

## **CALL OF TENDER TO JOIN THE EMBASSY OF SPAIN IN SINGAPORE AS PERMANENT STAFF MEMBER WITH THE CATEGORY OF MESSENGER-DRIVER**

Pursuant to the provisions set forth by the State Department of Public Administration on its Resolution of 18<sup>th</sup> February 2015, which establishes the selection criteria of personnel overseas, the selection process is hereby opened in accordance with the following:

### **TENDER TERMS**

#### **1. General guidelines**

- 1.1. The selection process for ONE vacancy to fill the position of MESSENGER-DRIVER is opened to external tender.  
  
The functions, remuneration and other characteristics of the vacancies are detailed in Annex I.
- 1.2. The selection process will be opened to external tender - public examination with assessments, exercises and scoring as specified in Anex II.
- 1.3. Upon completion of the selection process, successful applicants who are compliant with the requirements, up to the maximum number of available vacancies, will be awarded the pertinent contract.
- 1.4. Full application requirements will be published on the noticeboards and website of the Embassy of Spain in Singapore: <https://www.exteriores.gob.es/Embajadas/singapur/en/Embajada/Paginas/Ofertas-de-empleo.aspx> and at the general access point [www.administracion.gob.es](http://www.administracion.gob.es)

#### **2. Requirements for applicants**

- 2.1. To enter the selection process, applicants will need to comply with the deadline to submit applications, and until such time as the employment contract is executed, with the following requirements:
  - 2.1.1. Age: Be at least 16 years of age and not older than the maximum retirement age.
  - 2.1.2. Have a valid driving licence issued by the Singapore authorities.
  - 2.1.3. Role compatibility: Have the required skills to perform the tasks typical of the available vacancies.
  - 2.1.4. Clearance: Have no prior disciplinary record ceasing employment for any Public Administration, or for any constitutional or statutory bodies of the autonomous communities. Not be fully or otherwise disqualified through legal ruling to hold public posts or positions, or to perform a similar role to that being performed when employment ceased or disqualification occurred, in the case of personnel. For nationals of a different Country, neither be disqualified or equivalent, nor have a disciplinary record or equivalent that may prevent them from accessing public employment in their Country under the same terms.
- 2.2. Non-Singaporean applicants must be in possession of the pertinent permit or authorisation to live and work in Singapore by the submission deadline. These permits must be valid during the term of contract

### 3. Applications

- 3.1. Persons wanting to participate on these selection tests must fill in the form on Anex III of this call to tender, which will be available on the noticeboards and website of the Embassy of Spain in Singapore.

<https://www.exteriores.gob.es/Embajadas/singapur/en/Embajada/Paginas/Ofertas-de-empleo.aspx>

- 3.2. Applications shall be submitted to the main office of the Embassy of Spain in Singapore in the manner established by current law, prior to the deadline of 11<sup>th</sup> June 2026, and must be delivered at the following address: 7 Temasek Boulevard #39-00. Suntec Tower One. Singapore 038987.

Applications may be submitted online through the General Electronic Register of the General State Administration at <https://administracion.gob.es>

Applications submitted through Geiser must be addressed to O00006178 code.

Applications submitted by mail must be registered at the post office within the deadline and bear the corresponding entry stamp on the application form (Annex III). Regular postmarks and payment receipts from the post office will not be accepted as proof of timely filing. For applications submitted by mail or filed at a public register other than that of the Embassy of Spain in Singapore, we recommend to have them forwarded by e-mail to [emb.singapur@maec.es](mailto:emb.singapur@maec.es), including a scanned copy of Annex III bearing the corresponding entry stamp, and a copy of the National Identity Card or Passport.

- 3.3. The application shall be submitted with:

- A photocopy of the Identity Card or Passport.
- A copy of the driving license.
- The applicant's curriculum vitae (CV).
- Certifying documents of the qualifications the applicant wishes to have taken into account during the tender phase.

Failing to submit the application within the prescribed timeframe and manner (identity document, driving license and CV) will result in the exclusion of the applicant. Failing to submit the certifying documents of the qualifications will result in said qualifications not being taken into account during the tender phase.

- 3.4. Factual, material or arithmetical errors that may be found on the application can be corrected at any point on behalf or upon request of the interested party.

### 4. Admittance of applicants

- 4.1. Following the deadline to submit applications, the list of successful and rejected applicants will be published in alphabetical order, indicating the reasons for rejection and the identity card or passport number. Rejected applicants may, within five working days starting on the day after the list is published, correct the error that resulted in their rejection or omission. The list will be published on the noticeboards and website of the Embassy of Spain in Singapore.

<https://www.exteriores.gob.es/Embajadas/singapur/es/Embajada/Paginas/Ofertas-de-empleo.aspx>

Similarly, the place, date and time to complete the public examination will be indicated.

- 4.2. Following this deadline, should any changes have occurred, these will be published on the same places and venues as the original list.

## **5. Selection Board**

- 5.1. The Selection Board for this selection process is described in Annex IV.
- 5.2. The Tribunal, in accordance with article 14 of the Spanish Constitution, will safeguard the strict compliance with gender equality.

The Tribunal shall be responsible for evaluating, verifying and assessing any incidents that may occur during the progress of the exercises, and shall in that regard make any justified decisions at their discretion.

- 5.3. Members of the selection board must refrain from intervening in the following cases, as well as when the circumstances provided for in article 23 of Law 40/2015, of October 1, of the Legal System of the Public Sector concur:
- Where a personal interest exists in the matter at hand, or in any other, if the resolution may be influenced by the member; where the member is a director of the applying company or entity or is in litigation with any of the applicants.
  - Where the member is related by marriage or similar domestic partnership, or by blood up to the fourth degree or kinship up to the second degree, to any of the applicants or directors of applying entities or companies, or to the advisers, legal representatives or agents intervening in the process, or if the member shares a professional office or is associated to the aforementioned persons to provide advice, representation or agency.
  - Where the member has a close friendship or open enmity with any of the persons referred to in the previous paragraph.
  - Where the member has taken part as expert witness or witness in the process at hand.
  - Where the member is employed by the natural or legal person directly interested in the matter or has rendered professional services for them of any type, under any circumstance or in any place, over the past two years.

- 5.4. Moreover, applicants may recuse members of the Selection Board if any of the aforementioned circumstances apply.

- 5.5. For communication purposes and any other matters, the Selection Board will be based at the Embassy of Spain in Singapore, 7 Temasek Boulevard #39-00. Suntec Tower One. Singapore 038987; e-mail address: [emb.singapur@maec.es](mailto:emb.singapur@maec.es).

## **6. Progress of the selection process**

- 6.1. Applicants shall be convened to take the test only once, with those failing to attend being excluded from the public examination.
- 6.2. Upon completion of each exercise of the public examination, the Selection Board shall publish, in the place/s or venue/s where it was held, and in the headquarters of the Selection Board, the list of applicants who achieved the minimum score required, and the score they attained.

- 6.3. Following the public examination phase, the Selection Board shall publish in the places/s or venue/s where the public examination phase was held, and in the headquarters of the Selection Board, the list with the provisional assessment of the criteria for the tender phase for successful applicants, indicating the score attained for each criterion and the total score. Applicants shall raise any relevant arguments within five working days starting on the day after said list is published.
- 6.4. Following this deadline, the Selection Board shall publish the list with the final assessment for the selection process.
- 6.5. The Selection Board may request proof of identity from any applicants at any point during the selection process. Additionally, should the Board be aware that any applicants do not meet the requirements to enter the tender, the Board shall recommend their exclusion to the convening authority, further to a meeting with the interested party.

### **7. Passing the selection process**

- 7.1. Upon completion of the public examination and tender phases, the President of the Selection Board shall present to the convening authority the list of applicants who have achieved the minimum score to pass the selection process, listed by score.  
  
Said list shall be published at the Centre that published the available vacancies, and in any other places and venues deemed appropriate, and the first applicants on the list, up to the number of available vacancies, shall have a period of eight working days to present the documents that were requested in the tender requirements.
- 7.2. The number of contracts awarded shall not exceed the number of available vacancies.
- 7.3. Applicants shall not be entitled to any remuneration until the contract is executed.
- 7.4. Recruited applicants shall complete a three-month probationary period during which they will be assessed by the person responsible for the role being awarded.
- 7.5. Should any applicants fail to submit the pertinent documents within the established deadline, fail to comply with the requirements, quit, or receive an unfavourable assessment further to the probationary period, the vacancy shall be awarded to the next applicant on the list referenced on section 7.1.
- 7.6. This recruitment shall be pursuant to Singapore employment laws.

### **8. Final guideline**

To appeal the present tender, an appeal can be lodged at the Social Tribunal of Madrid in the two months following the publishing date of the procedure, in accordance with article 6.2 of Law 36/2011, of the 10<sup>th</sup> of October, which regulates social jurisdiction.

In Singapore, on the 19<sup>th</sup> May 2026.

*A. Guzmán*

Álvaro de la Riva Guzmán de Frutos  
Ambassador of Spain in Singapore



## ANNEX I

### LIST OF VACANCIES

<b>Job category</b>				
<b>MESSENGER - DRIVER</b>				
<b>Number of vacancies</b>	<b>Required degree</b>	<b>Functions</b>	<b>Remuneration</b>	<b>Duration of the contract</b>
ONE	Valid driving license in Singapore.	Driving, conservation and maintenance of the Embassy's vehicles. Support and assistance to the Embassy's administrative staff. Carrying delivery services, filing, copying, and scanning of documents. All other tasks as per the Ambassador's instructions.	USD 25,123.41 (United States Dollar)  (annual gross salary including the full compensation package)	Permanent

## ANNEX II

### DESCRIPTION OF THE SELECTION PROCESS

The selection process will comprise of a public examination phase and a tender phase, with the exercises and assessments detailed below:

#### **1.- Public examination phase:**

**1.- Assessment of general knowledge**, which shall be conducted via test with multiple choice answers. The exam will consist of 20 questions.

To be scored from 0 to 10 points, with 5 points being the required minimum to progress to the next test.

**2.- Practical test**, which shall comprise a driving test, knowledge of the city and mechanics.

To be scored from 0 to 10 points, with 5 points being the required minimum to progress to the next test.

**The maximum score for the public examination phase shall be 20 points. The minimum score for the public examination phase shall be 10 points.**

#### **2. Tender phase:**

The assessment of the qualifications shall be done only for applicants who pass the public examination phase.

The maximum score for the tender phase shall be 13 points.

Tender phase shall consist :

##### **A. PROFESSIONAL AND TRAINING QUALIFICATIONS:**

**1. Professional qualifications:** Experience in roles of the same or similar category, proven through the relevant documents.

Maximum score: 10 points

Method of scoring: 1 point for every period of 6 complete months of experience.

When evaluating professional merits any experience in a private company or public service will be evaluated the same.

**2. Training qualifications:** Courses related to the role, academic degrees and other expertise relevant to the role.

Maximum score: 2 points

**B. INTERVIEW**, which shall consist in a personal interview conducted to clarify, among other factors, the qualifications claimed by the applicant and the professional training received to perform the role. The interview shall not be eliminatory.

Maximum score: 1 point

The score of the tender phase shall be the sum of the points achieved from professional qualifications and the interview.

The final score shall be determined by the sum of the points achieved during the public examination and tender phases.

In the event of a draw, the adjudication of the tender shall depend on:

1. The highest score achieved on the public examination phase.
2. The highest score achieved on the first exercise.
3. The highest score achieved on the evaluation of professional qualifications.
4. Article 60 "Work of relatives overseas", section 2, of Act 2/2014 of the 25th of March, of the State Foreign Service and Action.

Appropriate measures shall be taken to ensure that disabled applicants are able to complete the exercises under the same conditions as the rest of applicants. In this sense, any possible applicable adaptations given the timing and resources shall be implemented to ensure that candidates whose disability was disclosed in their application may complete the exercises.

## ANNEX III

### APPLICATION TO PARTICIPATE ON THE SELECTION PROCESS OF A PERMANENT STAFF MEMBER OF THE EMBASSY OF SPAIN IN SINGAPORE WITH THE CATEGORY OF MESSENGER - DRIVER

**PERSONAL INFORMATION**

SURNAME(S) .....	
NAME .....	
IDENTITY CARD OR PASSPORT NUMBER .....	
ADDRESS (street, avenue, square) .....	
# .....	CITY .....
COUNTRY..... TELEPHONE and/or E-MAIL ADDRESS .....	
DATE OF BIRTH.....	
COUNTRY OF BIRTH.....	NATIONALITY .....
DISABILITY..... REQUESTED ADAPTATION .....	

**PROFESSIONAL INFORMATION**

Current position (job category, tenure, body, city):
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**ACADEMIC DEGREE**

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**PROFESSIONAL QUALIFICATIONS**

Experience in roles of identical category		
Job Title	Company or Public Body	Duration of employment (months, days, years)
Experience in roles of similar category		
Job Title	Company or Public Body	Duration of employment (months, days, years)

**TRAINING QUALIFICATIONS**

Other degrees or specialties
(Courses, Seminars and other expertise applicable to the role)

**PERSONAL DATA PROTECTION CLAUSE**

In compliance with Organic Law 3/2018, of the 5<sup>th</sup> of December, of Personal Data Protection Rights and guarantee of digital rights , and Regulation EU 2016/679 of the European Parliament and of the Council of the 27<sup>th</sup> April 2016 on the protection of individuals with regard to the processing of personal data and the free movement thereof, we inform you that your personal data will be processed by the management center that appears in the call for the sole purpose of resolving the above-mentioned selective process, being able to exercise the rights of access, rectification, deletion, limitation and opposition before that same management center. The legitimacy for the treatment of your data is the fulfillment of legal obligations, as well as your consent. We also inform you that the recipient of your data will be exclusively the Public Administration. These will not be assigned to third parties, except in case of legal obligation, nor will they be transferred to a third country or international organization. You can consult the additional and detailed information on data protection on the website of the Representation.

In Singapore, on the ..... of ..... of ..... (Signature)

Embassy of Spain in Singapore.  
7 Temasek Boulevard #39-00. Suntec Tower One. Singapore 038987

## ANNEX IV

### SELECTION BOARD

#### PRESIDENT:

**Head:** Eduardo Timor Royo. Chancellor. Management Corps of the Public Administration of the State.

**Substitute:** Juan Payá Bover. Deputy Head of Mission. Diplomatic Career.

#### SECRETARY:

**Head:** Juan Semitiel Saorín. General IT Assistant Corps of the Administration of the State.

**Substitute:** Nuria Escalada Gómez. General Administrative Corps of the Administration of the State.

#### CHAIRS:

**Head:** Pablo Lopez-Cuervo Medina. Officer.

**Substitute:** Carlos Arcas Barnés. Officer.