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| **FOR the Employer/ Authorized Officer** |

**The Project for Human Resource Development Scholarship (JDS)
in El Salvador 2026**

**CONFIDENTIAL STATEMENT of REFERENCE for MASTER LEVEL**

This reference statement is to be completed by the applicant’s supervisor. It should be typed in English, and the Referee is requested to send it directly to the JDS Office ([jds.elsalvador@jds21.com](file:///C%3A/Users/yageta10/Desktop/E%E3%83%89%E3%83%A9%E3%82%A4%E3%83%96%E3%83%87%E3%83%BC%E3%82%BF/%E4%BD%9C%E6%A5%AD%E4%B8%AD/%E3%81%9D%E3%81%AE%E4%BB%96/%E2%98%85_%E3%82%A8%E3%83%AB%E3%82%B5%E3%83%AB%E3%83%90%E3%83%89%E3%83%AB%E5%9B%BD%E4%BA%BA%E6%9D%90%E8%82%B2%E6%88%90%E5%A5%A8%E5%AD%A6%E8%A8%88%E7%94%BB%EF%BC%88JDS%EF%BC%89/II_%E6%9C%AC%E4%BD%93%E4%BA%8B%E6%A5%AD/%E3%82%A2%E3%83%97%E3%83%AA%E3%82%B1%E3%83%BC%E3%82%B7%E3%83%A7%E3%83%B3%E3%82%AC%E3%82%A4%E3%83%89%E3%83%A9%E3%82%A4%E3%83%B3/2023/jds.elsalvador%40jds21.com)) via email at least 3 days before the application deadline. From 1 sent by the applicant will NOT be accepted.

To the Referee:

This is an integral part of an application form for the scholarship program provided by El Salvador under the Grant Aid Program by the Government of Japan. This particular program offers opportunities for academic research at Japanese higher educational institutions. Also, this is to enhance the leadership skills of young people in El Salvador so that they can contribute more effectively to their home country after completion of their respective studies. Your candid responses to the items below would greatly assist the selection. Please send it directly to the JDS Office ([jds.elsalvador@jds21.com](file:///C%3A/Users/yageta10/Desktop/E%E3%83%89%E3%83%A9%E3%82%A4%E3%83%96%E3%83%87%E3%83%BC%E3%82%BF/%E4%BD%9C%E6%A5%AD%E4%B8%AD/%E3%81%9D%E3%81%AE%E4%BB%96/%E2%98%85_%E3%82%A8%E3%83%AB%E3%82%B5%E3%83%AB%E3%83%90%E3%83%89%E3%83%AB%E5%9B%BD%E4%BA%BA%E6%9D%90%E8%82%B2%E6%88%90%E5%A5%A8%E5%AD%A6%E8%A8%88%E7%94%BB%EF%BC%88JDS%EF%BC%89/II_%E6%9C%AC%E4%BD%93%E4%BA%8B%E6%A5%AD/%E3%82%A2%E3%83%97%E3%83%AA%E3%82%B1%E3%83%BC%E3%82%B7%E3%83%A7%E3%83%B3%E3%82%AC%E3%82%A4%E3%83%89%E3%83%A9%E3%82%A4%E3%83%B3/2023/jds.elsalvador%40jds21.com)) via email.

**Name of the Applicant:**

1. How long have you known the applicant and in what context?

1. How do you estimate the applicant’s personality?

(Strength)

(Weakness)

1. How do you describe the applicant’s competence and weakness in his/her work?

(Competence)

(Weakness)

1. How do you appraise the applicant’s ability that he/she will fill upon his/her return to El Salvador, and the duties he/ she will undertake?

1. Please evaluate the applicant regarding the following items in comparison with other staff: Please tick one each.

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|  | **Excellent** | **Good** | **Average** | **Below Average** |
| Academic Ability | [ ]  | [ ]  | [ ]  | [ ]  |
| Knowledge of Specialty Field | [ ]  | [ ]  | [ ]  | [ ]  |
| Motivation & Diligence | [ ]  | [ ]  | [ ]  | [ ]  |
| Potential for Future Contribution in Specialty Field | [ ]  | [ ]  | [ ]  | [ ]  |
| Leadership | [ ]  | [ ]  | [ ]  | [ ]  |
| Emotional Maturity | [ ]  | [ ]  | [ ]  | [ ]  |
| Communication Skill | [ ]  | [ ]  | [ ]  | [ ]  |
| Skill in Maintaining Personal Relationship with others | [ ]  | [ ]  | [ ]  | [ ]  |
| Adaptability to New Environment | [ ]  | [ ]  | [ ]  | [ ]  |

1. Other recommendation remarks:

1. Relevance of the applicant’s research plan and his/her current work;
(please tick one from below)

[ ]  Strongly relevant / [ ]  Somewhat relevant / [ ]  Not relevant

[ ]  Strongly relevant / [ ]  Somewhat relevant / [ ]  Not relevant

Comments:

Full Name of the Referee:

Relationship to the Applicant:

Name of Organization/ Department/ Division:

Title:

Phone No.:

Email Address:

Signature:

Date: (day)   /(month)   /(year)