



Republic of the Philippines  
**Department of Education**

DIGOS CITY DIVISION

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

OSDS-2025-764

To : Assistant Schools Division Superintendent  
Division Chiefs and Unit Heads  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
Division Teaching and Non-Teaching Personnel  
All Others Concerned

Subject : ANNOUNCEMENT OF VACANT POSITIONS FOR TEACHING  
POSITIONS

Date : November 27, 2025

This Office announces the acceptance of applications for teaching positions in the Schools Division Office of Digos City. The qualification standards are as follows:

VACANCY		QUALIFICATION STANDARDS		
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER III (SENIOR HIGH SCHOOL TEACHER III)</b>	*Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 12 units towards Master's degree in relevant strand/subject plus 18 units of professional units in	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years experience in teaching or industry work in relevant strand/subject	*RA 1080, as amended (Teacher-Secondary) for permanent appointments *None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring



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	Education *Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject			
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**Plantilla Item No.:** OSEC-DECSB-TCH3-750209-2016

**SG:** 13

**Monthly Salary:** ₱34,421.00

**No. of Vacancy/ies:** 1

**SUBJECT:** ACADEMIC TRACK

**Place of Assignment:** SENIOR HIGH SCHOOL IN DIGOS CITY

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY	QUALIFICATION STANDARDS			
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER III (SECONDARY GRADES)</b>	Bachelor's degree in Education; or Bachelor's degree in relevant	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy,	2 years teaching experience	RA 1080, as amended (Teacher-Elementary/Secondary)



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	subject or learning area with at least 18 professional units in Education	Subject Specialization acquired within the last 5 years		
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**Plantilla Item No.:** OSEC-DECSB-TCH3-750012-2019

**SG:** 13

**Monthly Salary:** ₱34,421.00

**No. of Vacancy/ies:** 1

**SUBJECT:** MATHEMATICS

**Place of Assignment:** DIGOS CITY NATIONAL HIGH SCHOOL

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY		QUALIFICATION STANDARDS		
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER II (SECONDARY GRADES)</b>	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher-Secondary)



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**Plantilla Item No.:** OSEC-DECSB-TCH2-750135-2022  
OSEC-DECSB-TCH2-750202-2024  
OSEC-DECSB-TCH2-750138-2002  
OSEC-DECSB-TCH2-750168-2014

**SG:** 12

**Monthly Salary:** ₱32,245.00

**No. of Vacancy/ies:** 4

**SUBJECT:** MATHEMATICS  
SCIENCE  
FILIPINO  
VALUES

**Place of Assignment:** MATTI NATIONAL HIGH SCHOOL-MATHEMATICS  
KAPATAGAN NATIONAL HIGH SCHOOL-SCIENCE  
DIGOS CITY NATIONAL HIGH SCHOOL (2)-FILIPINO/VALUES

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
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VACANCY	QUALIFICATION STANDARDS			
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER III (ELEMENTARY GRADES)</b>	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years teaching experience	RA 1080, as amended (Teacher-Elementary/Secondary)

**Plantilla Item No.:** OSEC-DECSB-TCH3-750532-2021  
 OSEC-DECSB-TCH3-753421-1998  
 OSEC-DECSB-TCH3-750159-2022  
 OSEC-DECSB-TCH3-750047-2021  
 OSEC-DECSB-TCH3-750224-2011

**SG:** 13

**Monthly Salary:** ₱34,421.00

**No. of Vacancy/ies:** 5

**SUBJECT:** N/A

**Place of Assignment:** ELEMNTARY EDUCATION (5)

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
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VACANCY	QUALIFICATION STANDARDS			
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER II (SENIOR HIGH SCHOOL TEACHER II- ACADEMIC TRACK AND CORE SUBJECTS)</b>	*Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject plus 18 units of professional units in Education *Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year experience in teaching or industry work in relevant strand/subject	*RA 1080, as amended (Teacher- Secondary) for permanent appointments *None required for provisional and contractual appointments must pass the LET within 5 years after the date of first hiring



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**Plantilla Item No.:** OSEC-DECSB-TCH2-750501-2016

**SG:** 12

**Monthly Salary:** ₱32,245.00

**No. of Vacancy/ies:** 1

**SUBJECT:** ACADEMIC TRACK

**Place of Assignment:** SENIOR HIGH SCHOOL IN DIGOS CITY

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
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- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY		QUALIFICATION STANDARDS		
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER II (SECONDARY GRADES)</b>	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher-Secondary)



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**Plantilla Item No.:** OSEC-DECSB-TCH2-750135-2022  
 OSEC-DECSB-TCH2-750202-2024  
 OSEC-DECSB-TCH2-750138-2002  
 OSEC-DECSB-TCH2-750168-2014

**SG:** 12

**Monthly Salary:** ₱32,245.00

**No. of Vacancy/ies:** 4

**SUBJECT:** MATHEMATICS  
 SCIENCE  
 FILIPINO  
 VALUES

**Place of Assignment:** MATTI NATIONAL HIGH SCHOOL-MATHEMATICS  
 KAPATAGAN NATIONAL HIGH SCHOOL-SCIENCE  
 DIGOS CITY NATIONAL HIGH SCHOOL (2)-FILIPINO/VALUES

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
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- Undertakes activities towards personal and professional growth
- Does related work

VACANCY		QUALIFICATION STANDARDS		
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER II (ELEMENTARY GRADES)</b>	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	RA 1080, as amended (Teacher-Elementary/Secondary)



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	units in Education			
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**Plantilla Item No.:** OSEC-DECSB-TCH2-751189-2020  
 OSEC-DECSB-TCH2-750228-2021  
 OSEC-DECSB-TCH2-755881-1998  
 OSEC-DECSB-TCH2-750310-2013

**SG:** 12

**Monthly Salary:** ₱32,245.00

**No. of Vacancy/ies:** 4

**SUBJECT:** N/A

**Place of Assignment:** ELEMENTARY EDUCATION (4)

**JOB SUMMARY:**

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY	QUALIFICATION STANDARDS			
	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
<b>TEACHER II (PRE-SCHOOL)</b>	Bachelor's degree in early childhood education (BECED) or its equivalent	None Required	None Required	PBET/Teacher/RA 1080



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<b>Plantilla Item No.:</b> OSEC-DECSB-TCH2-751183-2020 <b>SG:</b> 12 <b>Monthly Salary:</b> ₱32,245.00 <b>No. of Vacancy/ies:</b> 1 <b>SUBJECT:</b> N/A <b>Place of Assignment:</b> KINDERGARTEN-DAWIS ELEMENTARY SCHOOL <b>JOB SUMMARY:</b> <ul style="list-style-type: none"> <li>▪ Applies mastery of content knowledge and its application across learning areas</li> <li>▪ Facilitates learning using appropriate and innovative teaching strategies and classroom management practices</li> <li>▪ Manages an environment conducive to learning</li> <li>▪ Addresses learner diversity</li> <li>▪ Implements and supervises curricular and co-curricular programs to support learning</li> <li>▪ Monitors and evaluates learner progress and undertakes activities to improve learner performance</li> <li>▪ Maintains updated records of learners' progress</li> <li>▪ Counsels and guides learners</li> <li>▪ Works with relevant stakeholders, both internal and external, to promote learning and improve school performance</li> <li>▪ Undertakes activities towards personal and professional growth</li> <li>▪ Does related work</li> </ul>				

Qualified applicants to the **ABOVEMENTIONED POSITIONS** shall address their application letter to **MELANIE P. ESTACIO, Ph.D, CESO VI, SCHOOLS DIVISION SUPERINTENDENT**, and submit it with the pertinent documents to the **DIVISION OFFICE – RECORDS SECTION**.

Further, the application letter and following pertinent documents listed below shall be produced in TWO SETS (2 copies each) enclosed in ONE (1) white folder with the FOLDER TAG printed with full SURNAME, GIVEN NAME and MIDDLE NAME of the applicants with FONT (CALIBRI 20 BOLD) for 201 File purposes, to wit:

- a. Letter of intent addressed to the SDS containing the following information:
  - i. Statement of purpose/ expression of interest; and
  - ii. Learning area/ subject group they intend to teach, if applicable;
- b. Duly accomplished PDS (CSC Form No. 212, Revised 2017) with Work Experience Sheet;
- c. Photocopy of Voter's ID and/or any proof of residency;
- d. Photocopy of valid and updated PRC License/ID/R.A. 1080/LET/PBET;
- e. Photocopy of Certificate of Board Rating;
- f. Photocopy of scholastic/academic record (i.e., Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees,



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- (if with Master's Degree/Units). (Note: e-Cav must be submitted for Bachelor's Degree Graduate/Master's Degree Graduate or Master's Degree unit earner);
- g. Photocopy of duly signed Service Record or Certificate of Employment, whichever applicable;
  - h. Photocopy of latest appointment (for those applying for promotion); if any;
  - i. Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any (**Note:** Only L&D or training in curriculum, pedagogy, and/or in relevant subject, learning area specialization, or strand, such as but not limited to relevant NEAP-recognized professional development programs and courses, shall be given corresponding points. **Please attach the CERTIFICATE OF PARTICIPATION**);
  - j. Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC), (**Applicable only for those who are applying for TLE/TVE subject**);
  - k. Photocopy of the required Performance Ratings with **at least Very Satisfactory rating**. (Note: Submit at most **three (3) performance ratings** depending on the performance requirements per item 25 of this order. The latest performance rating **shall cover one (1) year complete** performance rating period in the current position);
  - l. 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 or you may download the file on this link: <https://bit.ly/OMNIBUS202520>*) **notarized by the authorized official**;
  - m. Other documents as may be required by the HRMPSB for comparative assessment (e.g, Portfolio or Means of Verification (MOVs) for the assessment of Identified PPST NCOIs;
  - n. Submit the soft copy of your list of trainings using this format (You may download the file in this link <https://bit.ly/TrainingsFormat>) and send to this email "hr.digoscity@deped.gov.ph"; and
  - o. Screenshot of the submitted online application response from the filled-up DepEd Digos City Job Application Form.

**Applicants are required to fill out the electronic microsoft form upon submission of application documents. Please see Facebook page post to access the application link.**

**All submission must be EAR-TAGGED for ease in the evaluation /review of the documents.**

**Individuals who failed to submit complete mandatory documents (Items a to l) on the set deadline indicated in the official memorandum shall not be included in the pool of official applicants.** However, non-submission of the additional documentary requirements or those that may be required by the HRMPSB (Item m) shall not warrant exclusion from the pool of official applicants.

The Human Resource Management Personnel Selection Board of this office shall deliberate the applicant's documents pursuant to **D.O. 20, series of 2024** (please access this link [https://www.deped.gov.ph/wp-content/uploads/DO\\_s2024\\_020.pdf](https://www.deped.gov.ph/wp-content/uploads/DO_s2024_020.pdf)). A division memorandum will be issued for the names of the applicants who will qualify for the interview. Such memorandum



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will be posted in the DepEd Digos City website ([www.depeddigoscity.org](http://www.depeddigoscity.org)). At the same time, qualified applicants will be informed through e-mail and/or text message.

Original copy of documents must be presented during the conduct of evaluation of documents, thus, only those submitted documents will be given corresponding points.

The deadline for the submission of the applications for interested applicants to the **Division Office-Records Section** is on **December 07, 2025**. You may submit to the guard during weekends and holidays who shall likewise officially acknowledge receipt of the document.

The *proposed* timeline of the selection process is as follows:

Date	Activities	Personnel Involved	Mode
November 27, 2025- December 07, 2025	Submission of application documents	Applicants Records Section	Face-to-Face
December 09, 2025	Forwarding the transmittal of all application documents to HRMO for pre-assessment of the documents	SDS Personnel AO IV – HRMO II HRMPSB Secretariat	Face-to-Face
December 10, 2025- December 23, 2025	Conduct of initial evaluation based on the CSC minimum Qualification Standards (QS) (Experience, Training and Eligibility)	AO IV – HRMO II HRMPSB Secretariat HR Personnel	Face-to-Face
December 26, 2025- January 02, 2026	Conduct evaluation on Applicant's performance	HRMPSB SUB-COMMITTEE	Face-to-Face
January 05, 2026	Issuance of letter for qualified and disqualified applicants	HRMPSB Secretariat	Online & Face-to-Face



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January 05, 2026- January 09, 2026	Issuance of memorandum on the conduct of teaching demonstration (PPST COIs, Portfolio Annotations and BEI (PPST NCOIs) and open assessment	AO IV – HRMO II SDS	Online
January 12, 2026- January 16, 2026	Conduct of teaching demonstration (PPST COIs)	HRMPSB SUB-COMMITTEE	Face-to-Face
January 19, 2026- January 30, 2026	Conduct of Portfolio Annotations and BEI (PPST NCOIs)	HRMPSB SUB-COMMITTEE	Face-to-Face
February 02, 2026	Conduct open assessment of applicants	HRMPSB SUB-COMMITTEE HRMPSB Secretariat	Face-to-Face

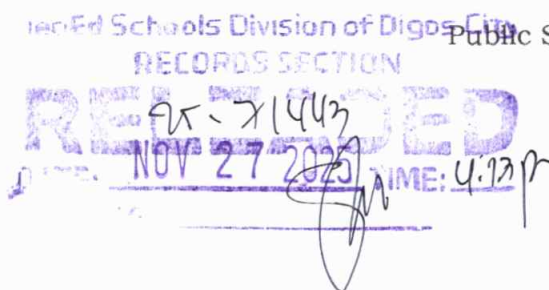
This Office allows anyone within or outside DepEd to apply for a position, irrespective of age, sex, sexual orientation, gender identity and expression, civil status, disability, religion, ethnicity, and political beliefs.

Widest dissemination of this Memorandum is earnestly desired.

For and in the absence of the  
Schools Division Superintendent  
MELANIE P. ESTACIO, PhD, CESO VI

*IDA I. JUEZAN*  
**IDA I. JUEZAN**

Public Schools District Supervisor  
Officer-In-Charge



OSDS/ADMIN/HR/bpp



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## CHECKLIST OF REQUIREMENTS

Annex C-1

Name of Applicant: \_\_\_\_\_

Application Code: \_\_\_\_\_

Position Applied for: \_\_\_\_\_

Office: \_\_\_\_\_

Contact Number: \_\_\_\_\_

Religion: \_\_\_\_\_

Ethnicity: \_\_\_\_\_

Person with Disability: YES ( ) NO ( )

Solo Parent: YES ( ) NO ( )

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 intent addressed to SDS			
b. Duly accomplished PDS with Work Experience Sheet (CS Form No. 212, Revised 2017)			
c. Photocopy of Voter's ID and/ or any proof of residency			
d. Photocopy of valid and updated PRC License/ID			
e. Photocopy of Certificate of Board Rating			
f. Photocopy of Scholastic/academic record (i.e., Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate degrees (if with Master's Degree/Units). (Note: e-Cav must be submitted for Bachelor's Degree Graduate/Master's Degree Graduate or Master's Degree Unit Earner)			
g. Photocopy of duly signed Service Record or Certificate of Employment, whichever is applicable			
h. Photocopy of latest appointment (for those applying for promotion)			
i. Photocopy of certificate/s of relevant specialized trainings or professional development programs (Note: Only L&D or training in curriculum, pedagogy, and/or in relevant subject, learning area specialization, or strand, such as but not limited to relevant NEAP-recognized professional development programs and courses, shall be given corresponding points. Please attach the CERTIFICATE OF PARTICIPATION)			
j. Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NC II), Trainers Methodology Certificate (TMC), (Applicable only for those who are applying for TLE/TVE subject)			
k. Photocopy of the required Performance Ratings with at least Very Satisfactory rating. (Note: Submit at most three (3) performance ratings depending on the performance requirements per Item 25 of this order. The latest performance rating shall cover one (1) year complete performance rating period in the current position)			
l. Checklist of Requirements, CAV, Data Privacy Consent Form			
m. Other documents as may be required by the HRMPSB for comparative assessment (e.g. Portfolio or Means of Verification (MOVs) for the assessment of identified PPST NCOIs			
n. Submit the soft copy of your list of trainings using this format <a href="https://bit.ly/TrainingsFormat">https://bit.ly/TrainingsFormat</a> and send to this email "hr.digoscity@deped.gov.ph"			
o. Screenshot of the automated e-mail response from the filled-up DepEd Digos City Job Application Form			

Attested:

\_\_\_\_\_  
Human Resource Management Officer

## OMNIBUS SWORN STATEMENT

## CERTIFICATION OF 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 rules, and regulations being implemented by the Civil Service Commission, placement of personnel of the Department and for purposes of compliance with the laws,

\_\_\_\_\_  
Name and Signature of Applicant

Subscribe and sworn to before this \_\_\_\_ day of \_\_\_\_\_, year \_\_\_\_\_.

\_\_\_\_\_  
Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", Electronic 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