

CNIP Training & Consulting (Pvt) Ltd
 INTERVIEW ASSESSMENT SHEET

Candidate's Name	Sadagat Haroon				
Position	UCPO Karak South				
Date of Interview	8 th June 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	4	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	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	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	(25)
Total Score			50		

Overall Remarks - TIM Karak South for 01 campaign - Good communication skills.
 - Have job related knowledge.
 - Knows about the issues of Polo Program.
 - Have info about AFP surveillance. → Comp

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Interviewer's Signature - Sol's are clear
 Interviewer's Name - Ayesha Naeem
 Skills are average.

Residence - Esah Chontra, Tehsil Karak - (12 km to Karak South)
 current address - Kohat.
 - General exp → 6 years including 5 years in Polo.
 UCPO - Esah Chontra (2016 till 2021).
 currently - UCSP (March 2021) till now.

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Shahid Ali Shah				
Position	UCPO Karah South				
Date of Interview	3rd June, 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. B.S MA Pol. Sc
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	7	
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	35
Total Score			50		
Overall Remarks	→ worked in Karah South as team member for 2 years. → Avg computer skills. → Hafiz - e - Quran so have influence in community. → Knows about the HRMPs of the area and also about strategies to cope different types of refusals. → Average Supervisory skills. → soft are clear.				
Interviewer's Signature	Ayesha Naeem				
Interviewer's Name	Ayesha Naeem				

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* Residential UC - Meeta Kheh, boundary with Karah South (3 to 4 mins from residence health facility of KS).
 ⇒ General experience - 6 years with NGOs.
 Polio exp - 5.5 years.
 UCPO - UC Meeta Kheh from 2016 till 2021.