TRAINING &
CONSULTING

Professional Reference Check

Organization of referee: CTC

Name of the person for
which reference is
provided : **Bibi Shakiba**

Name of Referee **Shabir Ahmed**

Designation of Referee **PO**

Date of Reference **03-Jun-2024**

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) or CTC House 1, Street 9, G.8.2, Islamabad, Pakistan.

Fresh Candidate in Programe

Tick the mentioned rating for the recommended person:

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

In addition, please provide the requested information below:

1. I have known the applicant
As supervisor---------------------Other (Please specify)-----------------------
2. What was the applicant's position in your organisation?

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---------
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---------
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---------
8. Would you re-hire him/her if a vacancy existed in your organisation?
Yes-------------No---------
9. Would you recommend the applicant for this position?
Yes-------------No---------