

CHIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

007

Candidate's Name
 Position

Jashtar Ali
 I.P.O. - Upper Kurra

Date of Interview

24-3-2021

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

5

3 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

7

UCPO

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

5.5 years

TC.SP.

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

5

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

6

Total Score

50

Overall Remarks

- Impressive communication skills.
 - Good program knowledge.
 - Good know how of the challenge.

Interviewer's Signature

[Signature]

Interviewer's Name

Sardar Sepi

over all excellent.

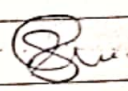
RE & TESTING

CHIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

Candidate's Name		Touheer Ali			
Date of Interview		24 - Max - 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	4	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	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	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	35	
Overall Remarks	<p><u>Test Marks:</u></p> <p><u>Locality:</u> Pasachinera, Upper Kurram.</p>				
Interviewer's Signature	ARIF AHMAD ICHAN				
Interviewer's Name					

Exp: - Families with supervisory skills (Overall 9 years)
 - Nov-2012 - 2015 UCPO
 - Nov-2015 - 28 Feb 2021. TCSP
 - Families with the TORs.
 - Families with the atead.
 - ~~Good~~ Communication -

May be considered

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Maisam Ali Shah				
Position	TPO- Upper Kurram				
Date of Interview	14 th March 2020				
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	3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	M.S (HRM)
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	4	
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	2	
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	5	
Total Score	50				
Overall Remarks	Total Exp ⇒ 8 years Spolia → 3 (admin background) in schools & Govt.				
Interviewer's Signature					
Interviewer's Name	Sarica Nisar				

⇒ did not responded to questions clearly.
 2) no idea of the TORs
 2) weak data mgt skills.
 ⇒

CTHP Training & Consulting (Pvt) Ltd
INTERVIEW ASSESSMENT SHEET

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Sayed Maisam Ali Shah
TPO

17-03-2021

Candidate's Name	Position	Date of Interview	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	1.5		
			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	MSE HPM in research mgt	
			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	5	Average	
			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	avg	
			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						
			Overall Remarks						
			Interviewer's Signature	<p>Good Personality Confident Knowledge ETC Average SOP Knowledge TORs</p>					
			Interviewer's Name	<p>Mohammad Ali</p>					

→ Had 8 years ; Ratio 5 years ; Admin officer in school
→ UCPO - contract closed

R#131

CTCP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET


Candidate's Name	Imdad Hussain.				
Position	TPO - Upper Kurram.				
Date of Interview	17 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 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	M.S Mph
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	4 years ATTM 1 year
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	4	
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	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	3	
Total Score			50		

Overall Remarks
 Total Exp => 7 years
 => 2 years Govt internship
 last assigned
 => 5 years in polio.
 UC => Malama

Interviewer's Signature: [Signature]
 Interviewer's Name: Saira Nisar
 4 year

=> not suitable for TPO position
 => lack leadership qualities
 => TORs were not clear
 => below average data management skills

CHIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

Candidate's Name	Zindad Hussain				
Position	TPO				
Date of Interview	2 17-03-2021				
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	1.5	
Conduct during Interview	General conduct/Communication with coordinators and penal members	Satisfactory=3, Normal=1, Poor=0	3	3	MS MPU
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	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	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	Good
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	Good
Total Score			50		
Overall Remarks	+ Confident + Knowledge + Good program + Job related + Good supervisory skills + Good Computer + Good knowledge + Good ITC skills				
Interviewer's Signature					
Interviewer's Name	Mohammad Ali				

→ UCPO 4 years;
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