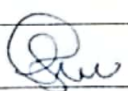



R#2034

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	M. Raza Khem				
Position	TPO - KARAK				
Date of Interview	15 th March 2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	→ 2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	→ 3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	→ M.Sc Statistics M.A M.Ed
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	→ Total 16 years → PEI 12 years
Job Competence Assessment	Competence assessment through scenario based questions taken from ToRs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	→ 5	
Job Knowledge	Knowledge of the position and ToRs s/he has applied for	Ask three questions on the job position and ToRs (2 marks each * 3 questions)	6	→ 4	
Computer Proficiency	Competence assessment through scenario based questions taken from ToRs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	→ 2	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	→ 3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	→ 6	
Total Score			50	35	
Overall Remarks	Development Sector 4 years Polio Exp ⇒ 12 years Ucpo ⇒ Since Sept 2014 Currently ⇒ Karak north ucpo				
Interviewer's Signature					
Interviewer's Name	Saira Nisar				

⇒ did not answer clearly.
 ⇒ TORs were not clear.
 ⇒ aware of the tehsil dynamics.
 ⇒ below average data mgt skills.

CHIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

Roll 2027

Candidate's Name	Sadagat Hameed				
Position	TPO - Karak				
Date of Interview	15-Feb-2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and panel members	Satisfactory=3, Normal=1, Poor=0	3	2	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	BS hon sociology
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	UCPO 5 year TMM 6 months
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	6	
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6	4	
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	2	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	2	
Communication Skills	Effectively expressing and conveying ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	4	
Total Score			50	32	
Overall Remark	Test marks = 33 Age = 32 no discipline Respond above average during interview				
Interviewer's Signature					
Interviewer's Name	Ahmad Tajir				

Locality: local (Ebn chonka)
 Education: BS hon sociology
 Exp: 6 years
 Police work 1.5 year (TMM, UCPO)
 ex
 6 months 5 years

Coordination &
 Supervision
 TORs
 Computer &

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Shahid Ali Shah				
Position	IPO - Karak				
Date of Interview	15 th March 2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	→ 2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	→ 3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	→ 5	MA & MBA
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	→ 5	
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	→ 5	
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6	→ 3	
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	→ 3	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	→ 3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	→ 5	
Total Score			50		
Overall Remarks	UCPO ⇒ UC mithakhel. Total Exp ⇒ 10 years 5 ↙ ↘ 5.4 years Pharma & development & Gov Sector.				
Interviewer's Signature					
Interviewer's Name	Saira Nisar				


- ⇒ 5 years as UCPO, 4 month as TTM
- ⇒ answered the assessment questions clearly.
- ⇒ below average data management skills.
- ⇒ Clear idea of the TORs.

Roll 2026

Shahid Ali Shah

TPO - Karak

15-1-Feb-2021

Candidate's Name	Shahid Ali Shah				
Position	TPO - Karak				
Date of Interview	15-1-Feb-2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	2	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	MBA HRM MA Political Science
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	10 years Total 5.4 years
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	6	
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6	4	
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	3	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	3	
Communication Skills	Effectively expressing and conveying ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	4	
Total Score			50	39	
Overall Remarks	Text marks = 30 Age = 33 No disciplinary. Respond above average during interview seem little confident.				
Interviewer's Signature					
Interviewer's Name	Ahmad Toji				

locality: local

Education: MBA HRM, MA political

Exp: 10 years

Polio: Exp: 5.4 years (TTPM, ex-UCPO) 4mm

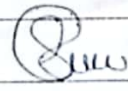
Coordination: Good

Supervision: Good

TORs: Good

Computer: Above Avg.

R# 203A

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	M. Garbal				
Position	TPO - KARAK				
Date of Interview	15 th March 2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	→ 2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	→ 3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	→ 5	M.Sc Sociology
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	→ 5	
Job Competence Assessment	Competence assessment through scenario based questions taken from ToRs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	→ 5	
Job Knowledge	Knowledge of the position and ToRs s/he has applied for	Ask three questions on the job position and ToRs (2 marks each * 3 questions)	6	→ 4	
Computer Proficiency	Competence assessment through scenario based questions taken from ToRs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	→ 3	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	→ 3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	→ 5	
Total Score			50		
Overall Remarks	Ue ⇒ Sabirabad Upo ⇒ Total Exp ⇒ 14 years 6 years in polio.				
Interviewer's Signature					
Interviewer's Name	Saira Nisar				

⇒ ⇒

development / social sector

TORs were clear. 8 years.

responded positively.

above average data skills.

more on the Tehsil challenges.

Candidate's Name	Dr. Muhammad Jabal				
Position	TPO - Karachi				
Date of Interview	15-Feb-2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	1	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	MSc Sociology DDM
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	14 years 6 years
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10		
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6		
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6		
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5		
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	5	
Total Score			50		
Overall Remarks	Test Marks = 31 Age = 40 No disciplinary Respond well during interview and answered generic. Average computer skills.				
Interviewer's Signature					
Interviewer's Name	Ahmad Toji				

Locality: Local (Saba Ahsad)

Coordination: Good

Education: MSc Sociology


Supervision: Good

Exp: 14 years (Development work)

TORs: Good

Police Exp: 6 years (Current Dept)

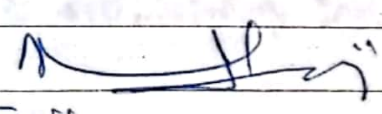
Computer: Average

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Atif Jabbar				
Position	TPO- KARAK				
Date of Interview	15 th March 2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	Double MS Comp & Education
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	6	
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6	3	
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	4	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	4	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	5	
Total Score			50	37	
Overall Remarks	local UC => pay a member. => good Total Exp => 8 years. confident candidate.				
Interviewer's Signature					
Interviewer's Name	Saira Nisar				

=> good data management skills.
 => answered clearly to the questions asked.
 => TORs were clear.

=> ~~_____~~
~~_____~~

INTERVIEW ASSESSMENT SHEET

Candidate's Name	Muhammad Raza Khan Roll 2034				
Position	TPO - Karak.				
Date of Interview	15-Feb-2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	2	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	4	MA Economic Statist
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	16 years 12 years
Job Competence Assessment	Competence assessment through scenario based questions taken from ToRs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	5	
Job Knowledge	Knowledge of the position and ToRs s/he has applied for	Ask three questions on the job position and ToRs (2 marks each * 3 questions)	6	4	
Computer Proficiency	Competence assessment through scenario based questions taken from ToRs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	2	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	6	
Total Score			50	33	
Overall Remarks	Test marks = 28 Age = no disciplinary Respond good during interview				
Interviewer's Signature					
Interviewer's Name	Ahmad Toji				

locality: local (Karak north)

Education: MA Economics

Exp: 16 years

Polio Exp 12 years (current UCPD)

Coordination: Good

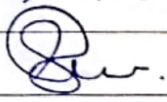
Supervision: Good

TORs: Good.

Computer: Avg.

current UCPD


R# 2027

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Sadiqat Haroon				
Position	Tpo - Karak				
Date of Interview	15 th March 2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	→ 2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	→ 3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	→ 5	→ B.S (Hons) Sociology
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	→ 5	
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	→ 5	
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6	→ 3	
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	→ 3 2	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	→ 3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	→ 4	
Total Score			50	32	
Overall Remarks	UC ⇒ Essa chartra. ⇒ Total 6 years Ucpo from last 5 years ⇒ 5.5 years TTM ⇒ 6 months ⇒ 6 months development sector as S. organizer				
Interviewer's Signature					
Interviewer's Name	Saira Misar				

⇒ responded positively.
 ⇒ Leadership assessment questions did not answered properly.
 ⇒ TORs were clear
 ⇒ below average data

Roll 2032

TPO - Atif Iqbal
 TPO - Karak.
 19 Feb 2021

Date of Interview	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview-2, Not-0	2	2	
Conduct during interview	General conduct/Communication with coordinators and panel members	Satisfactory-3, Normal-1, Poor-0	3	3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	MA Computer Sci MA Educat
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	8 years 6 years
Job Competence Assessment	Competence assessment through scenario based questions taken from TORs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	6	
Job Knowledge	Knowledge of the position and TORs s/he has applied for	Ask three questions on the job position and TORs (2 marks each * 3 questions)	6	5	
Computer Proficiency	Competence assessment through scenario based questions taken from TORs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	6	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	4	
Communication Skills	Effectively expressing and conveying ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	2	5	
Total Score			50	41	
Overall Remarks	Text marks = 42 Age = 36 no discipline Respond confident and well during interview seem over confident or have arrogant nature but but Interviewer's Signature:  Interviewer's Name: Ahmad Taji				

current UCPD

local (Karamba)
 Education: MA Computer Science Education
 Exp: 8 years
 Police Exp 6 years (current UCPD)

Coordination: Good
 Supervision: Good
 TORs: Good
 Computer: Excellent

positive.