

CHIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

Amir Abbas
 TPO - orakzai
 24-3-2021

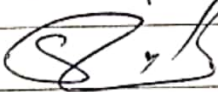


Date of Interview	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and penal members	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	MA 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	UPW 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	5	5.5 years
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	as ICSP lower.
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		

Overall Remarks - Not aware fully of the challenges.
 - Average communication skills.
 - Satisfactory computer skills.

Interviewer's Signature: [Signature]
 Interviewer's Name: Sardar Safi

- over all average competence.
 living in Sherkot District Kohat

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INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Rab Nawaz. 008				
Position	TPO. Orakzai.				
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.	M.Sc Pak studies.
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.	7 years UCPW.
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.	5 year TCSP
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	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	- Satisfactory communication skills. lower - Orakzai. - Good program and area knowledge. - Good in computer knowledge.				
Interviewer's Signature					
Interviewer's Name	Sardar Safi				

- Knows challenges.

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INTERVIEW ASSESSMENT SHEET

Candidate's Name	Muhammad Shabeer				
Position	TPO - Okakrai				
Date of Interview	17 - 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.A (IR)
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	(AoS) (Political Science)
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> 37 <u>Non Local</u></p> <p><u>Locality:</u> Mishti Mela - Belongs to Adjacent Tehsil (25 mins by Car)</p>				
Interviewer's Signature	ARIF AHMAD KHAN				
Interviewer's Name	ARIF AHMAD KHAN				

Experience: → Suitable for TPO.
 → Good Program knowledge.
 → UCPO - 2015 - 28 Feb 21 (6 years)
 → Familiar with the TORs of TPO.
 → Average communication skills
 → Belongs to Sunni Belt.

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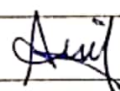
Candidate's Name						
Position						
Date of Interview						
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any	
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2		
Conduct during Interview	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	BS (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	2		
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	3	14	
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	15	
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	9	Average
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	3	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	25		
Overall Remarks						
<p>Test Marks: 31 Non-Local</p> <p>Locality: Mishti Mela, Central</p> <p>Rejected</p>						
Interviewer's Signature						
Interviewer's Name						
ARIF AHMED KHAN						

Experience:

- Aug - 2019 - Feb 21 (1.8 year)
- Not meeting the criteria (Less than 3 years experience).

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INTERVIEW ASSESSMENT SHEET

Candidate's Name	Aamir Abbas				
Position	TPO - Lower Orakzai				
Date of Interview	24 - 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	4	Master 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	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> 1</p> <p><u>Locality:</u> Belongs to Sheer Kot - Tehsil & District Kohat.</p>				
Interviewer's Signature					
Interviewer's Name	ARIF AHMAD KHAN				

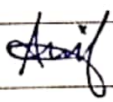
Experience:

- 2013 - 2015 UCPW / UCPO
- Nov 2015 - 28 Feb - 2021 TCSP

- Currently living in Kohat.

- Average Communication skills.
- Warning received on account of absentalism.

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INTERVIEW ASSESSMENT SHEET

Candidate's Name	Rab Nawaz				
Position	TPO - Lower Oratza				
Date of Interview	24 - 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	4	M. Astor Pak Study
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	Bachelor Political Science
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	4	Average
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	35	
Overall Remarks	<p><u>Locality:</u> Anjani - Local</p> <p><u>Test Marks:</u></p>				
Interviewer's Signature					
Interviewer's Name	ARIF AHMAD KHAN				

Experience:

- 2013 - 2015 UCPW - Anjani.. (Overall 8 years)
- Nov 2015 - 28 Feb, 21 TCSP
- Sober Personality
 - Worked in High Risk UC.
 - Familiar with the TORs.
 - No disciplinary action.
- Familiar with the reporting tools.
 - Can be considered for TPO