

MY **LIFE** MY **CHOICE**

THE SINGAPORE POLICE FORCE SCHOLARSHIP

COMMISSIONER'S FOREWORD

The Singapore Police Force (SPF) is entrusted with the role of safeguarding the peaceful and secure country we live in today. However, Singapore's journey to become one of the safest places in the world today was no mean feat. Through the tumultuous years of nation building, Singapore had experienced its fair share of social unrest, prevalence of secret societies and rampant criminal activities.

Indeed, the SPF has had to surmount countless challenges and evolve constantly as new challenges emerged. Our officers are the cornerstone behind the Force's success in building a safe Singapore. Through the years, generations of capable policemen and women had dedicated themselves to the cause of making Singapore safer and more peaceful than it was yesterday.

With an increasingly complex security landscape fuelled by globalisation and technological developments, the Force must conscientiously renew itself by seeking out the most promising and capable young men and women to lead the fight against crime.

THE SINGAPORE POLICE FORCE (SPF) SCHOLARSHIP

The SPF had recruited many officers with good leadership prospects into our ranks through the offer of Police scholarships. The most outstanding recruits are awarded the prestigious The Singapore Police Force Scholarship to pursue a world-class education at the best universities. Beyond that, The SPF Scholarship signifies the beginning of a uniquely challenging and meaningful career for the successful recipients.

Over the course of my career, I have worked with many SPF scholars and even mentored some of them. Driven by an unmistakeable motivation to excel, they had consistently made a positive impact on the team they worked with.

Many holders of The SPF Scholarship have shown their mettle and proven their worth. Today, many serve in leadership positions in the SPF, Ministry of Home Affairs and the wider Public Service.

YOU CAN MAKE A DIFFERENCE

If you possess the same indomitable spirit and passion to serve, I encourage you to take up The SPF Scholarship and join us in making Singapore the safest place in the world. You can make a difference in the safety and security of our people and community.

I assure you that a career with the Police will be meaningful, challenging and rewarding unlike any other.



A stylized, handwritten signature in white ink, consisting of a large 'H' and 'W' intertwined.

HOONG WEE TECK
COMMISSIONER OF POLICE

DEPUTY COMMISSIONER (POLICY)

When I was eighteen, I decided to take up a Singapore Police Force (SPF) scholarship. I believed that the scholarship would not only see me through my university studies, but more importantly, it would offer me an exciting career in the SPF. I felt that given the dynamic job nature, SPF would be a perfect place for me to experience new challenges regularly and hone my leadership skills.

I was not disappointed. The SPF offers an extraordinary career with never-ending opportunities for officers to take on various leadership positions both at the policy and operational levels. For example, I have been an Investigation Officer tasked with solving crimes where I came into close contact with people from the various echelons of society; an Assistant Director drawing up contingency plans to manage crisis situations; the Commander of a Police Division responsible for leading my officers to keep our neighbourhoods safe; the Director of Operations providing leadership to operational units; and in my current position as Deputy Commissioner (Policy) overseeing policy and staff matters in the SPF.

The strong emphasis on working in partnership with the community and other government and private agencies requires one to be good at consulting and explaining policies to different groups of people from very diverse backgrounds.

Through these roles, I have been able to see how new policies and command decisions have made a positive impact on Singaporeans and police officers alike. Every time that happens, I feel a deep sense of satisfaction and accomplishment. The varied experiences offered by the SPF keep me motivated and wanting to do more. This still holds true after more than 18 years in the Force.



A white handwritten signature of Lim Kok Thai on a dark background.

LIM KOK THAI
DEPUTY COMMISSIONER OF
POLICE (POLICY)

RECIPIENT OF THE LOCAL MERIT
SCHOLARSHIP (LMS)

DEPUTY COMMISSIONER (INVESTIGATIONS & INTELLIGENCE)

Fresh out of Junior College in 1991, I decided to apply for The Singapore Police Force Scholarship (previously known as the Singapore Police Force Overseas Scholarship) as my interest is in public service and police work appears to be real work that matters. I was blessed to be the sole recipient of The SPF Scholarship in 1992 and thereafter I proceeded to Oxford University for my education.

It has been a very memorable 23 years relationship with the SPF, the oldest and a cherished key institution in Singapore. I have received much from the Force and I am committed to give back as much if not more to the Force in return. Policing is a very demanding profession, 24/7 and it often stretches you mentally and physically. But I would say that the sense of satisfaction and accomplishment in solving major crimes is priceless. The SPF's sacred mission to keep Singapore safe from criminal harm provides the deep sense of purpose for me every day in my work. A safe and secure environment is the bedrock of Singapore's continued success.

I have served in many postings in areas such as operations, strategic planning, Commander Police Division, Senior Director Policy & Operations in MHA, Director Police Intelligence Department and now as Deputy Commissioner (Investigations & Intelligence) concurrent Director of Criminal Investigation Department. Each posting offers immense opportunities for personal and leadership development as one tackles real life challenges with the officers and learn to work with many stakeholders.

I would invite all prospective scholars to come and speak to the serving officers in the SPF and visit some of the police units to better understand what it takes to safeguard Singapore every day. Put your hand to your heart thereafter and ask yourself if this is one challenge you would like to take up and how it fits into your life purpose. I dare say that there are very few jobs in Singapore that offer so much excitement and action every day and give you that deep sense of service to the nation.

Do good, fight crime.



A stylized, handwritten signature in white ink, reading "Tan Chye Hee".

TAN CHYE HEE
DEPUTY COMMISSIONER OF
POLICE (INVESTIGATIONS
& INTELLIGENCE)
CONCURRENT DIRECTOR
CRIMINAL INVESTIGATION
DEPARTMENT
RECIPIENT OF THE SINGAPORE
POLICE FORCE SCHOLARSHIP

DEPUTY COMMISSIONER (OPERATIONS)

I joined the Police more than 20 years ago because of the “people” factor: the opportunity to make an impact on people’s lives – people who call the Police because they need help, people you lead to fulfil the Police mission, and many others you need to partner with to keep Singapore safe and secure.

I am thankful for the myriad of experiences I have had in my Police career so far. Training in Nepal taught me the need to persevere in the face of new challenges. As a young investigation officer, I recall that every case I dealt with had its own surprises, and provided me a deeper glimpse into the complex nature of humanity.

As I progressed in my career, I was exposed to strategic thinking at higher levels, but I learnt that we can’t simply think in abstract and conceptual terms because our policies have a real impact on the daily lives of Singaporeans and our officers. This makes the implementation details important because we need to understand intuitively the human dimension to our problems.

I was fortunate to have external stints with other government agencies. I spent nine months with the Ministry of Foreign Affairs to help Singapore find our place and voice in international efforts at the United Nations to combat counter-terrorism post September 11th. I also spent close to three years at the Ministry of Education to help shape Singapore’s educational policies. Moreover, in my current posting, I was fortunate to have led the Casino Regulatory Authority to keep Singapore free from crime and the potential harm of gambling.

The other thing that the Police Force develops in you is your leadership abilities. Very rarely in the civil service will you be able to lead more than 1,000 officers to run daily operations. I learnt a lot from my stint as the Commander of Central Police Division on how we can motivate our officers to give their best every day, and how to take care of them when they are worn out from the long-drawn operations that we ran to keep Singapore safe. It was rewarding and enriching.

So if you’re a “people” person, and you like new challenges to stretch your leadership skills, and you want to live for a noble calling, – consider the extraordinary career that Policing affords. You will wake up each day to know that you’re doing something worthy. You will not regret it.



A stylized, handwritten signature in white ink, appearing to read 'Peet Meng'.

LAU PEET MENG
DEPUTY COMMISSIONER OF
POLICE (OPERATIONS)
CONCURRENT
DIRECTOR OPERATIONS

RECIPIENT OF THE
SINGAPORE POLICE FORCE
SCHOLARSHIP

INTRODUCTION TO THE SPF SCHOLARSHIP

The SPF Scholarship is one of the most prestigious scholarships awarded by the Public Service Commission.

Candidates should demonstrate strong leadership qualities, possess impeccable integrity and have a strong interest in policing work.

VALUE OF AWARD

The scholarship will sponsor the student to pursue his undergraduate studies in a world-renowned university.

The sponsorship will also include the following:

- ◆ Tuition and other approved fees
- ◆ Pre-studies allowance
- ◆ Monthly overseas maintenance allowance
- ◆ Return airfare
- ◆ Disruption from NS
- ◆ Full salary, including bonus, for the duration of study
- ◆ Sponsorship for Exchange Programme and Master's degree (if requirements are met)

Upon completion of the undergraduate studies, the candidate will return to serve out a 6-year bond* with the Singapore Police Force.

*6-year bond for English speaking countries

*5-year bond for non-English speaking countries

ELIGIBILITY CRITERIA

To apply, the candidate must:

- ◆ Be a Singapore Citizen or Permanent Resident intending to take up citizenship
- ◆ Demonstrate a keen interest in a SPF career
- ◆ Possess the qualities to excel in Officer Cadet School (OCS)
- ◆ Possess good CCA records and strong leadership qualities
- ◆ Have completed GCE 'A' levels (with at least 10 academic units), International Baccalaureate (IB), Polytechnic Diploma (with merit) or equivalent

Candidates who do not meet the academic criteria can be considered for the scholarship if they have displayed outstanding leadership qualities and CCA records.

COURSE OF STUDY

The Scholarship can sponsor the scholar to study in most disciplines (except Medicine, Dentistry and Architecture). Applicants intending to pursue a degree in Law will not be called to the Bar while serving in the SPF.

APPLICATION DETAILS

Application of the scholarship is administered by the Public Service Commission (PSC). Interested applicants can apply via the PSC gateway, at www.pscgateway.gov.sg

For more information on The SPF Scholarship, please visit our SPF website at <http://morethanjustajob.spf.sg>



ADMINISTRATIVE OFFICER GRADE 9/
ASSISTANT COMMISSIONER OF POLICE

How Kwang Hwee

DIRECTOR (POLICY DEVELOPMENT & SECURITY) PDD, MHA

I enjoy taking up challenges and doing my best to deliver success for the greater good. At the same time, I want to constantly improve myself – to further develop my strengths and tackle weaknesses – so that I become a better person and leader. I value relationships with people – family, friends, colleagues, strategic partners/stakeholders. I believe in working hard and that one would be rewarded for the effort put in. I don't believe in settling for second best.

- ◆ 1998 The SPF Scholarship
- ◆ Master of Engineering (Engineering Science), University of Oxford
- ◆ Stanford Sloan Master's Programme
- ◆ Stanford Graduate School of Business

MY CHOICE

HOW I CAME TO DECIDE ON THIS CAREER PATH?

When I was considering scholarships options in Junior College (JC) 2, a career in the uniformed services seemed attractive due to my outgoing character and experience in the National Police Cadet Corps. I also got to experience the work of the Police through attachments when I was serving NS. The Police career attracted me because the work is real, 24/7, unpredictable and challenging. It directly influences people's lives for the better.

MY JOB AND WHAT MAKES ME TICK/EXCITED ABOUT IT

A large part of a Police Officer's work involves the prevention, deterrence and detection of crime or disorder so that the public have a safe and secure environment to work, live and play. I once took charge of an incident alongside the Singapore Civil Defence Force team to rescue a lady who was perched on a building parapet. The satisfaction of saving someone's life is not something you will get in many other jobs.

At Bedok Division, where I served as Commander, efforts to fight crime include running a youth mentoring scheme targeted at secondary students who are in the at-risk group. We impart values to the youth in the programme and at the end of the period, you can see them beam with pride during their graduation ceremony. For major events such as general elections, Formula One and National Day, the satisfaction comes when we successfully execute the security operations for the event.

CHALLENGES FACED

With changes in population demographics, Police work has to evolve beyond the traditional "catching the robber" role even though that continues to be its bread and butter function. We ensure that we support every Police Officer through a structure of proper training and leadership grooming. Taking care of officers under my charge and building a strong family spirit are important aspects of my work as commander. The division organises events such as movie nights and appreciation nights to acknowledge the support of families of Police Officers.

MY ADVICE – TO YOUNGER SCHOLARS/THOSE CONSIDERING A CAREER IN THE SPF

Look beyond the scholarship terms and focus on the career opportunity post-graduation. In a competitive world of scholarships, talented students have no lack of choices. What really matters is how he builds his career after graduation. Every decision I make has some impact on someone – whether it is a victim of crime or an officer under my charge. As a Police scholar, the challenges and opportunities are unrivalled. Doing good gives me great satisfaction. There is never a dull day in a Police career.



My LIFE



ADMINISTRATIVE OFFICER GRADE 10/
DEPUTY ASSISTANT COMMISSIONER OF POLICE

ZHANG WEIHAN

**2 DEPUTY DIRECTOR, JOINT OPERATIONS MANAGEMENT
DIRECTORATE, MHA**

I love challenges, pushing boundaries, trying out new things and striving for excellence. As an engineer by training, I relish solving complex problems and using knowledge to create tangible value. I am guided by the values of integrity, humility and teamwork.

- ◆ 2001 The SPF Scholarship
- ◆ Bachelor of Electrical and Electronic Engineering (1st Class Hons), University of London, Imperial College of Science, Technology and Medicine
- ◆ Master of Science in Management Science and Engineering, Stanford University

My CHOICE

HOW I CAME TO DECIDE ON THIS CAREER PATH?

Serendipity is how I would describe my encounter with the SPF. I did not seek out a career in blue, but knew that I wanted my job to be meaningful, and provide opportunities to not just advance myself, but others. I wanted a career that would allow me to work on real problems and put in place systems, structures and processes to improve on the status quo. When the SPF came knocking, and offered the prospect of ensuring that the country remains future-ready, I jumped at this.

MY JOB AND WHAT MAKES ME TICK/EXCITED ABOUT IT

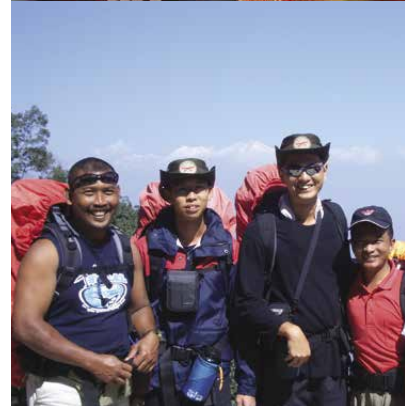
Like a roller-coaster ride, my job is full of twists and turns. No crime case on the ground is exactly the same as the previous; no criminal mind ticks in the same manner as another. To beat a crook, we need to think fast and execute swiftly. This is challenging and exhilarating. The public relies on the Police to ensure their safety and security. Engaging in real-life cases allows me to help the public in very direct ways. It is gratifying to see smiles on the faces of people who have benefited from Police services. The SPF is one of the oldest organisations in Singapore. While it is steeped in tradition, the force is forward-looking and always on the look-out for innovative ways to deliver policing outcomes.

CHALLENGES FACED

The ever-changing face of crime and terrorism is a key challenge. SPF will need to stay abreast of trends and introduce resolute measures. With globalisation and the advent of technology, crime too has become much more transnational in nature. This makes it much harder to dismantle a syndicate which has international operations.

MY ADVICE – TO YOUNGER SCHOLARS/THOSE CONSIDERING A CAREER IN THE SPF

Choose the SPF if you want to challenge yourself and make a difference to the lives of others.



DEPUTY SUPERINTENDENT OF POLICE

XIE XINGMAO

ASSISTANT DIRECTOR

(IMMIGRATION & REGISTRATION), PDD, MHA

I always believe that to be able to overcome a weakness or fear, one must first have the courage to face the challenges. I guess my character as a risk-taker is what defines me. Probably, the biggest challenge I faced was the decision to accept The SPF Scholarship (previously known as the SPF Overseas Scholarship). While I was drawn to a career in the SPF, the prospect of embarking on a 4-year study programme in Imperial College London, away from my family and the comforts of Singapore, made me think twice. Taking on the challenge, I decided to go ahead and I am glad I made the choice. I was able to travel extensively and make friends from other nationalities during my studies. These overseas experiences also moulded me to be a more independent person, and this was beneficial especially during my deployment to Timor-Leste as I was able to adapt quickly.

- ◆ 2005 The SPF Scholarship
- ◆ Master of Engineering in Chemical Engineering, Imperial College London

My CHOICE

HOW I CAME TO DECIDE ON THIS CAREER PATH?

The main pull factor then was the career progression that the job has to offer. Within a short period of 4 years, I would be put through three main postings – ground, staff and command stints, which was not an option that other careers provide. Given the short time frame of each stint, it gives me the 'kick' to jump in quickly and to learn as much as possible before progressing to another posting.

MY JOB AND WHAT MAKES ME TICK/EXCITED ABOUT IT

As the Commanding Officer of the Yishun North Neighbourhood Police Centre (NPC), I am responsible for monitoring and ensuring the security of Yishun North, which involves the deployment of patrol officers on the ground, making appropriate responses to crimes and developing preventive measures with the various stakeholders such as grassroots leaders and residents. What makes me 'tick' is probably the ever-changing situation in the neighbourhood which keeps me alert to my surroundings, and thus I am able to provide fast assistance to ensure the safety of the residents in Yishun North.

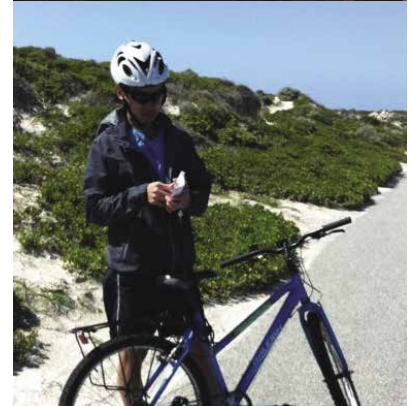
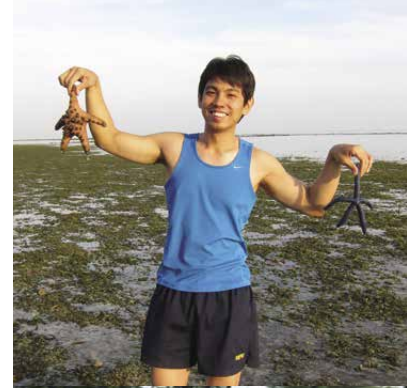
Also, as part of my job, I was deployed for a year to Timor-Leste as a United Nations (UN) peacekeeper. In the year-long deployment, besides witnessing the growth and development of a police force, I also witnessed public order incidents such as illegal roadblocks set up by protesters and rock throwing targeted at UN vehicles which could not be experienced in Singapore. I also had the opportunity to train the police officers in the field of Intelligence and at the same time, to conduct operations in an alien and hostile environment. All these make my job an exciting and challenging one.

CHALLENGES FACED

One of the challenges faced by most people in the Police Force is the lack of personal time. The responsibilities and accompanying workload are heavy too. However, these can be solved through proper time management which proves to be important as most of us now strive for work-life balance. Most importantly, I think that I am able to face up to all these challenges because I have a supportive family who help to accommodate my working schedule.

MY ADVICE – TO YOUNGER SCHOLARS/THOSE CONSIDERING A CAREER IN THE SPF

The safety and security of a society is not a given and it involves learning and adapting from multiple setbacks. My advice to aspiring scholars or to those who are considering a career in the SPF is to prepare yourself for the sudden surprises that the job has to offer, which usually have to be handled with an appetite for risk coupled with the passion to keep the nation safe.





DEPUTY SUPERINTENDENT OF POLICE

SERGIUS WAT ZHIWEN

COMMANDING OFFICER (CO) PASIR RIS NPC, G Div

It was never my childhood dream to be a Police Officer. A doctor or a scientist, perhaps, but it never occurred to me that I would one day be playing a vital role in keeping Singapore and her residents safe. However, a fortuitous opportunity to find out more about Police work came my way when I was awarded the SPF Book Prize in 2006 and thus I eagerly took up the The SPF Scholarship (previously known as the The SPF Scholarship).

- ◆ 2007 President's cum The SPF Scholarship
- ◆ Bachelor of Arts (Hons Cum Laude) in Government, Harvard University
- ◆ Master in Regional Studies: East Asia Harvard University

MY CHOICE

HOW I CAME TO DECIDE ON THIS CAREER PATH?

As one of the Book Prize award recipients, I was invited to witness the workings of the SPF through events like the Police Day Parade, and a visit to the Criminal Investigation Department (CID). Throughout these events, I was impressed by the discipline and dedication of the men and the women of the SPF to fighting crime, as well as the camaraderie that existed throughout the Police Force. I also began to appreciate the complexities and considerations that underpin maintaining the safety and security of our nation – something that I had long taken for granted in Singapore. I decided that I wanted to be a part of this important calling, and thus I eagerly took up the SPF Overseas Scholarship in 2007.

MY JOB AND WHAT MAKES ME TICK/EXCITED ABOUT IT

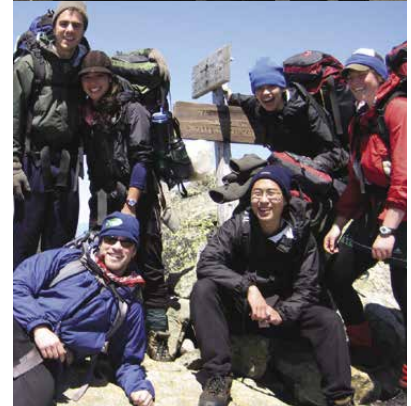
As an Investigation Officer, my duties lie at the heart of policing work. I investigate a wide variety of crimes, ranging from property offences to violent crimes to unnatural death cases. My job is to track down criminals and obtain the necessary evidence to secure a successful conviction. Investigation requires logical thinking, resourcefulness, as well as tenacity, diligence, and a good deal of empathy. The work is challenging, yet meaningful; when I crack a case, I know that I have credibly impacted all parties concerned – I have helped the victim obtain justice, and I have put the offender on the first step to rehabilitation.

CHALLENGES FACED

The work of a Police Officer is not always pretty; policing has definitely exposed me to the darker and grittier side of society. Security is also a 24/7 business, and that means putting in long hours to work on urgent or time-sensitive cases. Nevertheless, being an Investigation Officer has been a real eye-opener for me, and the feeling of satisfaction whenever I solve a case is immensely rewarding.

MY ADVICE – TO YOUNGER SCHOLARS/THOSE CONSIDERING A CAREER IN THE SPF

I have always had a strong desire to serve the community, and to help those who are in need. Being a Police Officer fulfils this desire – it gives me a chance to be a part of something bigger than myself, and an opportunity to make Singapore a safer place for my family and friends. If you want a job that is exciting and inspiring, that draws upon a diverse range of analytical and interpersonal skills, and that positively impacts the lives of those around you in a very real way, then I invite you to take up the challenge of The SPF Scholarship.



My LIFE

INSPECTOR

SHAUN LIM YUNG SHEN

We are often defined by what we love and care about. Among many others, I love walking and wandering, biology, the bagpipes, squash, nature, and adventure. But there are two things in my life that I love above all else, and that defines my being. The first is my God. The second is my country; more specifically, the people in it – my family, and friends, and everyone who has made growing up and living here special. These are what I hold dear to me, and these are what make me who I am.

- ◆ 2012 President's cum The SPF Scholarship
- ◆ Bachelor of Arts (Cum Laude) in Molecular & Cellular Biology, Harvard University
- ◆ Masters of Science in Criminology, University of Pennsylvania



My CHOICE

HOW I CAME TO DECIDE ON THIS CAREER PATH?

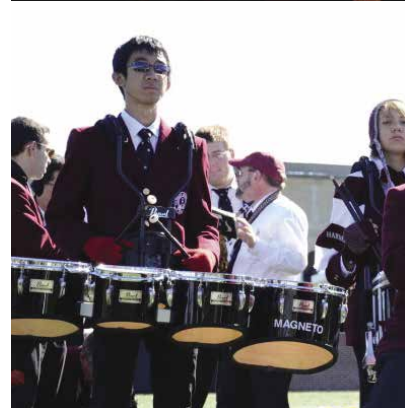
I chose the Police Force because I knew that I wanted a job in which getting out of bed in the morning and leaving home every day would mean something, and make a difference somewhere. I also knew that I wanted to serve Singapore, and I wanted to do so by serving Singaporeans and making a real difference for them. In existing to serve the community and to protect it, few other careers seemed to provide this as directly and meaningfully as the Police Force does.

MY JOB AND WHAT MAKES ME TICK/EXCITED ABOUT IT

Part of what is so challenging about the SPF is that it comprises not only a group of people patrolling the streets; it includes investigation and intelligence, the Coast Guard, the Special Operations Command, and so many more different opportunities, all for the same purpose. I'm excited about attending to cases and helping Singaporeans in need, in all of these avenues throughout my future career.

MY ADVICE – TO YOUNGER SCHOLARS/THOSE CONSIDERING A CAREER IN THE SPF

Waking up in the morning and getting out from under the sheets may be a chore for many. While in school, we did it because we had no choice. Beyond that, however, we have to decide for ourselves what it is we want to wake up every day for, and what will be worth spending our limited hours in each day on. When considering your future career path, be honest about who you are, what excites you, and what you love – and then go pursue these with everything you've got. In the end, that may end up being the only thing you've really got anyway.



PAST RECIPIENTS

Here are some of the past recipients of The Singapore Police Force Scholarship. These are scholarship holders who have gone on to high profile positions in Singapore's workforce. We salute our past graduates and are proud that their foundation with SPF has led them to their career achievements today.



1. Aubeck Kam (Permanent Secretary for Ministry of Communications and Information)
2. Benedict Cheong (CEO Temasek Foundation)
3. Heng Chee How (Senior Minister of State, Prime Minister's Office)
4. Heng Swee Keat (Minister for Finance)
5. Leo Yip (Permanent Secretary for Ministry of Home Affairs)





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