



Republic of the Philippines
Department of Education
REGION IV- A CALABARZON
CITY SCHOOLS DIVISION OF CITY OF TAYABAS

22 January 2026

DIVISION MEMORANDUM

No. 047 s. 2026

**RECRUITMENT, SELECTION, EVALUATION AND RANKING OF APPLICANTS TO
SENIOR EDUCATION PROGRAM SPECIALIST VACANT POSITION**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Heads, Public Elementary and Secondary Schools
Heads, Units/Sections
All Others Concerned

1. The field is hereby informed of the division-wide recruitment and selection of interested applicants to **Senior Education Program Specialist** vacant position. The Human Resource Merit Promotion and Selection Board (HRMPSB) will use **DepEd Order No. 019, s. 2022** or the **DepEd Merit Selection Plan** and **DepEd Order No. 007, s. 2023** or the **Guidelines on Recruitment, Selection, and Appointment in the Department of Education** in the recruitment and selection process.

Position Title	Plantilla Item No.	Salary Grade	Monthly Salary	No. of Positions	Place of Assignment (Plantilla)
Senior Education Program Specialist (Human Resource Development)	OSEC-DECSB-SREPS-270040-2015	SG 19	P 56,390.00	1	School Governance and Operations Division

2. City Schools Division of the City of Tayabas strictly adheres to the Equal Opportunity Principle (EOP) on Human Resource Management and Development and encourages all qualified and interested applicants to apply regardless of race, color, sex, religion, sexual orientation, gender identity, national origin, veteran, or disability status.

3. In line with this, all interested applicants are requested to submit all the needed documents indicated in **DepEd Order No. 007, s. 2023 (see attached Annex A)** properly labelled with ear tags per criterion at the Personnel Services Unit through the Records Section of this division or via e-mail at tayabas.city@deped.gov.ph on or before **February 3, 2026 until 5:00 o'clock in the afternoon**. However, if the last day falls on a declared holiday or a day with suspended work in this office, the deadline for submission will be moved to the next working day. Moreover, see **Annex B** for the duties and responsibilities of the position to be filled.

4. In the interest of fairness to all applicants and in strict adherence to the prescribed process, **the submission of documents and/or additional credentials**

after the deadline will not be accepted, unless this Office specifically requests such submissions for verification purposes or officially announces an extension of the recruitment process. Likewise, applicants who fail to submit the complete mandatory requirements by the specified deadline shall not be included in the pool of official applicants.

5. The qualification standards and competency requirements of the said position are as follows:

CSC Prescribed Qualifications				
Education	Trainings	Experience	Eligibility	Competency Requirement
Bachelor's degree in Education or its equivalent and completion of academic requirements for Master's degree relevant to the job	8 hours of relevant training	2 years of experience in education research, development, implementation or other relevant experience	RA 1080; Career Service (Professional) Appropriate Eligibility for Second Level Position	Self-Management, Professionalism and ethics, Result focus, Teamwork, Service Orientation, Innovation, Oral and Written communication

6. Below is the timeline for the recruitment and selection process of the said position:

ACTIVITY	TIMELINE	VENUE
Deadline of Filing of application letter with complete supporting documents	February 3, 2026	Personnel Administration Services Unit / SDO Records Section
Initial Evaluation of the Qualification of Applicants viz-a-viz Qualification Standards (QS)	February 9-12, 2026	Personnel Administration Services Unit
Submission of Initial Evaluation Results (IER) to the HRMPSB for deliberation	February 13, 2026	Office of the Assistant Schools Division Superintendent
Posting of the Initial Evaluation Results (IER)	February 13, 2026	DepEd Tayabas Bulletin Board, Website and Facebook Page
Comparative Assessment of Applicants [Evaluation of Documents, Behavioral Events Interview (BEI), Written Examination (WE) & Skills or Work Sample Tests (S/ WST)]	February 18, 2026	Office of the Assistant Schools Division Superintendent

HRMPSB Deliberation and preparation of Comparative Assessment Results (CAR)	February 19, 2026	Office of the Assistant Schools Division Superintendent
Submission of CAR to the Appointing Authority	February 19, 2026	Office of the Schools Division Superintendent
Conduct of Background Investigation <i>Note: Upon the Request of the Appointing Authority</i>	-	-
Posting of Comparative Assessment Results	February 20, 2026	DepEd Tayabas Bulletin Board, Website and Facebook Page

7. Wide and immediate dissemination of this Memorandum is desired.


CELEDONIO B. BALDERAS JR.
Schools Division Superintendent

Encl: As stated

References: DepEd Order 019, s. 2022

DepEd Order 007, s. 2023

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

RSP

SENIOR EDUCATION PROGRAM SPECIALIST

DIVISION MEMORANDUM

OSDS Personnel Unit – recruitment, selection, evaluation and ranking of applicants to senior education program specialist vacant position
PER3KCEI-002323/January 22, 2026

Annex A

CHECKLIST OF REQUIREMENTS
(As per DepEd Order No. 007, s. 2023)

Mandatory requirements

1. Two (2) original copies of the duly accomplished Checklist of Requirements and Omnibus Sworn Statement, sworn before any public officer authorized to administer oaths (e.g., Barangay Captain);

Note: The form can be downloaded at <https://tinyurl.com/OmnibusandChecklist>

2. Letter of intent addressed to the Schools Division Superintendent;

CELEDONIO B. BALDERAS JR.

Schools Division Superintendent

3. Fully accomplished **Personal Data Sheet (PDS)** with recent passport-sized picture (**CS Form No. 212, Revised 2025**) with attached **Work Experience Sheet** which can be downloaded at www.csc.gov.ph;
4. Photocopy of the updated PRC ID License (must be Certified True Copy by the PRC) for RA 1080-relevant eligibility; or Certified True Copy of the CSC Certificate of Eligibility or screen capture of the CSC eligibility using the Civil Service Eligibility Verification System (for CSC eligibility);
5. Photocopy of the Certified True Copy of Transcript of Records for Bachelor's Degree and Diploma;
6. Photocopy of Certified True Copy of Transcript of Records and Certification of Units Earned issued by the School Registrar of the following, if applicable;
 - 6.1. Masteral Degree (if any);
 - 6.2. Doctoral Degree (if any);
7. Photocopy of Certificate(s) of relevant training attended within the last five years, acquired after the last date of promotion, if applicable;
 - 7.1. Additional Means of Verification (MOVs) for trainings attended
8. Updated Service Record;
9. Certificate of Employment with brief description of duties and responsibilities for applicant from private company and those on a Job Order/Contract of Service status;

Other documents as required in DepEd Order 007, s. 2023 (acquired after the date of last appointment)

10. Performance rating covering one (1) year complete performance rating period acquired in the current or previous job or position relevant to the position prior to the date of submission (if applicable);

Note: Performance ratings must be derived from the authorized performance evaluation tool; a certificate of rating alone will not be accepted. In the absence of the applicable performance evaluation tool, no proxy measures shall be considered.

Note: For positions with experience requirement:

- a. For internal applicants:

The performance rating for internal applicants shall be the rating obtained from the applicant's current or previous job or position that is relevant to

the position to be filled. However, as a mandatory requirement, the applicant shall also be required to submit a performance rating of at least Very Satisfactory (VS) in the last rating period prior to the date of assessment or screening.

b. For external applicants:

For external applicants, the certificate of rating must be supported with the performance evaluation tool. He/She shall submit performance rating/s from current or previous work that is relevant to the position to be filled. Non-submission of performance rating/s for any reason gets a zero score for performance criterion. No proxy measure shall be considered in the absence of the applicable performance rating.

Note: For positions with NO experience requirement:

a. Applicants to positions that do not require previous experience must submit any of the following:

- Certified true copy of Board exam rating;
- Certified true copy of CS exam rating;
- General Weighted Average (GWA) in the highest grade level

attained transmuted to a percentage scale (for General Services positions; for positions with no eligibility requirement)

b. An applicant with prior experience who applies to a position that do not require experience, his performance rating shall be the basis for giving points.

11. Outstanding Accomplishment acquired or earned after the last promotion (if any);

11.1. Awards and recognition *(All listed MOVs shall be submitted to earn points)*

11.1.1. Citation or Commendation (This shall apply only to General Services Positions)

11.1.1.1. Letter of Citation or Commendation from previous employer

11.1.2. Awards as Trainer/Coach (This shall apply only to School Administration Positions)

11.1.2.1. Any issuance, memorandum or document designating the applicant as trainer/coach.

11.1.2.2. Certificate of Recognition/Appreciation as Trainer/ Coach of a Winning Contestant/Event/Activity

11.1.3 Outstanding Employee Award

11.1.3.1 Any issuance, memorandum or document showing the Criteria for the Search

11.3.1.2 Certificate of Recognition/ Merit

11.1.4 Academic or Inter-School Awards (This shall apply only to applicants with no or less than 1 year work experience)

11.1.4.1 Academic or inter-school award or;

11.1.4.2 Ten Outstanding Students of the Philippines (TOSP) Award or;

11.1.4.3 Certification or any document that the applicant belongs to the Top 10 in the Board or Civil Service Eligibility Examination

11.2. Research and Innovation

11.2.1. Proposal duly approved by the Head of Office or designated Research Committee per DO No. 16, s. 2017

11.2.2. Accomplishment report verified by the Head of Office

- 11.2.3. Certification of utilization of the innovation or research, within the school/office duly signed by the Head of Office
- 11.2.4. Certification of adoption of the innovation or research by another school/office duly signed by the Head of Office
- 11.2.5. Proof of citation by other researchers (whose study/research whether published or unpublished, is likewise approved by authorized body of the concept/s developed in the research
- 11.3. Subject Matter Expert / Membership in National TWG or Committees** (relevant to the position being applied for)
 - 11.3.1. Issuance or Memorandum showing the membership in National TWG or Committee;
 - 11.3.2. Certificate of Participation or Attendance; and
- 11.4. Resource Speakership/Learning Facilitation** (*All listed MOVs shall be submitted to earn points*)
 - 11.4.1. Issuance/Memorandum/Invitation/Training Matrix;
 - 11.4.2. Certificate of Recognition/Merit/Commendation/Appreciation;
 - 11.4.3. Slide deck/s used and/or Session guide/s
- 11.5. NEAP Accredited Learning Facilitator**
 - 11.5.1. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office
 - 11.5.2. Certificate of Recognition as Learning Facilitator issued by NEAP Central Office

12. Application of Education (contribution made by an applicant to their workplace as a result of their learnings from higher education units or degree/s earned, such as but not limited to applied concepts, processes, and skills that are relevant to the position being applied for. The application of education must have led to significant positive results in the applicant's current or previous work.

Note: For positions with experience requirement:

Relevant Intervention:

- 12.1. Action Plan approved by the Head of Office
- 12.2. Accomplishment Report verified by the Head of Office
- 12.3. Certification of the utilization/adoption signed by the Head of Office

Note: For positions with NO experience requirement:

Applicants to positions that do not require previous work experience must submit the GWA in the highest academic/grade level earned as evidenced by Transcript of Records/ Certificate of GWA/ Diploma/ Special Order from the Commission on Higher Education (CHED) or other certifications.

13. Applications of Learning and Development (L&D)

- 13.1. Certificate of Training or Certification on any applicable L&D intervention acquired that is aligned with the Individual Development Plan (IDP); 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;
- 13.2. Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (JEL) /Impact Project Applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office;
- 13.3. Accomplishment report together with a General Certification that the L&D intervention was used/adopted by the Office at the local level;

13.4. Accomplishment report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.

14. Latest approved appointment (if any).

Note: During the deliberation process, the applicants shall bring their original copies of documents for validation. Failure to show the original documents shall nullify the points of the criterion where it represents.

Annex B

Duties and Responsibilities

KEY RESULTS AREA (KRA)	DUTIES & RESPONSIBILITIES
HR Strategic Plans and Policies	<ul style="list-style-type: none"> • Review and analyze researches, M&E Reports and identify HRD related issues and findings and submit recommendations for policy directions in the formulation on HRD programs and their implementation. • Conduct an assessment of the human resource development situation and needs of the Schools Division Office, schools and learning centers, to provide basis for HRD plans and programs. • Coordinate the preparation of a Human Resource Development Plan for the Schools Division to ensure the availability of competent personnel in the schools division when needed.
Professional and Career Development	<ul style="list-style-type: none"> • Determine professional and competency development needs of individual personnel in the schools division by implementing the system designed for such, in order to arrive at profiles on individual and group competency development needs. • Implement system for preparing HR Development Plans (including professional and career development plans of employees) of personnel of the schools division.
HR Development Interventions	<ul style="list-style-type: none"> • Determine the competency development needs of personnel in the Schools Division and identify those which can be responded to by training. • Identify (internal and external) training providers (including NEAP-R), resource speakers and facilitators, and prepare contract for design and conduct of training. • Prepare a "Calendar of Training and Development Programs" offering to division personnel to help them determine and schedule their attendance. • Prepare training and development program designs and packages (may be from NEAP-R) to be offered regularly to schools division personnel. • Conduct training programs (including career development programs) regularly offered to schools division personnel. • Design Career Paths for teaching and non-teaching positions in the schools division office to

	guide personnel in their career goals setting and development.
Scholarship and Professional Program Coordination	<ul style="list-style-type: none"> • Build and maintain network of institutions providing opportunities for Scholarship Programs to get updates on offerings. • Disseminate to school division personnel opportunities for scholarships and accept applications. • Coordinate the screening and selection of applicants with SDO management to arrive at a final list of scholars. • Coordinate with institutions confirmed scholars and documentary requirements to facilitate availment of the scholarship. • Coordinate/conduct orientation of scholar to ensure awareness of the conditions of the scholarship and expectations of the agency from the scholar. • Coordinate and maintain communication and moral support to the scholar (before, during, and after scholarship) to help them complete their scholarship. • Monitor, evaluate and submit report on the status and progress of scholars, and the benefits of the scholarship programs to the agency.
Training and Development Records	<ul style="list-style-type: none"> • Coordinate the installation and ensure continuous operation and maintenance of the TDIS. • Supervise encoding of training records in the TDIS to ensure accuracy. • Guide the generation of reports and analyze data and its implications in order to provide management with information and feedback on the implementation of training and development in the schools division.
Succession and Exit	<ul style="list-style-type: none"> • Coordinate the implementation of succession planning system in order to create a candidate pool for critical positions in the SDO. • Coordinate the implementation of Leadership Development programs for high potential employees to build a pool of leaders in the SDO. • Coordinate the implementation of retirement programs for employees due for retirement to prepare them and the organization for the transition. • Design and implement process for gathering data from resigning personnel to get feedback on factors that helped or hindered employees in the performance of his/her work and implications

	towards continuous improvement in the work climate and in the workplace.
Employees Welfare	<ul style="list-style-type: none">• Design and implement process for gathering data on welfare needs of employees.• Propose, design, and implement (upon approval), programs to respond to the welfare needs of various employee groups.• Review, propose and coordinate implementation of reward and recognition programs.• Conduct monitoring and evaluation of employee welfare programs and submits report on status, progress, and impact to provide feedback to management.• Conduct monitoring and evaluation of results of implementation of rewards and recognition programs and submit report on status, progress, and impact in order to provide feedback to management.
Technical Assistance	<ul style="list-style-type: none">• Provide Technical Assistance to schools and learning centers by responding to the identified needs in relation to HRD and other matters on governance and operations.