

WHAT WE ARE LOOKING FOR?

Join our dedicated team to play a part in protecting our country, community and loved ones.

If you embody traits of leadership, decisiveness, mental agility, initiative, courage and integrity, we invite you to take on this critical role in national security.



DIRECT ENTRY SERGEANT

You are responsible for implementing and enforcing laws, regulations and ICA policies. Your duties and responsibilities include screening passports and passengers on arrival and departure, and participating in investigations and operations to detect smugglers and illegal immigrants.



DIRECT ENTRY INSPECTOR

You lead a team of HAS (ICA) officers tasked with protecting Singapore's gateways. You are responsible for implementing and enforcing laws, regulations, ICA policies as well as managing the operations of ICA's various checkpoints and work units.

WHAT IS THE FIT?




CITIZENSHIP Singapore Citizen
FITNESS REQUIREMENTS Physically Fit
EDUCATIONAL Direct-Entry Sergeant: Minimally 5 GCE 'O' Level Credits* Direct-Entry Inspector: A Pass Degree in any discipline**
VISION Normal Colour Vision

* This includes Diplomas from local Polytechnics, International Baccalaureate (IB), NUS High School, NAFA, LASALLE and ITE Technical Engineering; GCE 'A' Level certificates; Higher NITEC or NITEC certificates; and GCE 'O' Level certificates (at least 5 credits).

** In general, degrees accredited by the government of the home country where the university originates will be considered for employment into the Public Service.

MAKING THE BRIGHT CHOICE.

Get ready for a challenging and rewarding career that brings out the best in you.

-  www.ica.gov.sg/careers
-  ICA_Recruitment@ica.gov.sg
-  Immigration & Checkpoints Authority



GUARDIANS OF OUR BORDERS

PROTECT. SECURE. INSPIRE



PURPOSEFUL & ENRICHING CAREER

Make your mark on Singapore's border security with a dynamic career at ICA.

Join us to play a part in making Singapore a safe and secure best home.



ONE CAREER, MANY PATHWAYS

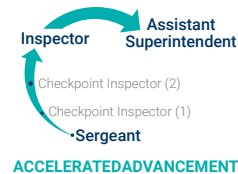
At ICA, we invest in your continual career and personal growth.

Look forward to a wide range of challenging roles in checkpoint clearance, protective security, intelligence, enforcement, immigration and national registration.



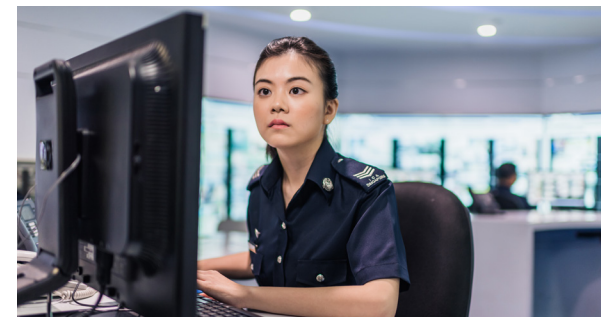
CAREER ROADMAP

Under our unified career scheme, well-performing non-graduate and graduate officers can both look forward to seamless advancement opportunities up the ranks.



INVESTING IN YOU

We believe in empowering our officers to grow personally and professionally. Ample learning and sponsorship opportunities await you in ICA. A robust recognition system and benefits further reward your achievements, innovation and service excellence.



TRAINING: GEARING FOR THE JOB

Assume your duties with confidence as we equip all new officers for the job. Undergo a 16-week (for Direct-Entry Sergeant) or 20-week (for Direct-Entry Inspector) non-residential course at the Home Team Academy. Be trained in a rigorous syllabus of handling firearms, unarmed combat, document examination, behavioural analysis, profiling techniques, laws and regulations. Inspector trainees will also be trained in leadership and confidence skills through a Leadership Challenge Programme.

POSTINGS: HIT THE GROUND & RUNNING

Upon completion of training, you will be posted either to Woodlands, Tuas or Coastal Command to gain basic knowledge and contribute to ICA's effective checkpoint operations. Officers may be given subsequent developmental postings to further develop their skills in checkpoint clearance, protective security, intelligence, enforcement, immigration and national registration.

CAREER PATHWAY & RANK PROGRESSION



Sergeant



Checkpoint Inspector (1)



Checkpoint Inspector (2)



Inspector



Assistant Superintendent



Deputy Superintendent



Superintendent



Deputy Assistant Commissioner



Assistant Commissioner



Senior Assistant Commissioner



Deputy Commissioner



Commissioner

BENEFITS



Annual leave from between 14 - 21 days



Medical and dental subsidies



Professional learning and development benefits



Sign up bonus of \$8,000* (for Direct-Entry Sergeants)



Performance and annual bonuses

* Please refer to ICA website for full terms and conditions.

SCHOLARSHIPS / SPONSORSHIPS

FOR STUDENTS

Scholarships:

- Home Team Local Study Award
- Local Merit Scholarship
- Singapore Government Scholarship

Home Team Diploma Sponsorship

Home Team ITE Sponsorship

FOR SERVING OFFICERS

Postgraduate Study Sponsorship

Full-time Degree Sponsorship Programmes

Part-time Degree / Diploma Sponsorship Programmes

MHA Study Award

FREQUENTLY ASKED QUESTIONS



When should I apply?

We recommend applying 3 months before your graduation date for the post of Direct-Entry Sergeant, and 6 months before your graduation date for the post of Direct-Entry Inspector.



How should I apply?

To apply online, please visit www.careers.gov.sg. For more information on the positions, please visit our website at <http://www.ica.gov.sg/careers>.



Is it possible for me to be directly promoted to the rank of Inspector?

Yes, officers with good performance and potential may progress to the HAS (ICA) Inspector rank under accelerated advancement.