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Be the
FORCE
Be the **LEADER**



H O M E T E A M S C H O L A R S H I P S



There's No Ground like Home Ground

Permanent Secretary Pang Kin Keong's Message

Driven by Purpose

Progressive and Ready

Follow Your Passion

Vigilant. Ready.

Securing Our Borders

Change from Within

In Secure Hands

Our Talent DNA

FAQ

Your Diversity, Our Strength.



There's No Ground like HOME GROUND

THE WORK OF THE HOME TEAM

The Home Team Departments work as one to protect our nation, our community and our people from safety and security threats, uphold the law, and ensure peace and good order. Our collective efforts provide a safe and secure home for Singaporeans.

PERMANENT SECRETARY

PANG KIN KEONG'S MESSAGE

JOIN THE HOME TEAM,
FOR A SAFE AND
SECURE SINGAPORE

Singapore is one of the safest countries in the world. There are few others where parents would be equally comfortable allowing their children to roam freely on their own, at any time of the day.

This is the outcome of the diligence, dedication and professionalism of many thousands of Home Team officers. They work round the clock to keep you, me and our families safe from crime, drugs and terrorists, and to prevent people and goods who would do us harm from getting through our borders. They ensure the secure custody of criminals, and help them turn over a new leaf. They put their own lives at risk too, when they respond to fires, medical, civil and other emergencies, to save lives and properties.

We cannot take this state of affairs for granted. The security landscape is fast evolving, and becoming more complex. We are facing the highest level of terrorism threat in recent years. Advances in technology have allowed us to be much more sophisticated and effective in the way we tackle threats to safety and security, but they are also responsible for the emergence and proliferation of a new generation of crimes, like cyber-related ones.

We are, of course, adapting and transforming ourselves, and building new capabilities, so that we are well poised to deal with these new challenges and the changing landscape.

We are making significant use of technology to enable us to perform our missions more efficiently and effectively. We are strengthening our partnerships with the community to build a more vigilant and resilient society that is well prepared for emergencies.

But above all, our ability to continue to keep Singapore safe and secure is dependent on our officers. We need more than a few good men and women, talented and passionate individuals who believe in our mission, and who want to serve Singapore, in our team. The continued peace, prosperity and progress of our country depend first and foremost, on our ability to keep it safe and secure.

To this end, the Ministry of Home Affairs is committed to investing significant effort and resources to develop a corps of outstanding leaders in every Home Team Department. Every year, we select the best and brightest from the

cohort for the Home Team Scholarships, and send them to the best overseas and local universities. They will be groomed to be leaders, to lead the men and women in the Home Team.

We do not promise you an easy life. The work is tough. The threats and emergencies we deal with are very real. But it will be a career full of excitement, challenges and possibilities. Above all, it will be meaningful, and there is pride and honour serving in the Home Team. After all, what higher calling is there, than to shoulder the responsibility of keeping your loved ones, your home, and your country safe and secure from harm.

Join us. Be a Leader in the Home Team.

Pang Kin Keong

Permanent Secretary, Ministry of Home Affairs



WHETHER it is dealing with vessel mishaps as a member of the Police Coast Guard, managing standoffs with criminals, or planning security deployments for national events - there is no shortage of adrenaline-pumping days in this career.

Do not expect a cushy and comfortable job in the Home Team. The operational demands are exacting. However, when you have made a difference to someone's life, or ensured a safe national event, the satisfaction you get is immeasurable.



DSP Tan Yong Liang

Current: Assistant Director (Investigation Development)
Joint Operations Group, Ministry of Home Affairs

2016 – 2018: Head (Operations)
Ang Mo Kio Police Division
Singapore Police Force
Singapore Police Force Scholarship Recipient, 2007



Driven by
PURPOSE



PROGRESSIVE
and Ready

MY team and I strive to optimise resources and capabilities across the Home Team. We are currently exploring the usage of Artificial Intelligence to aid sense-making, and digitising investigations to achieve higher effectiveness and efficiency.

By leveraging the latest technologies, our officers are able to make better and quicker sense of different streams of incoming data, and push out relevant information in real time. Frontline officers and investigators can then make more effective and informed security decisions.

Being an SPF scholar allows you to be the driver of such change and progress. How do you further improve existing systems which already work well? How do you lead change? To ask and answer such tough questions, you require more than just intellect; you need character.



DSP Chin Yong Feng

*Current: Commanding Officer
Hougang Neighbourhood Police Centre,
Ang Mo Kio Police Division*

*2017 – 2018: Product Manager
(Data & Sense-Making)
Digital Transformation Department
Singapore Police Force
Singapore Government Scholarship Recipient, 2008*

WE at the ground command put the public's safety at the heart of all we do. We act swiftly to neutralise threats, arrest the perpetrators and protect our people. Facing dangers daily gives me an adrenaline rush.

What we do is more than just a job - it's a service to our homeland. By donning the uniform, we are pledging ourselves to serve the community, and hoping to inspire others to walk alongside us to keep our home safe.



ASP Rachel Shong

Current: Operations Officer
Future Ops Division, Operations Department

2016 - 2017: Team Leader
Marina Bay Neighbourhood Police Centre,
Central Police Division
Singapore Police Force
Local Merit Scholarship Recipient, 2009



Follow
YOUR PASSION



VIGILANT.
Ready.

DURING the 28-week Rota Commander Course, we had to go through various rescue and fire-fighting trainings and scenarios. I was designated the Duty Officer for a basement fire scenario. Seated in the fire engine with the blinkers and sirens on, and arriving at the scene to give instructions to the crew before moving into the fire scene, gave me my first adrenaline rush in my SCDF career. Today, the urgency I feel whenever responding to an emergency call where lives may be at stake gives me the added motivation to carry out my responsibilities well.



CPT Koh Guan Chong

Current: Senior Staff Officer, Emergency Planning Operations Plans and Projects Branch, Operations Department

2016 - 2018: ROTA Commander
Alexandra Fire Station, SCDF 1st Division
Singapore Civil Defence Force
Home Team Local Study Award Recipient, 2015

SECURING the border at one of the best airports in the world requires me to strike a balance between operational efficiency and high service standards.

Airport Command's tough and vigilant officers prevent undesirables from breaching our borders by identifying and stopping persons and items of interest. We also leverage technology to analyse movement of people and items across the borders.

With human capital augmented by smart technology, we are poised to stop any unwanted elements headed our way.



SUPT Jackson Tan

Current: Deputy Commander (Ground Ops)
Airport Command, ICC Air Domain

2015 - 2017: Head of International Relations and Legislation
Immigration & Checkpoints Authority
Local Merit Scholarship Recipient, 2001



CHANGE

from Within



AS the Officer-in-Charge of the Pre-Release Centre, where inmates approaching the end of their sentence undergo targeted re-integration programmes, counselling and training, I oversee the operations and casework to prepare them for their release back into society. I constantly remind myself that every offender who sets his heart to change for the better, can lead a new life. Through purposeful interactions with the inmates, we can inspire change from within. My greatest satisfaction? Making a difference in the lives of the inmates under my charge.



DSP Luke Leong

Current: Assistant Director (Rehabilitation)
Policy Development Division
Ministry of Home Affairs Headquarters

2014 - 2017: Officer-in-Charge
Housing Unit, Pre-Release Centre
Singapore Prison Service
Singapore Government Scholarship Recipient, 2007



AS a Senior Narcotics Officer, leadership is very important. I hope to be a leader who leads by example and strikes a good balance between leading with the mind and with the heart. Ten years on, I see myself still doing my utmost to keep Singapore drug-free. By understanding the ground issues well, I hope to lead my team to innovate in and improve drug enforcement. I also hope to review drug policies and get involved in projects to tackle future security threats. Vigilant, courageous, unwavering – that's how I would describe the Home Team.



ASP Taufiq Abdul Azim Bin Mohamed Azmai

Current: Specialist Investigator
Investigation Division

2017 - 2018: Senior Officer
Investigation Division
Central Narcotics Bureau
Local Merit Scholarship Recipient, 2010

In Secure HANDS



OUR TALENT DNA

The Home Team Scholarship is a prestigious scholarship for uniformed appointments in one of the Home Team Departments:



We are looking for committed and passionate individuals who enjoy purposeful and meaningful work that would make a difference in the lives of the people and the community. We want individuals who aspire to be leaders, who rise to challenges, and are willing to shoulder the responsibility for the safety and security of Singapore and Singaporeans.

If you have what it takes to be a Home Team Leader, speak to one of our recruitment officers.

Our Leadership Journey

We provide our officers with many opportunities to learn, and develop personally and professionally.

Scholarship holders go through structured postings where they will acquire specialised capabilities and staff and command competencies. They will be given developmental opportunities such as overseas study visits, training programmes and action-based projects to expand their horizons and acquire a wide range of skills.

Through all these, we bring out the best in our officers so as to help them realize their potential to be Home Team Leaders.

Eligible scholarship holders will also be emplaced on the Public Service Leadership Programme where they will be given opportunities beyond the Home Team, to acquire even broader knowledge and capabilities to enable them to take on the most senior leadership positions in the Home Team.

Application Process

The Home Team Scholarships are administered by the Public Service Commission (PSC). Interested applicants can apply via www.pscgateway.gov.sg.

The Home Team Local Study Awards are administered by the Ministry of Home Affairs. Interested applicants can apply via <https://form.gov.sg/forms/mha/5c5020d54f6c90001757fc5b> or scan the QR code below to access the application page. Application period is 1 September to 15 March.



Connect with us

For more information on Home Team Scholarships and Careers, please visit us at www.mha.gov.sg/careers.

FAQ

How many scholarships will be awarded?

We do not have a pre-determined limit. How many we award is dependent on the quality of the applicants.

Will the scholarship bond be reduced for undergraduates in the 2nd, 3rd or final year who are successful in their application for the scholarship?

No. The same bond period is imposed for all scholars regardless at which point of their studies they receive the scholarship. We pay for mid-term scholars' entire course of study (through back-payment of tuition fees and compulsory fees already incurred in connection with the course of study) and the quantum of the bond is proportionately reduced.

Can I change the course of study for which I am nominated?

The scholars may request for a change of course if there are strong justifications and approved by MHA.

Does the Ministry offer scholarships for part-time studies?

MHA does not offer the option for part-time studies under this scholarship programme.

There is a requirement for male applicants to be either of PES A or PES B medical fitness. What about the requirement for females?

For male applicants, PES status is assigned during the medical checks conducted during National Service call-up. For female applicants, we will arrange for a medical check-up.

What happens if a scholar fails the university examinations and has to repeat the course?

If the scholar fails the university exams a first time and is required to repeat a year of studies, his/her scholarship will be suspended during the repeat year. If he/she fails a subsequent year, or obtains poor grades, the scholarship may be terminated. If the subsequent failure is due to the scholar's indifferent attitude towards the studies, he/she may be made to pay liquidated damages.

If I wish to terminate my bond, am I allowed to pay the liquidated damages by instalments?

You will have to pay it in a lump sum.

What is the penalty if the scholar decides to give up the award mid-way through the course?

The scholar will have to pay liquidated damages for the monies received up to the time of his/her giving up the award, plus interest.

Are scholars allowed to apply for jobs in the Statutory Boards?

MHA scholars are to serve their bond in their respective parent Home Team Departments. However, there are opportunities for secondment to other Ministries and Statutory Boards.

Is it true that female scholars will be assigned only to desk-bound jobs and administrative work? Any chance for frontline jobs?

It is not true. Female scholars can be deployed to frontline jobs such as Team Leader, Commanding Officer, Head of Operations, etc. There is no gender discrimination in the jobs.

Are the promotional prospects for Overseas and Local Scholars different?

There is no difference. Promotions are based on the estimated potential and performance of officers while in service.

Can I join the Administrative Service if I join the Home Team?

Yes, outstanding Home Team officers may be nominated to join the Administrative Service.

Must applicants have good eyesight? Is normal colour vision crucial?

There is no need to have perfect eyesight. We do accept applicants with myopia of up to 800 degrees. Unfortunately, it is imperative that uniformed officers are not colour blind. For example, a SCDF officer who is leading a group of fire fighters on a dangerous mission will need to be able to quickly and clearly distinguish what is being conveyed on signs and infrastructures, in particular where specific colours are used to indicate danger or other warnings and messages.

YOUR DIVERSITY, OUR STRENGTH

SCHOLARSHIP	INSTITUTION	ELIGIBILITY				COURSE OF STUDY	VALUE OF AWARD				TERMS
THE SINGAPORE POLICE FORCE SCHOLARSHIP	Overseas and Local Universities	Singapore Citizens or Permanent Residents who intend to take up citizenship	GCE 'A' levels (with at least 10 academic units), International Baccalaureate (IB), Polytechnic Diploma (with Merit*) or equivalent	Should excel in Officer Cadet School (OCS)	Keen interest in career with: the SPF	Most disciplines (except Medicine, Dentistry and Architecture) <i>Applicants intending to pursue a degree in Law will not be called to the Bar while serving in the Home Team</i>	Full salary for the duration of studies	National Service disruption	Return Economy Class airfare (for those who pursue their studies in overseas universities)	6-year bond (For English speaking countries)	
SINGAPORE MERIT SCHOLARSHIP											
SINGAPORE GOVERNMENT SCHOLARSHIP											
HOME TEAM SCIENCE AND TECHNOLOGY SCHOLARSHIP	Renowned Overseas Universities	Good CCA records	Strong leadership qualities	Good performance in National Service	the Home Team, with deep specialisation in science, technology and engineering	Science disciplines: Biology, Biochemistry, Biotechnology, Chemistry, Computer Science and Physics Engineering disciplines: Computer Science & Engineering, and Electrical & Electronics Engineering	Tuition and other approved fees	Maintenance allowance	Sponsorship for Masters and Exchange Programmes (if requirements are met)	5-year bond (for non-English speaking countries)	
SCDF PARAMEDIC SCHOLARSHIP											
LOCAL MERIT SCHOLARSHIP	Local Universities	Medical Fitness (PES A or B)	'A' Levels/IB/ NUS High School/ Polytechnic Diploma	Good performance in National Service (for HUS/HAS)	the Home Team: SPF, SCDF, ICA, SPS or CNB	Most disciplines (except Medicine, Dentistry and Architecture) <i>Applicants intending to pursue a degree in Law will not be called to the Bar while serving in the Home Team</i>	Pre-studies allowance	—	Hostel allowance	4-year bond (Local universities)	
HOME TEAM LOCAL STUDY AWARD (HTLSA)											
			Good university results for mid-term LSA		Keen interest in a career with the Singapore Civil Defence Force						
					Keen interest in a career with the Home Team under the HUS (CNB, SCDF, SPF, SPS), HAS (ICA) or Civilian schemes.					4-year bond	

SPF - Singapore Police Force
SCDF - Singapore Civil Defence Force
SPS - Singapore Prison Service

CNB - Central Narcotics Bureau
ICA - Immigration & Checkpoints Authority

*Except for Home Team Local Study Award, where a valid Polytechnic diploma regardless of Merit is accepted.