

TRAINING & CONSULTING

CHIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

Candidate's Name Abdullah					
Position TPO - Tank					
Date of Interview 13-Mar-21					
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	M.Sc Maths
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		
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		
Total Score			50		
Overall Remarks TEST MARKS: 30. LOCALITY: Belongs to UC Pai Tehsil Tank. - Not meeting the criteria of experience. - Rejected					
Interviewer's Signature <i>[Signature]</i>					
Interviewer's Name ARIF AHMAD KHAN					

EXPERIENCE: - Current Staff. - Deployed on March, 2021 after contract closure.
 - Worked as TTM - 2019-2020
 - March - 2020 as UCPO - UC Pai.
 - Not aware with TORs and limited knowledge of program.

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INTERVIEW ASSESSMENT SHEET

Candidate's Name: **Abdullah** (12201-2667369-3)
Position: **TPO -**
Date of Interview: **18-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		
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3		
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5		
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		
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		
Total Score			50		

Overall Remarks: **Not enough experience**

Interviewer's Signature: **Zaid**
Interviewer's Name: **Mohammad Ali**

→ UCPO contract closure on 28th but adjust is.
Contract Renewed.
→ Masters in Mathematics.



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Candidate's Name	Aowix Abbas				
Position	TPO - Tank				
Date of Interview	13 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	2	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	MBA Finance
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	3	
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	3	Average
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	32	
Overall Remarks	<p><u>TEST MARKS</u> : 27</p> <p>Locality: UC Gara Gara Baloch - Tehsil - local</p> <p>Warily letter on account of insubly and threatening behavior with peers.</p>				
Interviewer's Signature					
Interviewer's Name	ARIF AHMAD KHAN NOT considered				

EXPERIENCE: ~~warily letter on account~~ Professional Attitude

23 Jan - 2015 - UCPO - Gara Baloch.

- Not familiar with the ToRs.
- Familiar with the area.
- Average communication skills.
- Not answer well to the scenario based questions.
- May be considered

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Candidate's Name: **Aamir Abbas, 12201-3060565-9.**
 Position: **TPO. - Tank.**
 Date of Interview: **13-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	1	
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	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	4	
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	4	
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 & reply accordingly	8	4	
Total Score				32	

Not Recommended
 Lack of confidence
 * Basic knowledge of Police job
 * Poor communication skills
 Muhammad Ali

→ Locality → Tank
 → Education → MBA-Finance
 → Experience → 2015 as UCPO. Contract closure at 28-Feb-2021
 → Married - 29 yrs.

Warning - Insult & Threatening behaviour towards Peers.
 21-Dec-2020