

Criteria For Selection for Appointments

Note:

- For initial appointment candidates with degrees from foreign universities, must produce HEC recognition/equivalence certificate at the time of interview/joining (if selected).

1. Criteria for Appointment of officers of Khyber Pakhtunkhwa Urban Mobility Authority in Basic Pay Scale 17 and above except Managing Director

- The total marks for evaluation in case of appointment by initial recruitment of officers of the Authority in BPS-17 and above shall be one hundred (100) to be awarded on the basis of the following formula:

S.No.	Description	Marks
1	Academic Record	30
2	Higher Relevant Qualification	10
3	Experience	30
4	Computer proficiency test	10
5	Interview	20
	Total	100

- Screening test for the certain positions as deem appropriate by the Selection Board shall be conducted and all candidates shall be subject to screening test for such positions, to be conducted through an authorized external testing body.
- The candidates who qualify the screening test shall be considered for further recruitment.
- In case two candidates obtain same marks as per above mentioned criteria then the candidate with higher marks scored in screening test shall be considered for offer for appointment.
- Based on results of the screening test and subject to the eligibility, a maximum of six (06) candidates from top of merit for each vacancy shall be called for interview:

Provided that, in case no candidate from the top six (06) of the list is selected in interview, after recording the reason for dropping each candidate, the same exercise shall be repeated for next top six (06) candidates from the merit list and this exercise shall be continued till the vacancies are filled.

- In the event of equal marks in the screening test by more than six (06) candidates, in each set, all such candidates shall be called for interview, if otherwise found eligible.
- **Details of above formula shall be as under.**

Academic Record (30 Marks)

- The academic marks of all the four examinations (Matric to prescribed qualification) are to be calculated as under:
- For Gold Medal in prescribes or higher degree = 5 Marks

- The remaining 25 marks shall be calculated as under:

$$\frac{\text{Sum of the marks obtained from Matric to prescribed qualification} \times 25}{\text{Sum of the total marks from Matric to prescribed qualification}}$$

- To illustrate, if a candidate obtains 2100 marks out of 3600 marks in four examinations, his credit will come to:

14.58 marks out of 25, to be counted as 15 marks

Explanation : Fraction in point 5 & above be round off to next digit to round it like 14.5 =15, and fraction in point 4 & below to be round off in last digit like 14.4 =14).

Higher Relevant Qualification (10 Marks)

- The marks for higher qualification than the prescribed qualification shall be allocated as under:

One stage above	Two stages above	Three stages above
03	03	04

Experience (30 Marks)

- Experience marks shall be awarded only in those cases where experience forms part of the requisite qualifications. While awarding experience marks, the period of minimum requisite experience shall be deducted and thereafter, 03 marks per year shall be awarded for additional experience up to 5 years. In case the additional experience exceeds the limit of five years, then the credit thereafter shall be 03 mark for each completed year; provided in such case maximum 15 be given.
- The fraction of experience less than one year shall be ignored.
- The following principles shall be followed in determining the experience for those posts where experience is laid down as part of qualification:
 - Prescribed experience means the experience gained in line in a regular full paid job required after obtaining the prescribed qualification. Period spent on study whether inside or outside the country during service except the period in acquiring PhD or M. Phil in the relevant field will be excluded from the claimed length of experience.
 - Experience gained during appointment on ad-hoc or contract basis or in officiating capacity shall be counted towards eligibility.
 - Period of practical training undergone by a candidate for becoming eligible for the award of actual degree shall be counted as experience, if such experience has been gained after and not during academic session.

Computer Proficiency Test (10 Marks)

- Candidates qualifying for interview shall, before interview, be subjected to computer proficiency test, to be conducted by the Short Listing Committee, constituted by the Selection Board. The marks obtained shall be counted towards evaluation.

Interview (20 Marks)

- Members of the Selection Board shall record their marking independently. After the interview the final grade of Candidate based on the assessment of the members shall be determined on the basis of average by aggregating the marks awarded by each member.

2. Criteria for Appointment of Employees of Khyber Pakhtunkhwa Urban Mobility Authority in Basic Pay Scale 16 and below.

- **For post in BPS-1 to 6.**--Criteria shall be adopted by the Selection committee for selection of suitable candidates for appointment against the posts in BPS-1 to 6, keeping in view the qualification, age limit etc. prescribed in this Regulation.
- **For posts in BPS-7 to 16.**—For appointment to posts in BS-7 to 16, the total marks shall be 100 as per formula given below:

1.	Prescribed qualification	30
2.	Higher relevant qualification	10
3.	Experience	30
4.	Computer Proficiency Test	10
5.	Interview	20
Total Marks		100

- Screening test for the certain positions as deem appropriate by the selection committee shall be conducted and all candidates shall be subject to screening test for such positions, to be conducted through an authorized external testing body.
- The candidates who qualify the screening test shall be considered for further recruitment.
- Incase two candidates obtain same marks as per above mentioned criteria then the candidate with higher marks scored in screening test shall be considered for offer for appointment.
- Based on results of the screening test and subject to the eligibility, a maximum of ten (10) candidates from top of merit for each vacancy shall be called for interview:

Provided that, in case no candidate from the top ten (10) of the list is selected in interview, after recording the reason for dropping each candidate, the same exercise shall be repeated for next top ten (10) candidates from the merit list and this exercise shall be continued till the vacancies are filled.

- In the event of equal marks in the screening test by more than six (06) candidates, in each set, all such candidates shall be called for interview, if otherwise found eligible.

- Details of above formula shall be as under.

Prescribed Qualification (30 marks).

- The academic marks of all the four examinations (Matric to prescribed qualification) are to be calculated as under:-

Sum of the marks obtained from Matric to prescribed qualification x 30

Sum of the total marks from Matric to prescribed qualification

- To illustrate, if a candidate obtains 2100 marks out of 3600 marks in examinations of minimum required qualification, his credit will come to:
17.5 marks out of 30, to be counted as 18 marks.

Explanation: Fraction of point 5 & above shall be round off to next digit like 17.5 be counted as 18 , similarly fraction of point 4 shall be round off to last digit like 17.4 be counted as 17.

Higher Qualification (10 marks).

- For higher education above the prescribed qualification for a particular post, **10** marks shall be allocated as under:
 - One stage above 03
 - Two stages above 03
 - Three stages above 04

Explanation: Marks allotted in every stage be accumulated like if a candidate processes two stage higher qualification then he/she would be given 3+3 = 6 marks, and candidate with three stage higher qualification would be given 3+3+4=10 marks.

Experience. (30 marks)

- For experience in the relevant field for a particular post, 30 marks shall be allocated as under:
 - Experience marks shall be awarded only in those cases where experience forms part of the requisite qualifications. While awarding experience marks, the period of minimum requisite experience shall be deducted and thereafter, three (03) marks per year shall be awarded for additional experience, up to ten (10) years. Provided for experience over & above ten (10) year shall be given maximum 30 marks.
 - The fraction of experience less than one year shall be ignored.
 - The following principles shall be followed in determining the experience for those posts where experience is laid down as part of qualification:
 - Prescribed experience means the experience gained in line in a regular full paid job required after obtaining the prescribed qualification. Period spent on study whether

inside or outside the country during service except the period in acquiring PhD or M. Phil in the relevant field will be excluded from the claimed length of experience.

- Experience gained during appointment on ad-hoc or contract basis or in officiating capacity shall be counted towards eligibility.
- Period of practical training undergone by a candidate for becoming eligible for the award of actual degree shall be counted as experience, if such experience has been gained after and not during academic session.
- Experience gained in the recognized institution shall be taken into consideration if it is supported by valid documentary proof.

Computer Proficiency Test (10 marks)

- Candidates qualifying for interview shall, before interview, be subjected to computer proficiency test and marks scored in computer proficiency test shall be calculated in the merit list before interviewing.

Interview.(20 marks)

For interview only 20 marks shall be allocated.

Members of the Selection Committee shall record their marking independently. After the interview the final grade of Candidate based on the assessment of the members shall be determined on the basis of average by aggregating the marks awarded by each member.