


**Professional Reference Check**

Name of the person for which reference is provided : **Gulshan Ara** Organization of referee: \_\_\_\_\_  
 Name of Referee: **Muhammad Junaid Shah** Date of Reference **7/2/2024**  
 Designation of Referee **UCCO** Signature of Referee 

Please complete the sections below and return the filled and signed reference form to the Human Resource Department of CHIP Training and Consulting via email or surface mail ([hr.associate@chipconsulting.org](mailto:hr.associate@chipconsulting.org)) or CTC House 1, Street 9, G.8.2, Islamabad, Pakistan.

Tick the mentioned rating for the recommended person:

Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknown
Quality of work			Satisfactory		
Ability to work with others	Outstandi ng				
Flexibility/adaptability to change		Above Satisfactory			
Punctuality	Outstandi ng				
Communication-oral/written	Outstandi ng				
Attitude	Outstandi ng				
Judgment			Satisfactory		
Initiative/Leadership			Satisfactory		
Achievements			Satisfactory		
<b>Overall Performance</b>		Above Satisfactory			

**In addition, please provide the requested information below:**

1. I have known the applicant  
 As supervisor-----UCCO-----Other (Please specify)-----  
 2. What was the applicant's position in your organisation?  
 ALSM/ but now applied for the position of Area supervisor  
 3. Was there any harassment or unprofessional misconduct conduct (Sexual exploitation, sexual abuse or sexual harassment) complaint lodged against the employees by the public or other employees during the period of employment?  
 Yes-----No---No-----  
 4. If the answer to question 3 is positive, please explain the nature and outcome.  
 Sexual Exploitation-----Sexual Harassment-----Sexual Abuse-----  
 5. Was the person engaged in any professional misconduct that may pose a risk to the safety of children and vulnerable groups/adults?  
 Yes-----No---No-----  
 6. If the answer to question 5 is positive, please explain the nature and outcome.  
 Sexual Exploitation-----Sexual Harassment-----Sexual Abuse-----  
 7. Has any disciplinary action or investigation been taken against the person  
 Yes-----No---No---  
 8. Would you re-hire him/her if a vacancy existed in your organisation?  
 Yes---Yes-----No-----  
 9. Would you recommend the applicant for this position?  
 Yes-----Yes-----No-----