



THE SINGAPORE POLICE FORCE SCHOLARSHIP

ASPIRING LEADERS  
INSPIRING DREAMS

<b>Commissioner's Foreword</b>	<b>4 – 5</b>
<b>Introduction to The Singapore Police Force Scholarship</b>	<b>6 – 7</b>
Tan Chye Hee, Deputy Commissioner of Police (Operations)	<b>8 – 9</b>
How Kwang Hwee, Director, Operations	<b>10 – 11</b>
Zhang Weihan, Commander, Ang Mo Kio Police Division	<b>12 – 13</b>
Tan Yong Liang, Assistant Director (Investigation Development), Joint Operations Group, Ministry of Home Affairs	<b>14 – 15</b>
Joshua Ebenezer Jesudason, Investigation Officer, Central Police Division	<b>16 – 17</b>
<b>Hall of Recipients</b>	<b>18</b>





**“The SPF Scholarship signifies the beginning of a uniquely challenging and meaningful career for the successful recipients.”**

# COMMISSIONER'S FOREWORD

The Singapore Police Force (SPF) is entrusted with the role of safeguarding Singapore. The Police enjoy a high level of public regard and trust. Singapore was ranked first in the Gallup Global Law and Order Report 2018 which studied the public's sense of safety and confidence in the local police. Singaporeans feel safer than residents of any country in the world, with 94% of our adults feeling safe walking alone at night, compared with the global average of 68%.

However, Singapore's journey to become one of the safest places in the world today has not been without challenges. During the tumultuous years of nation building, Singapore had experienced its fair share of social unrest, prevalence of secret societies and rampant criminal activities.

Through it all, our officers have been the cornerstone behind the Force's success in building a safe and secure Singapore. Generations of capable policemen and women had dedicated themselves to the cause of safeguarding every day.

With an increasingly complex security landscape brought about by transnational crime, terrorism and technological disruptions, the Force must conscientiously renew itself by seeking out the most promising and competent young men and women to lead the fight against crime and terrorism.

## THE SINGAPORE POLICE FORCE SCHOLARSHIP (SPFS)

Every year, the most outstanding and brightest from each cohort are awarded the prestigious Singapore Police Force Scholarship. Besides pursuing a world-class education at the best universities around the world, SPFS scholars also participate in customised vacation attachments to widen their horizons and further hone their leadership potential. The SPFS 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 SPFS scholars and even mentored some of them. Driven by a relentless motivation to excel, they had consistently made a positive impact on the team they worked with.

Many of our SPFS scholars have benefited from the exposure and opportunities offered by the scholarship. They have excelled and proven their worth. Today, many of them serve in leadership positions in the SPF, Ministry of Home Affairs and the wider Public Service.

## YOU CAN MAKE A DIFFERENCE

More than just a job, it is a career that makes a real difference by safeguarding every day. It is purposeful, challenging and rewarding. If you possess an indomitable spirit and passion to serve, I encourage you to take up the SPFS.

Join us in making Singapore the safest place in the world.

**HOONG WEE TECK**  
COMMISSIONER OF POLICE



# INTRODUCTION TO THE SINGAPORE POLICE FORCE SCHOLARSHIP

The Singapore Police Force 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
- Demonstrate a keen interest in an 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 offers sponsorship for 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](http://www.pscgateway.gov.sg)

For more information on The SPF Scholarship, please visit our SPF website at [www.police.gov.sg/join-us/police-officer/scholarship](http://www.police.gov.sg/join-us/police-officer/scholarship)



# TAN CHYE HEE

DEPUTY COMMISSIONER  
OF POLICE (OPERATIONS)

The Singapore Police Force Scholarship,  
1992

## ASPIRING LEADERS

I decided to apply for the Singapore Police Force (SPF) Overseas Scholarship right after junior college as I was interested in the public service, and joining the Force seemed like a great way to do real work that matters. In 1992, I went to Oxford University as the SPF Scholarship's sole recipient. I have since received much in my personal and leadership development in my 26 years with the SPF, and am committed to serving Singapore to the best of my abilities.

Policing is demanding, and stretches you mentally and physically 24/7, but the sense of satisfaction from solving major crimes and keeping people safe is priceless. A safe and secure environment is the bedrock of our nation's continued success, and policing work motivates me every day.

## INSPIRING DREAMS

I have had many postings in areas like operations, strategic planning and policy work in the Ministry of Home Affairs. These include postings such as Commander of Ang Mo Kio Police Division, Director of Police Intelligence Department, Director of Criminal Investigation Department and Deputy Commissioner of Police (Investigations & Intelligence). Each posting offered immense opportunities for personal and leadership development as it enabled me to tackle real-life challenges with fellow officers and various stakeholders.

I would invite all prospective scholars to speak with SPF officers and visit police units to better understand what this job entails. Ask yourself if you would like to take up the challenge and if policing fits into your life's purpose. I dare say few jobs in Singapore offer so much excitement and action every day and give you such a deep sense of service to the nation.



Deputy Commissioner of Police (DCP) Tan, previously DC (Investigations & Intelligence) concurrent Director of CID, is seen here with former Deputy Director of Federal Bureau of Investigation, Mr Andrew McCabe at Washington DC.



DCP Tan trying out the Police Tactical Unit's Less Lethal Weapon P4 at the Home Team Tactical Centre.



# HOW KWANG HWEE

DIRECTOR,  
OPERATIONS

The Singapore Police Force Scholarship,  
1998

## ASPIRING LEADERS

When I was a student, I enjoyed leading teams, working with people and taking part in outdoor activities. Being in the Singapore Police Force (SPF) has allowed me to continue pursuing these passions. In my 20 years with the SPF, I have experienced a wide range of duties including frontline policing, investigation and developing long-term strategies. I had opportunities to lead and work with teams of passionate and dedicated officers, engage community partners and patrol at the frontlines.

In my current post as the Director of Operations, my team and I focus on ensuring operational excellence, maintaining operational readiness and driving operational development in the SPF. We work closely with multiple stakeholders and partners, within and outside the Government. An example was when I led the planning and execution of the security operations for the Trump-Kim Summit in June 2018. It was very challenging to plan and execute the complex security operations for this high profile event. We succeeded by working closely with other Government and security agencies.

## INSPIRING DREAMS

Being in the SPF keeps me connected to the real world. Every day, police officers perform our mission to keep Singapore safe and secure. This is a heavy but very meaningful responsibility. Serving alongside fellow officers in blue keeps the fire in me burning bright.

We also constantly look ahead at future challenges and proactively develop solutions. This requires a good understanding of the threats and opportunities. Where technology is concerned, the SPF is constantly pushing boundaries to adopt new technology to support officers. In areas like robotics and unmanned vehicles, we have been launching proof-of-concept operational trials over the past few years. Such exciting work ensures that the SPF will continue to be ready to tackle future challenges.



Senior Assistant Commissioner of Police (SAC) How explaining how SPF leverages technology to support frontline officers during a media interview session.



SAC How (second from left) briefing PM Lee Hsien Loong on security operations for the Trump-Kim Summit at the Home Team Event Command Post.



# ZHANG WEIHAN

COMMANDER,  
ANG MO KIO POLICE DIVISION

The Singapore Police Force Scholarship,  
2001

## ASPIRING LEADERS

I knew from a young age that I wanted to play a direct role in protecting the community and making things better for the next generation. I only had a vague idea of policing when I joined, but there was something compelling about the SPF's mission to safeguard and to secure the country. I now have a better understanding, but policing is a career that cannot be easily defined.

The work is diverse, and there are many new and exciting challenges that require one to wear multiple hats. As a policy maker, I formulate intervention plans and propose measures to enhance homeland security. As a ground commander, I lead, mentor and coach more than 1,000 police officers to deliver policing services to the community. As a police officer, I serve people from all strata of society and make a direct impact on their lives. Policing is many careers folded into one.

## INSPIRING DREAMS

I would advise aspiring scholars that it is not only a scholarship that they are signing up for but more importantly a career that they have chosen for themselves. Working in the SPF offers great job satisfaction, like the comfort of seeing a family being united, the sense of justice we feel when we solve a case, or the smiles that we bring to people when a crisis is resolved.

The most memorable experience I have had did not come from a major crisis or case, but from a simple thank you note. I was investigating a case of theft, and found out that the defendant was in financial difficulties and succumbed to temptation to steal. I referred him to social service agencies for help, and eventually learnt through a note from him that he had got himself a job. The sense of satisfaction from small acts like that can be extremely rewarding.

If you believe you have what it takes, and want to make things right, I encourage you to join us.



Assistant Commissioner of Police (AC) Zhang (second row: first from left) at a team bonding event with the leadership team of Ang Mo Kio Police Division.



AC Zhang (front row: second from right) walking the ground and engaging the community with Citizens on Patrol (COP) members.



# TAN YONG LIANG

ASSISTANT DIRECTOR  
(INVESTIGATION DEVELOPMENT),  
JOINT OPERATIONS GROUP,  
MINISTRY OF HOME AFFAIRS

The Singapore Police Force Scholarship,  
2007

## ASPIRING LEADERS

In my Junior College days, I heard about The Singapore Police Force (SPF) Overseas Scholarship, and went on attachments to Home Team departments such as the Singapore Prison Service, the SPF and the Immigration & Checkpoints Authority (ICA) to witness the work of frontline officers first-hand. I have always aspired to have a security-centric career, as I see it as a fundamental part of a well-functioning society, and also wanted to join the public service to serve the community at large.

A career with the SPF allows me to achieve both these aims as I can prevent, deter and detect crime, fight terrorism and keep the peace. I have taken on roles in the SPF Operations Department and Ministry of Home Affairs Joint Operations Group, and through these, have gained a better understanding of the analysis and thinking behind policies and legislation. I have also had the opportunity to manage a large number of officers as a Commanding Officer of Marina Bay Neighbourhood Police Centre and Head Operations of Ang Mo Kio Police Division. Policing work has not been easy, but handling difficult events, like planning and executing the motorcade and route security for President Trump and Chairman Kim in 2018 with little lead-time, have helped me grow to be adaptable, calm and composed in the face of challenges.

## INSPIRING DREAMS

I am motivated by the SPF's mission to prevent, deter and detect crime. Knowing that my families and friends can go out on the streets feeling safe gives me a deep sense of fulfilment. In my work, I have had many memorable experiences which included supporting my Commander in a hostage rescue situation in 2016, and taking command of officers from different units during major events.

In light of the ever-changing technological landscape, we have to find new ways to boost productivity as we continue to work closely with stakeholders and the community to keep Singapore safe and secure. Prospective leaders must first and foremost have the heart to serve the public and want to fight crime relentlessly. They must be unafraid of hard work, and have physical and mental resilience on top of strong reasoning skills, leadership qualities and the ability to adapt to different situations.



Deputy Superintendent of Police (DSP) Tan was an Honorary Aide-de-Camp (HADC) from 2014 to 2017. He is seen here with Member of Parliament (MP) Denise Phua, Mayor of Central Singapore District.



DSP Tan (first from right) is seen here with former Hwa Chong Institution (HCI) principal Dr Hon Chiew Weng and fellow Singapore Police Force Overseas Scholarship (SPFOS) recipient Lee Huan Ting, at the 2013 Singapore Police Force Overseas Scholarship Presentation Ceremony & 35th Anniversary Celebration at the Istana. The SPF Overseas Scholarship was renamed as The Singapore Police Force Scholarship in 2015.



# JOSHUA EBENEZER JESUDASON

INVESTIGATION OFFICER,  
CENTRAL POLICE DIVISION

President's Scholarship  
and The Singapore Police Force Scholarship,  
2013

## ASPIRING LEADERS

When I was growing up, I aspired to be a humanitarian or social worker to transform the circumstances of less-advantaged communities from the ground up — a sentiment that guided me to apply for The Singapore Police Force Scholarship (SPFS) and still motivates me today. In the SPF, understanding the community and building mutual trust with them is key, as what we protect is not just the streets, but people. It has been fulfilling, learning to walk the line between understanding the community, empathising with their needs, while maintaining a sense of mission and an external objectivity in looking at social issues from a law and order perspective.

A law enforcement career is dynamic, meaningful yet challenging. Having led policy workgroups, planned Division-level events and served in leadership roles during major security deployments, I can say that there is a certain humility that comes with being a leader in the Force. There is often no perfect decision, and at times our job is not to deliver the perfect orders but to manage risk and change with courage, consideration and conviction.

## INSPIRING DREAMS

What keeps me going in my work is the visceral sense of making a difference in the lives of Singaporeans who have been harmed by crime, whether as victims, or as perpetrators. Safety, while measurable through many statistical matrices, is also a feeling. Knowing, or being told by a member of the public that I have improved their sense of safety and security, whether by serving justice, preventing the commission of a crime, forms the core of my motivation.

To aspiring scholars, I would say that you must have an open mind and prepare yourself to face adversity. Whether physically, socially, or intellectually, you will be pushed to develop yourself. Your conviction and commitments to keep Singapore and Singaporeans safe must be unyielding, even at the cost of fatigue and danger. If a career full of complex challenges like this seems a worthy and meaningful adventure to you, then do not hesitate.



Interviewing complainants, witnesses and accused is a fundamental part of the work that Assistant Superintendent of Police (ASP) Jesudason does as an Investigation Officer (IO).



ASP Jesudason was the parade commander for his squad's graduation from the Home Team Academy. The parade comprised of Senior Officer Trainees, Regular Officers, Full-time National Servicemen and Foreign Exchange trainees from the Royal Brunei Police Force.

# HALL OF 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

**HENG SWEE KEAT**

(Deputy Prime Minister  
and Minister of Finance)

The Singapore Police Force  
Scholarship (1980)



2

**HENG CHEE HOW**

(Senior Minister of State,  
Ministry of Defence)

The Singapore Police Force  
Scholarship (1980)



3

**LEO YIP**

(Head of Civil Service/  
Permanent Secretary,  
PMO)

The Singapore Police Force  
Scholarship (1982)



4

**AUBECK KAM**

(Permanent Secretary  
for Ministry of  
Manpower)

The Singapore Police Force  
Scholarship (1989)



5

**BENEDICT CHEONG**

(CEO Temasek  
Foundation)

President's Scholarship (1978)  
and The Singapore Police  
Force Scholarship (1979)





# **SINGAPORE POLICE FORCE**

## **SAFEGUARDING EVERY DAY**



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