


R# 2035

CHIP Training & Consulting (Pvt) Ltd  
 INTERVIEW ASSESSMENT SHEET

Candidate's Name	IKHTISAR Khan				
Position	TPO- B.D Shah				
Date of Interview	15 <sup>th</sup> 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 in 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	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	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	5	
Total Score			50		
Overall Remarks	Total Exp = 10 years ⇒ 6 year TTM 6 months UCPO 5.5 years				
Interviewer's Signature					
Interviewer's Name	Seera Nisar				

Current UCPO ⇒ Thalla Ismail Kher.  
 ⇒ Positive attitude.  
 ⇒ Clear Idea of TORs.  
 ⇒ Responded Positively to the Questions.  
 ⇒ below average data management skills

CHIP Training & Consulting (Pvt) Ltd

INTERVIEW ASSESSMENT SHEET

Roll 2035

IKhtisar Khan  
 TPO - B.D. Shah

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	3	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	MA SR
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	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	5	
Total Score			50	35	

Overall Remarks

Test marks = 25 Age = 40  
 no disciplinary  
 Respond well during interview  
 overall good candidate

~~non-local~~

Interviewer's Signature



Interviewer's Name

Athad Tajir

locality: local

language: Pashto

Education: MA SR

Exp: 10 years

Polio Exp: 6 years (LTM, Uepo) latter minail khat  
 6 months 5.5 years

Coordination: Good.

Supervisions Good

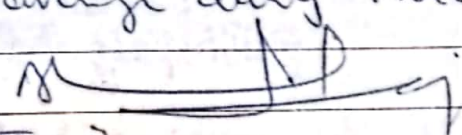
TORS: Good

Computer: below Avg.

CHIF Training & Consulting (Pvt) Ltd

INTERVIEW ASSESSMENT SHEET

Roll 2036

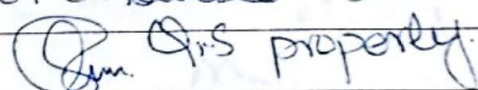
Candidate's Name	Muhammed Afif				
Position	TPO - B.D. Sheh				
Date of Interview	15-Feb-2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and panel members	Satisfactory=2, 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	MA Political Science BBA hrs.
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	3	
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	1	
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	5	3	
Total Score			50	22	
Overall Remarks	current user Text marks = 25 Age = 35 no disciplinary Perform below average during interview				
Interviewer's Signature					
Interviewer's Name	Athad Taji				

locality local (Terri)  
 Education, MA Political  
 Exp: 10.5 years  
 Police Exp: 8 years (TMM, UEPD)

Coordination: fair  
 Supervision: fair  
 TORs: poor  
 Computer: poor.

R# 2036

CHIP Training & Consulting (Pvt) Ltd  
 INTERVIEW ASSESSMENT SHEET

Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Candidate's Name	M. Abif				
Position	TPO - B.D. Strah				
Date of Interview	15 <sup>th</sup> March 2024				
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	→ 1	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	→ 5	BBA (Hons) & M.A Pol.
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	T.T.M & I.P.S
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	
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	→ 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	25	
Overall Remarks	⇒ body language & attitude during interview was not positive ⇒ didnot answered Scearnio based Qns properly.				
Interviewer's Signature					
Interviewer's Name	Saira Nisar				

UC ⇒ Teri  
 Total Exp ⇒ 10.5 years  
 Current ucpo ⇒ Gurugruy  
 ⇒ 8 years Polio Exp  
 2 years T.T.M  
 1 year T.T.P.S  
 2016-