

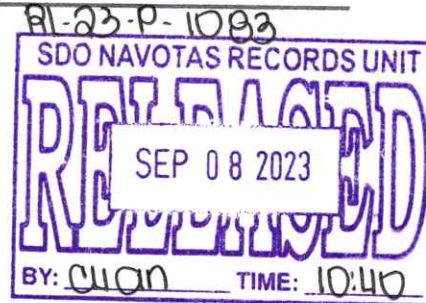


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Republic of the Philippines
Department of Education
National Capital Region
Schools Division Office of Navotas City

06 September 2023

Honorable JOHN REYNALD M. TIANGCO
City Mayor
Navotas City



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

S I R:

Greetings of Solidarity!

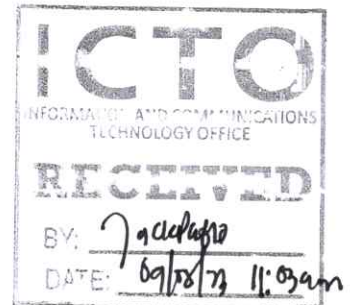
This is to respectfully furnish your office a copy of our Division Memorandum dated September 06, 2023 concerning the Hiring of Guidance Counselor II and Guidance Counselor I. May we request that this be posted and disseminated to the City's official Facebook and website page.

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



Personnel/CJME



📍 Bagumbayan Elementary School Compound, M. Naval St., Sipac-Almacen,
Navotas City
☎ (02) 83555032, (02) 83327985
✉ navotas.city@deped.gov.ph 🌐 <https://depednavotas.ph>



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Passion...Purpose...Productivity
Angat Pa, NAVOTAS!



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



06 September 2023

MEMORANDUM

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

SCREENING/ EVALUATION FOR GUIDANCE COUNSELOR II & I

1. The Division, through the Human Resource Merit and Promotion Selection Board (HRMPSB) will conduct screening / evaluation for Guidance Counselor II & I to fill-up natural vacancy:

Position/s	No. of Position to be Filled	Salary Grade	Monthly Salary per NBC 591 s. 2023	Place/s of Assignment
GUIDANCE COUNSELOR II	6	12	Php 29,165.00	Senior High School
GUIDANCE COUNSELOR I	2	11	Php 27,000.00	Navotas National High School & Kaunlaran High School

3. All interested in this position must be able to meet the Qualification Standards (QS) (see **Annex A: Qualification Standards**) before they can be shortlisted and proceed with the application process. Applicants who will not meet the minimum QS of the position and failed to submit the list of documentary requirements (see **Annex B: List of Documentary Requirements**) on the set deadline shall not be included in the pool of applicants.
4. 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).
5. All interested applicants shall submit the following documentary requirements (see **Annex B: List of Documentary Requirements**) with tags/markers through the Records Section **on or before September 21, 2023, Thursday, 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



Bagumbayan Elementary School Compound, M. Naval St., Sipac-Almacen,
Navotas City
(02) 83555032, (02) 83327985
navotas.city@deped.gov.ph <https://depednavotas.ph>



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sdonavotas.personnel@deped.gov.ph on or before the deadline, for evaluation purposes. In the event that there is discrepancy between hard copy & scanned copy, the hard copy will prevail over the scanned copy. Also, all hard & soft copies shall be arranged according to the criteria mentioned in DepEd Order No. 7. s. 2023 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 G: Means of Verification**).

6. The schedule of activities relative to the screening /evaluation for Guidance Counselor position and filling out of Microsoft form at <https://tinyurl.com/SDONavotasSeptemberVacancy0> (see **Annex D: Timeline of Activities**), and additional reminders and announcements (see **Annex E**).
7. It is reminded that no additional or supplemental documents/requirements will be accepted by the Division Human Resource Merit Promotion and Selection Board (HRMPSB) once the requirements of the applicant have been submitted to the records office. 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. For queries, please contact Ms. Genesis Ann B. Gonzales, Administrative Officer IV at (8)355-50-32 or through email at genesisann.gonzales@deped.gov.ph
9. Immediate and wide dissemination of this Memorandum is directed.

MELITON P. ZURBANO
Schools Division Superintendent

OSDS/Personnel/gabg

Annex A

The Qualification Standards (QS) for Guidance Counselor

Position	Education	Training	Experience	Eligibility
Guidance Counselor II	Master's degree in Guidance and Counseling	None required	None required	RA 1080 (Guidance Counselor)
Guidance Counselor I	Master's degree in Guidance and Counseling	None required	None required	RA 1080 (Guidance Counselor)

PLANTILLA ITEM NUMBER :

Guidance Counselor II	OSEC-DECSB-GUIDC2-30215-2016
Guidance Counselor II	OSEC-DECSB-GUIDC2-30216-2016
Guidance Counselor II	OSEC-DECSB-GUIDC2-30217-2016
Guidance Counselor II	OSEC-DECSB-GUIDC2-30218-2016
Guidance Counselor II	OSEC-DECSB-GUIDC2-30219-2016
Guidance Counselor II	OSEC-DECSB-GUIDC2-30220-2016
Guidance Counselor I	OSEC-DECSB-GUIDC1-30001-2010
Guidance Counselor I	OSEC-DECSB-GUIDC1-30030-2008

Annex B

List of Documentary Requirements:

a	Letter of Intent	addressed to the Schools Division Superintendent (Note: State the specific position being applied for)
b	Duly accomplished Personal Data Sheet (Updated)	CSC Form 212, Revised 2017) with passport size picture taken within the last 6 months
c	Photocopy of scholastic/academic record (must be relevant to the position you are applying for)	such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available .
d	Photocopy of Certificate/s of Training (must be relevant to the position you are applying for)	Trainings/Seminars Attended within last 5 years.
e	Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable (must be relevant to the position you are applying for)	COE, or Service Record with exact period of employment.
f	Photocopy of valid and updated PRC License/ID/ Board of Rating/ CSC Eligibility	Board of Rating/ License/ ID / Certificate from CSC
g	Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the assessment, if applicable	Latest Performance Rating duly signed by immediate supervisor
h	Checklist of Requirements	see Annex C
i	Omnibus Sworn Statement	see Annex F duly subscribed & sworn to by an authorized administering officer
j	Other means of Verification	See Annex G
k	Waiver pursuant to the Background Investigation	see Annex H

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
September 6 to September 21, 2023	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
September 6 to September 14, 2023	Filling out of Microsoft form at https://tinyurl.com/SDONavotasSeptemberVacancy0 for the virtual orientation for interested applicants	HRMPSB Secretariats, Interested applicants
September 15, 2023	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
September 21, 2023	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
September 25, 2023	Posting of Qualified Applicants	HRMO II and HRMPSB Secretariats
September 27, 2023	Open evaluation 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	Interested applicants, HRMPSB Chairman, Members and Secretariats
September 28, 2023	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 Chairman, HRMO II and HRMPSB Secretariats
October 3, 2023	Posting of Results	HRMO II and HRMPSB Secretariats

ANNEX E

Additional Reminders:

1. In adherence to the existing national and local health and safety protocols in line with the COVID-19 pandemic, some of the activities listed in **Annex D** may be conducted virtually via zoom application.
2. 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 (see **Annex F**).
3. An 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.
4. Applicants who will not be able to participate during the scheduled evaluation assessment shall not be given scores for the interview.
5. HRMPSB may also conduct other evaluative assessments in addition to the prescribed evaluative assessments as deemed necessary, such as written examinations, and skills tests. Additionally, Background Investigation (BI) may be conducted by the HRMO (see **Annex H**).

ANNEX F

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 of Guidance Counselor applicant to the Department of Education, Division of Navotas City for CY 2023.

Applicant

SUBSCRIBE AND SWORN to before me this _____ day of _____, 2023, 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 G

List of reference:

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

CRITERIA		GUIDANCE COUNSELOR II & I (SG 12 & 11)
1	Education	10
2	Training	10
3	Experience	10
4	Performance	20
5	Outstanding Accomplishments <ol style="list-style-type: none"> 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 	10
6	Application of Education	10
7	Application of L&D	10
8	Potential (Written Examinations, Skills or Work Sample Tests, Behavioral Events Interview)	20
TOTAL		100

CRITERIA	MEANS OF VERIFICATION						
Education	Transcript of Records (TOR) / Diploma, including completion of graduate and post-graduate units/degrees, if available (must be relevant to the position you are applying for)						
Training	Trainings/Seminars Attended within last 5 years (Relevant to the position you are applying for)						
Experience	Certificate of Employment or Service Record with exact period of employment and must be relevant to the position you are applying for.						
Performance	Latest Performance Rating duly signed by immediate supervisor (SY 2021-2022) / Board Exam Rating						
Outstanding Accomplishments	A. Awards and Recognition a.1 Academic or Inter-School Awards A. Academic or inter-school award; or B. Certification or any document showing top-notchling a Board Examination; or C. Certificate or any document showing TOSP Award <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <th>Component</th><th>Points</th></tr> <tr> <td>At least three (3) academic or inter-school awards or TOSP Award or Top 10 in Board/CS Eligibility Examination</td><td>2 points</td></tr> <tr> <td>At least two (2) academic or inter-school awards</td><td>1 point</td></tr> </table>	Component	Points	At least three (3) academic or inter-school awards or TOSP Award or Top 10 in Board/CS Eligibility Examination	2 points	At least two (2) academic or inter-school awards	1 point
Component	Points						
At least three (3) academic or inter-school awards or TOSP Award or Top 10 in Board/CS Eligibility Examination	2 points						
At least two (2) academic or inter-school awards	1 point						

a.2 Outstanding Employee Award

A. Any issuance, memorandum or document showing the Criteria for the Search

B. Certificate of Recognition/Merit

LEVEL	POINTS
Applicants from external institution	
Organizational Level Search or Higher	2
Local Office Search	1
Applicants from central office	
National Level Search or Higher	2
Central Office Search	1
Applicants from regional office	
National Level Search or Higher	2
Regional Office Search	1
Applicants from schools division office	
Regional Level Search or Higher	2
Division/Provincial/City Level Search	1
Applicants from Schools	
Division Level Search or Higher	2
School/Municipality/District Level Search	1

2. Innovation or Research (4 points)

1. Proposal duly approved by the Head of Office
2. Accomplishment Report verified by the Head of Office
3. Certification of the utilization of the innovation, within the school/office duly signed by the Head of Office
4. Certification of adoption by another school/office duly signed by the Head of Office.
5. Proof of citation by other researchers (whose studies/research is likewise approved by competent authority) of the concept/s developed of the research.

MOVs Submitted	POINTS
A, B, C & D	5
A, B, C & E	5
Only A, B & C	4
Only A & B	3
Only A	2

3. Subject Matter Expert / NTWG or Committee Membership (3 points)

1. Issuance/Memorandum showing the membership.
2. Certificate of Participation or Attendance; and
3. Output/Adoption by the organization/DepEd

MOVs Submitted	POINTS
ALL MOVs	3
Only A & B	2

4. Resource Speakership / Learning Facilitation (2 points)

1. Issuance/Memorandum/Invitation/Training Matrix.
2. Certificate of Recognition/Merit/Commendation; &
3. Slide deck/s used and/or Session guide/s

LEVEL	POINTS
Applicants from external institution	
Organizational Level Speakership or Higher	2
Local Office Level Speakership	1
Applicants from central office	
National Level Speakership or Higher	2
Central Office Level Speakership	1
Applicants from regional office	
National Level Speakership or Higher	2
Regional Office Speakership	1
Applicants from schools division office	
Regional Level Speakership or Higher	2
Division/Provincial/City Level Speakership	1
Applicants from Schools	
Division Level Speakership or Higher	2
School/Municipality/District Speakership	1

5.NEAP Accredited Learning Facilitator (2 points)

1. Certificate of Recognition as Learning Facilitator issued by NEAP in the Region
2. Certificate of Recognition as Learning Facilitator issued by NEAP Central Office

LEVEL	POINTS
Accredited National Assessor	2
Accredited National Trainer	1.5
Accredited Regional Trainer	1

Application of Education

Positions with experience requirement

- A. Action Plan approved by the head of agency (office)
- B. Accomplishment Report verified by the head of agency (office)
- C. Certification of the utilization/adoption signed by the authority concerned.

SG 11-15 and SG 24		
MOVs Submitted	POINTS	
	Relevant	Not Relevant
ALL MOVs	10	5
Only A & B	7	3
Only A	5	1

SG 16-23 and SG 27		
MOVs Submitted	POINTS	
	Relevant	Not Relevant
ALL MOVs	15	9
Only A & B	12	6
Only A	9	3

Positions with no experience requirement

- A. General Weighted Average (GWA)

Application of L&D	<div><div><div>1. 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;</div><div>2. 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 Office;</div><div>3. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;</div><div>4. 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</div></div><table><tr><th rowspan="2">MOVs Submitted</th><th colspan="2">POINTS</th></tr><tr><th>Relevant</th><th>Not Relevant</th></tr><tr><td>ALL MOCs</td><td>10</td><td>5</td></tr><tr><td>Only A & B</td><td>7</td><td>3</td></tr><tr><td>Only A</td><td>5</td><td>1</td></tr></table></div>	MOVs Submitted	POINTS		Relevant	Not Relevant	ALL MOCs	10	5	Only A & B	7	3	Only A	5	1
MOVs Submitted	POINTS														
	Relevant	Not Relevant													
ALL MOCs	10	5													
Only A & B	7	3													
Only A	5	1													
Potential	<table><tr><th rowspan="2">Component</th><th colspan="2">POINTS</th></tr><tr><th>SG 11-23 & SG 27</th><th>SG 24</th></tr><tr><td>Written Examinations (We)</td><td>5</td><td>5</td></tr><tr><td>Skills or Work Sample Tests</td><td>10</td><td>5</td></tr><tr><td>Behavioral Events Interview</td><td>5</td><td>5</td></tr></table>	Component	POINTS		SG 11-23 & SG 27	SG 24	Written Examinations (We)	5	5	Skills or Work Sample Tests	10	5	Behavioral Events Interview	5	5
Component	POINTS														
	SG 11-23 & SG 27	SG 24													
Written Examinations (We)	5	5													
Skills or Work Sample Tests	10	5													
Behavioral Events Interview	5	5													

Nothing follows

ANNEX H

(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