



UNIVERSITY OF BALTISTAN, SKARDU

Assessment Criteria

Assessment Criteria for the non-teaching positions will be as follows:

		BPS 16 and above	BPS 8 to 15	BPS 1 to 7
Test (Optional)				
1	Test (Optional)	25	25	50
Qualification and Experience				
1	Academic Record	30	30	N/A
2	Experience	10	10	10
Total		65	65	60
Interview				
1	Subject Knowledge	10	10	10
2	Communication Skills	10	10	10
3	Aptitude & Personality	10	10	10
Total		30	30	30
Gold Medalist (in terminal degree only or MS) or 1 st division throughout academic career (From SSC to terminal degree)		05	05	N/A
Resident(s) of Baltistan		N/A	N/A	10
Grand Total		100	100	100

1. **Test:** The Vice Chancellor may decide the option of test time-to-time and case to case bases. The University may select/appoint external testing body or internal committee to conduct test. Less than 50% marks in test or final evaluation shall be considered fail or not recommended.
2. **Academic Record:** The marks will be given to the candidate on basis of their academic record, according to the Criteria given in "Marks distribution (Academic Record)" table below
 - a. In case of additional degree (other than the minimum requirement) only subject relevant degree will be given marks (Upto one additional degree).
 - b. The candidates having multiple degrees at same level only one with maximum score will be counted for calculation.
 - c. Normally the annual system will be evaluated on the basis of percentage and semester system on the basis of GPA/CGPA.
 - d. If both GPA/CGPA and Percentage given in the mark sheet/transcript the GPA/CPGA will be used for calculation.

Marks distribution (Academic Record) for BPS 16 and above

SSC	HSSC	14 Years	16 Years	MS/M. Phil (Eqv.)	PhD
4	4	5	5	6	6

Marks distribution (Academic Record) for BPS 8 to 15

SSC	HSSC	14 Years	16 Years
7	7	8	8

3. Experience:

- a. One (01) mark per year, above the minimum required experience years.
- b. The experience shall be full time in a reputed Public/Private sector organizations.
- c. The candidate must provide experience certificate from the competent authority.
- d. In case of overlapping experience the highest score will be counted.
- e. In the consideration of the experience, the decision of the committee will be final.