



Republic of the Philippines  
**Department of Education**  
**VACANCY ANNOUNCEMENT**

<b>BUREAU/SERVICE:</b>	Bureau of Human Resource and Organizational Development
<b>DIVISION/UNIT:</b>	Organization Effectiveness Division
<b>POSITION PROFILE</b>	
<b>Position: Project Development Officer V (Organizational Development) Non-Teaching</b>	<b>Salary Grade: 24-1</b> <b>Annual Salary: ₱ 1,129,584.00</b>
<b>Item No.:</b>  <b>OSEC-DECSB-PDO5-11-2015</b>	<b>Other Incentives/Bonuses:</b> <ul style="list-style-type: none"> <li>• Monthly Economic Relief Allowance</li> <li>• Mid-year bonus</li> <li>• Productivity Enhancement Incentive</li> <li>• Clothing Allowance</li> <li>• Cash Gift</li> <li>• Year-end bonus</li> </ul>
<b>JOB DESCRIPTION</b>	
<p>The position is accountable for the overall leadership of operations and projects of the Organization Effectiveness Division (OED) in alignment with strategic direction and objectives the Department is pursuing. The position requires in-depth understanding of the Organizational Development functions and its processes, in addition to the attitude and behaviours necessary to drive the unit mainly responsible for the overall effectiveness, health, and ability to adapt to change of the entire organization through the various offices across the Department of Education network.</p> <p>It also includes the management of the day-to-day activities of the division as well as the supervision, development of team's skills in the performance of their roles. Leads and manages the work of the team that will help ensure that the Division has the resources, technical assistance and ability to implement programs and projects, and monitor and evaluate them.</p>	
<b>MINIMUM QUALIFICATIONS</b>	
Education	Masteral Degree or CSC Certification of Leadership
Experience	4 years in position/s involving management and supervision
Training	40 hours of training in management and supervision
Eligibility	Career Service (Professional) Second Level Eligibility



**APPLICANTS MUST READ AND COMPLY WITH THE INSTRUCTIONS STATED HEREIN BEFORE PROCEEDING TO THE SUBMISSION OF APPLICATION DOCUMENTS**

In accordance with the issuance of DepEd Order No. 007, s. 2023 [*Guidelines on Recruitment, Selection, and Appointment (RSA)*], the Department of Education, through the Bureau of Human Resource and Organizational Development – Personnel Division upholds the principles of Merit, Competence, Fitness, Accountability, Transparency, and Equal Opportunity.

Hence, to ensure these principles have been met, we **HIGHLY REQUIRE** applicants to read the following RSA procedures stipulated in DepEd Order No. 007, s. 2023, and be informed about the procedures and pointing system.

Below are the cited provisions of DO No. 007, s. 2023, for ready reference:

- V. Procedures - Enclosure No. 1 to DepEd Order No. 007, s. 2023**
  - A. Publication and Posting of Vacancies – pp 8 of 22
  - B. Submission and Receipt of Application Documents – pp 10 of 22
  - C. Initial Evaluation of the Qualifications of Applicants – pp 11 of 22
  - D. Comparative Assessment of Applicants – pp 12 of 22
  - E. Appointment – pp16 of 22
- Criteria and Point System for Hiring and Promotion to Related-Teaching Positions – Enclosure No. 4 to DepEd Order No. 007, s. 2023 - pp 1 to 18**
- Criteria and Point System for Hiring and Promotion to Non-Teaching Positions – Enclosure No. 5 to DepEd Order No. 007, s. 2023 - pp 1 to 18**

All applicants are required to read the above-cited provisions in order to be aware of the RSA process and pointing system. This would strengthen the spirit of transparency in the process of hiring the right people for the right job at the right time.

Thus, to access the complete procedures and pointing system, the applicants may click this link: [https://bit.ly/DO\\_007s2023](https://bit.ly/DO_007s2023)



Done reading? Please proceed to the next sets of instructions...





Republic of the Philippines  
**Department of Education**  
**VACANCY ANNOUNCEMENT**

**WELCOME TO YOUR NEW DESTINATION!**



 **DETAILED SUBMISSION INSTRUCTIONS:**  
**(\*Required Documents)**

**IMPORTANT REMINDER:** Kindly **READ ALL THE INSTRUCTIONS** attached herein to avoid any inconveniences with your application. Moreover, please make sure that all documents submitted are **CLEAR** and **READABLE**. **Unclear or pixelated documents shall not be considered and may lead to possible exclusion from the pool of applicants.**

**A. \*Letter of Intent** - Must be addressed to **Mr. ALBERT JEROME C. ANDRES**, *Chief Administrative Officer* of the BHRD-Personnel Division. Kindly **INDICATE THE POSITION/S** you are applying for with the corresponding DIVISION/OFFICE, BUREAU/SERVICE, and ITEM NUMBER/S.

**File name format: LAST NAME\_LOI**

 **IMPORTANT NOTE:**

An applicant who intends to apply for multiple vacant positions shall **ensure the congruence** of the positions indicated in the **LOI** and positions selected in **Part 3 of 5: VACANT POSITIONS**

**B. \*Duly accomplished Personal Data Sheet and Work Experience Sheet** - Please ensure that ALL PAGES MUST BE SIGNED and your THUMBMARK, PICTURE, and SIGNATURE OVER PRINTED NAME OF PERSON ADMINISTERING OATH are ON THE 4TH PAGE of your PDS before scanning or exporting to a PDF file. You may download these forms at <https://bit.ly/CSFormNo212PersonalDataSheet> and <https://bit.ly/CSFormNo212WorkExperienceSheet>

**File name format: LAST NAME\_PDS & LAST NAME\_WES**

 **IMPORTANT NOTE:**

For PDS: Applicant must ensure all details and information are correct and updated from pages 1-4.

For WES: Applicant must include previous and current work experience, accomplishments, and **detailed job functions and duties**. These experiences must be reflected and must be consistent with your accomplished PDS.

**C. \*Comprehensive Curriculum Vitae with picture**

**File name format: LAST NAME\_CV**

 **IMPORTANT NOTE:**

Applicant must ensure that the details indicated in their CV are consistent with the information indicated in their PDS and WES.

**D. \*Government-issued ID**

**File name format: LAST NAME\_ID**

**E. \*Eligibility**

**File name format: LAST NAME\_ELIGIBILITY**



**IMPORTANT NOTE:** A scanned copy of the Certificate of Eligibility or Rating must be **CLEAR** and **READABLE**

**F. \*Transcript of Records and Diploma**

**File name format: LAST NAME\_TOR**

 **IMPORTANT NOTE:**

For applicants with earned units leading to Master's and/or Doctorate degree/s, kindly attach any of the following:

- Transcript of Record (if graduated)
- Certificate of Completed Academic Requirements (if CAR)
- Certificate of Units Earned (if Unit's earner)

\*In the event that any of the above listed documents is not yet available, applicant may submit a **Screen Capture** of Units Earned from Student Online Portal together with the proof of request.



Applicants applying for positions requiring a **Complete Academic Requirement in MA** shall submit a TOR with "CAR" remarks or any certification certified by authorized personnel from the college/university indicating that the applicant has already passed the comprehensive examination and completed all the academic requirements.







Republic of the Philippines  
**Department of Education**  
**VACANCY ANNOUNCEMENT**

**CONTINUE READING!**



**G. \*Performance Rating**

**File name format: LAST NAME\_PR**



**IMPORTANT NOTE:**

Applicants are required to submit a clear scanned copy of **(1) one-year performance ratings** or **two (2) rating periods** in the current/latest position prior to the deadline of submission of applications.

For applicants applying for **PROMOTION**, he/she shall submit a **(1) one-year VERY SATISFACTORY** performance rating or two (2) rating periods in the current/latest position.

For applicants from **private institutions** (External Applicants), he/she shall submit a recent performance appraisal/rating with numerical rating, issued by authorized officer/HR.

Note: Applicants who failed to submit **shall not be included** in the official list of applicants. No proxy measure shall be considered in the absence of an applicable performance rating.

Fresh graduates applying for entry-level positions who do not have work experience yet or those with less than 1-year work experience, may submit and use any of the following documents as an alternative to the performance ratings:

- Presidential Decree 907 Eligibility (Honor Graduate Eligibility)
- Career Service Examination Ratings
- Board/Bar Examination Ratings



In the event that the applicant has two or more eligibility, he/she shall be required to indicate such in the PDS and submit/attach means of verification (MOVs) for validation and evaluation.

**H. \*Certificates of relevant trainings and seminars attended**

**File name format: LAST NAME\_TRAINING**



**IMPORTANT NOTE:**

Applicants shall ensure that all certificates must be **CLEAR** and **READABLE** and are consistent with the **declared trainings in Personal Data Sheet**.

Applicants must include only those trainings that are **RELEVANT** to the positions applying for.



Note: Unclear or pixelated certificates shall not be considered for the purposes of qualifications and scoring.

**I. Outstanding Accomplishments (PDF Format)**

**File name format: LAST NAME\_OA**



**IMPORTANT NOTE:**

Awards and Recognition, Research Innovation, Subject Matter Expert/Membership in National Technical Working Groups (TWGs) or Committees, Resource Speakership/Learning Facilitation, NEAP Accredited Learning Facilitator.

Detailed instructions and a list of Means of Verification that the applicant must submit are available at this link:

[https://bit.ly/OA\\_TEMPLATE](https://bit.ly/OA_TEMPLATE)

**OPEN**



**J. Application of Education (PDF Format)**

**File name format: LAST NAME\_AE**



**IMPORTANT NOTE:**

Contributions made by an applicant to their workplace as a result of their learnings from higher education units/degree earned, such as but not limited to applied concepts, processes, and skills that are relevant to the position/s applying for.

Detailed instructions and a list of Means of Verification that the applicant must submit are available at this link:

[https://bit.ly/AE\\_TEMPLATE](https://bit.ly/AE_TEMPLATE)

**OPEN**



**Note:** 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.



Republic of the Philippines  
**Department of Education**  
**VACANCY ANNOUNCEMENT**

**CONTINUE READING!**



**K. Application of Learning and Development (L&D)**  
File name format: LAST NAME\_LD



**IMPORTANT NOTE:**

Proven success of the learnings gained from HRD interventions done/attended by the applicant, which must have led to significant positive results in their current or previous work that is relevant and applicable to the positions applying for.



Detailed instructions and a list of Means of Verification that the applicant must submit are available at this link: [https://bit.ly/ALnD\\_TEMPLATE](https://bit.ly/ALnD_TEMPLATE)

**OPEN**

**L. \*Checklist of Requirements**



**IMPORTANT NOTE:**

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 ([bit.ly/AnnexCChecklistOfRequirementsandOmnibusSwornStatement](https://bit.ly/AnnexCChecklistOfRequirementsandOmnibusSwornStatement)), notarized by the following authorized officials:

*President; Vice President; Members and Secretaries of both Houses of Congress; Members of the Judiciary; Secretaries of the Departments; provincial governors and lieutenant-governors; city mayors; municipal mayors; bureau directors; regional directors; clerks of courts; registrars of deeds; other civilian officers in the public service of the government of the Philippines whose appointment are vested in the President and are subject to confirmation by the Commission on Appointments; all other constitutional officers; punong barangay; and notaries public (Reference: Section 41 of R.A. 10755)*

**YOU'RE ABOUT TO ARRIVE IN YOUR DESTINATION**



**GENERAL REMINDERS:**



Consistent with our goals towards CSC's PRIME-HRM Level 3, we are encouraging online applications. As such, the submission of **hard copies** of your pertinent documents or e-copies enclosed in a CD/Flash Drive is **no longer required**.



Prior to submission of documents, applicants are advised to read the job summary and qualification standards set for each vacant position to initially assess the fitness of their profile to the required standards.



Applicants who fail to submit required documents within the given deadline **shall not be included** in the official pool of applicants.



Updates relative to application shall be provided via email. Hence, we encourage all applicants to keep their email active for updates.



Now, we assume that you are already aware of the documentary requirements, **please submit your**

**application/s** through <https://tinyurl.com/DepEdRSABatch11> on or before **November 11, 2024**.



If the link does not redirect you to the online application form, please type the address manually.

If you have any clarifications regarding the instructions, kindly email [recruitment.pd@deped.gov.ph](mailto:recruitment.pd@deped.gov.ph) and we will respond accordingly!

**The Department of Education adheres to the existing general policy of no discrimination based on gender identity, sexual orientation, disabilities, religion and/or indigenous group membership in the implementation of its Merit Selection and Promotion Plan.**