



Republic of the Philippines  
Department of Education  
REGION X  
SCHOOLS DIVISION OF LANA O DEL NORTE

DEPED LANA O DEL NORTE		
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10 MAR 2026	3:30	
DATE	TIME	BY

March 10, 2026

**DIVISION MEMORANDUM**

No. 157 s. 2026

**CALL FOR APPLICATIONS FOR WATCHMAN I**

To: Assistant Schools Division Superintendent  
Chiefs of Functional Divisions  
Education Program Supervisors  
Public Schools District Supervisors  
Elementary and Secondary School Heads  
All Others Concerned

1. This office calls for the submission of applications for **Watchman I in Teofila C. Quibranza National High School**. The assessment shall abide with the guidelines, procedures, and criteria of *DepEd Order No. 007, s. 2023*, otherwise known as "*Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*".

All applicants and personnel concerned are directed to refer to **Attachment A: Detailed Hiring Guidelines and Application Procedures** for information regarding the Qualification Standards, key timelines, required documents and submission instructions.

2. For guidance of all concerned, immediate dissemination of this Memorandum is hereby directed.

**EDWIN R. MARIBOJOC, CESO V**  
Schools Division Superintendent

## Detailed Hiring Guidelines and Application Procedures

<b>BUREAU/SERVICE:</b>	Division of Lanao del Norte		
<b>DIVISION/UNIT:</b>	Secondary		
<b>REPORTS TO</b>	School Head/Administrative Officer V		
<b>POSITION PROFILE</b>			
<b>Position: Watchman I Non-Teaching</b>			<b>Salary Grade:</b> 2-1
<ul style="list-style-type: none"> <li>• Teofila C. Quibranza NHS (New Pualas NHS)</li> </ul>			
<b>JOB SUMMARY</b>			
Responsible for safeguarding school premises, buildings, properties, and equipment against theft, vandalism, arson, and unauthorized entry.			
<b>MINIMUM QUALIFICATIONS</b>			
Education	Elementary School Graduate		
Experience	None Required		
Training	None Required		
Eligibility	None Required (MC 11, s. 96 – Cat. III)		

### 📌 ANNOUNCEMENT: Mandatory Compliance for Watchman I Applicants

The Department of Education – Schools Division of Lanao del Norte, through the Personnel Unit, is pleased to announce the opening of applications for Watchman I. Our hiring process strictly adheres to the principles of **Merit, Competence, Fitness, Accountability, Transparency, and Equal Opportunity** as mandated by **DepEd Order No. 007, s. 2023**.

### 📌 Action Required: Review of RSA Procedures

To ensure a fair and transparent selection process, **ALL APPLICANTS MUST READ AND COMPLY** with the instructions stated herein before submitting any application documents.

It is **MANDATORY** that you familiarize yourself with the official guidelines and criteria:

1. V. Procedures – *Enclosure No. 1 to DepEd Order No. 007, s. 2023*
2. Criteria and Point System for Hiring and Promotion to Non-Teaching Positions – *Enclosure No. 5 to DepEd Order No. 007, s. 2023*

Understanding these provisions is crucial as it informs you of the entire **Recruitment, Selection, and Appointment (RSA)** process and how points are awarded. This measure is put in place to ensure maximum transparency in selecting qualified candidates.

**PROCEEDING TO SUBMISSION SIGNIFIES YOUR FULL UNDERSTANDING AND COMPLIANCE WITH THE CITED DEPED ORDER.**

**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 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 **EDWIN R. MARIBOJOC, CESO V, Schools Division Superintendent of Department of Education – Schools Division of Lanao del Norte**. Kindly **INDICATE THE POSITION AND WORKSTATION** you are applying for.
- B. **Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2025) with Work Experience Sheet(WES)\*** – please ensure that **ALL PAGES MUST BE SIGNED** and your **THUMBMARK, PICTURE, and SIGNATURE OVER PRINTED NAME OF PERSON ADMINISTERING OATH** are ON THE 4<sup>TH</sup> PAGE of your PDS.

**IMPORTANT NOTE:**

**For PDS:** Applicant must ensure all details and information are correct and updated from page 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. Photocopy of **Transcript of Records and Diploma\***
- D. Photocopy of **Certificate of Employment, Contract of Service, or duly signed Service Record, if available**
- E. Photocopy of **latest appointment, (for internal applicants who applied for promotion)**
- F. Photocopy of relevant **Certificate/s of Training and seminars attended, if available**

**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 position.

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

- G. Photocopy of required **Performance Ratings in the last rating period(s) covering one(1) year performance in the current/latest position prior to the deadline of submission, if applicable**
- H. , **Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent (Annex C)\*** 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; clerk of courts; registrar 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)*
- I. Other documents as may be required by the HRMPSB, including but not limited to portfolio.

**GENERAL REMINDERS:**

- Prior to submission of documents, applicants are advised to read the qualification standards and performance requirements set for the position to initially assess the fitness of their profile to the required standards.
- Use a long brown folder with the corresponding lettered tab as indicated above.
- **Applicants who fail to submit the 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 and SMS. Hence, we encourage all applicants to keep their line of communication active for updates.
- Now, we assume that you are already aware of the documentary requirements, please submit your application to the **Personnel Section**, through the **Records Section**, on or before **2:00 PM of March 20, 2026**.

**The Department of Education – Schools Division of Lanao del Norte 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.**



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