, Enclosure No. 3 to Division Memorandum No. 262, s. 2025

**QUALIFICATION STANDARDS, DOCUMENTARY REQUIREMENTS, AND CRITERIA FOR EVALUATION OF POINTS
FOR VACANT SCHOOL ADMINISTRATION POSITIONS**

A. Qualification Standards

No.	Position Title	Plantilla Item No./ No. of Position	Salary Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency	
1	Head Teacher II (Elementary)	OSEC- DECSB- HTEACH2- 420120- 1998 (1)	15	Php 40,208.00	Bachelor's degree in Elementary Education; or Bachelor's degree with 18 professional education units	24 hours of relevant trainings	HT for 1 year or TIC for 1 year or Teacher for 4 years	RA 1080 (Teacher)	Highly Proficient/Proficient/Beginning Level on the following competencies based on the PPSH: 1. Leading Strategically 2. Managing School Operations and Resources 3. Focusing on Teaching and Learning 4. Developing Self and Others 5. Building Connections	Any Elementary Schools within SDO Sagay
2	Head Teacher I (Elementary)	OSEC- DECSB- HTEACH1- 420259- 1998 (1)	14	Php 37,024.00	Bachelor's degree in Elementary Education; or Bachelor's degree with 18 professional education units	24 hours of relevant trainings	TIC for 1 year or Teacher for 3 years	RA 1080 (Teacher)	Highly Proficient/Proficient/Beginning Level on the following competencies based on the PPSH: 1. Leading Strategically 2. Managing School Operations and Resources 3. Focusing on Teaching and Learning 4. Developing Self and Others 5. Building Connections	Any Elementary Schools within SDO Sagay

B. Documentary Requirements

Application letters should be accompanied by the required documents arranged as follows:

- Letter of intent addressed to the Schools Division Superintendent;
- Duly accomplished PDS (CS Form No. 212 Revised 2017) Notarized and **with recent picture/photo** and **with Work Experience Sheet**, if applicable;
- Certificate of License/Eligibility;
- Scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees;
- Certificate/s of Training attended and acquired after the last promotion but within the last five (5) years;



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Page 2 of 2, Enclosure No. 3 to Division Memorandum No. ~~282~~, s. 2025

- f. Certificate of Employment, Contract of Service, or duly signed Service Record whichever is/are applicable;
- g. Latest appointment;
- h. Performance Rating in the last rating period covering one (1) year of performance in the current/latest position prior to the deadline of submission;
- i. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C), sworn before a public officer authorized to administer oaths pursuant to Section 41 of EO No. 292, as amended by RA No. 6733 and as further amended by RA No. 10755;
- j. Duly accomplished **Authorization for Background Check** using the prescribed form (see Enclosure 5 of this Memorandum).
- k. Complete means of verification (MOVs) as specified in DepEd Order No. 7, s. 2023, showing **outstanding accomplishments** (i.e. awards and recognition, research and innovation, subject matter expert/membership in national technical working groups or committees, resource speakership/learning facilitation, NEAP accredited learning facilitator); **application of education** (i.e. Action Plan, Accomplishment Report, Certification of Utilization/Adoption); and **application of learning and development** (i.e. action plan/re-entry action plan, job-embedded learning, accomplishment report with certification that the intervention was used) reckoned from the date of last issuance of appointments. **Prescribed templates can be retrieved from Division Memorandum No. 001 and No. 017 s. 2025.**

D. Criteria for Evaluation

Evaluation of Applicants shall be based on the criteria of DepEd Order No. 7, s. 2023 "Guidelines on Recruitment, Selection, and Appointment in the Department of Education – Criteria and Point System for Hiring and Promotion to School Administration Positions" broken down as follows:

CRITERIA	POINTS
Education	10
Training	10
Experience	10
Performance	25
Outstanding Accomplishments	10
Application of Education	10
Application of Learning and Development	10
Potential (Written Exam, BEI)	15
TOTAL	100



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Page 1 of 2, Enclosure No. 4 to Division Memorandum No. 282, s. 2025

QUALIFICATION STANDARDS, DOCUMENTARY REQUIREMENTS, AND CRITERIA FOR EVALUATION OF POINTS
FOR VACANT NON-TEACHING POSITIONS

A. Qualification Standards

No.	Position Title	Plantilla Item No./ No. of Position	Salary Grade	Monthly Salary	Qualification Standards					Place of Assignment
					Education	Training	Experience	Eligibility	Competency	
1	Administrative Officer IV (Records Officer II)	OSEC-DECSB-ADOF4-420030-2014 (1)	15	Php 40,208.00	Bachelor's degree relevant to the job	4 hours of relevant training	1 year relevant experience	Career Service Professional (Second Level Eligibility)	<ul style="list-style-type: none">- Establishes and sustains a systematic approach to records handling, ensuring order, security, and easy retrieval.- Applies policies to identify which documents to retain, preserve, archive, or dispose of based on legal and operational value.- Ensures efficient receiving, classification, routing, and monitoring of incoming and outgoing communications.- Prepares administrative reports, including findings and recommendations from annual records inventories.- Implements technologies for scanning, microfiche, or other forms to digitally preserve physical records.- Delivers training and technical assistance on records management practices to SDO personnel and school staff.	OSDS – Records Section

B. Documentary Requirements

Application letters should be accompanied by the required documents arranged as follows:

- Letter of intent addressed to the Schools Division Superintendent;
- Duly accomplished PDS (CS Form No. 212 Revised 2017) Notarized and **with recent picture/photo** and **with Work Experience Sheet**, if applicable;
- Certificate of License/Eligibility;
- Scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees;
- Certificate/s of Training attended and acquired after the last promotion but within the last five (5) years;



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Page 2 of 2, Enclosure No. 4 to Division Memorandum No. ~~282~~, s. 2025

- f. Certificate of Employment, Contract of Service, or duly signed Service Record whichever is/are applicable;
- g. Latest appointment;
- h. Performance Rating in the last rating period covering one (1) year of performance in the current/latest position prior to the deadline of submission;
- i. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C), sworn before a public officer authorized to administer oaths pursuant to Section 41 of EO No. 292, as amended by RA No. 6733 and as further amended by RA No. 10755;
- j. Duly accomplished **Authorization for Background Check** using the prescribed form (see Enclosure 5 of this Memorandum).
- k. Complete means of verification (MOVs) as specified in DepEd Order No. 7, s. 2023, showing **outstanding accomplishments** (i.e. awards and recognition, research and innovation, subject matter expert/membership in national technical working groups or committees, resource speakership/learning facilitation, NEAP accredited learning facilitator); **application of education** (i.e. Action Plan, Accomplishment Report, Certification of Utilization/Adoption); and **application of learning and development** (i.e. action plan/re-entry action plan, job-embedded learning, accomplishment report with certification that the intervention was used) reckoned from the date of last issuance of appointments. **Prescribed templates can be retrieved from Division Memorandum No. 001 and No. 017 s. 2025.**

E. Criteria for Evaluation

Evaluation of Applicants shall be based on the criteria of DepEd Order No. 7, s. 2023 "Guidelines on Recruitment, Selection, and Appointment in the Department of Education – Criteria and Point System for Hiring and Promotion to Non-Teaching Positions" broken down as follows:

CRITERIA	POINTS for SG 10-22 and 27
Education	5
Training	10
Experience	15
Performance	20
Outstanding Accomplishments	10
Application of Education	10
Application of Learning and Development	10
Potential (Written Exam, BEI)	20
TOTAL	100



Republic of the Philippines
Department of Education
REGION VI – Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

Enclosure No. 5 of Division Memorandum No. 282 s., 2025

(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 Sagay City (SDO-Sagay City) 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-Sagay City during the background investigation will only be used 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 and Signature of Applicant

Date: _____



Address: Sitio Chloe, Brgy. Rizal, Sagay City, Negros Occidental
Email Address: sagay.city001@deped.gov.ph

CHECKLIST OF REQUIREMENTS AND OMNIBUS SWORN STATEMENT

Name of Applicant: _____

Position Applied For: _____

Office: _____

Contact Number: _____

Religion: _____

Ethnicity: _____

Person with Disability: Yes () No ()

Solo Parent: Yes () No ()

Application Code: _____

Basic Documentary Requirement		Status of Submission (To be filled-out by the applicant; Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/sub-committee)	
			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 latest appointment, if applicable			
i.	Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the assessment, if applicable			
j.	Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form (Annex C)			
k.	Other documents as may be required for comparative assessment:			
	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			
	Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item (i) is not relevant to the position to be filled			

Attested by: _____
Human Resource Management Officer

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.

Name and Signature of Applicant

Subscribe and sworn to before me this _____ day of _____, year _____.

Person Administering Oath