

**Marking Scheme applied for the selection of an officer for the post of Provincial Director
of Education in the Provincial Education Department - North Western Province**

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Criteria	Method of Awarding Marks		Maximum Marks
01. Seniority - Satisfactory service in Education Administrative Service in Class I (period on secondment basis and no pay will not be counted.)	02 marks per year for 15 years (2x15) - Maximum 30		40
02. Active service period in Education Administrative Service for immediately prior 05 years in North Western Province	02 marks per year for 05 years (2x5) - Maximum 10 points		
03. Period of active service in a post belonging to Class 1	01 mark per year for 15 years (01x15) - Maximum 15 points		15
04. I. Higher Educational Qualifications; (a) Post Graduate Degree obtained in addition to the Post Graduate Degree which submitted for the requirements of the Minutes of Service	10 Marks (Only one postgraduate degree will be considered)		10
(b) Post Graduate Diploma obtained in addition to the Post Graduate Diploma which submitted for the requirements of the Minutes of Service	5 Marks (Only one postgraduate diploma will be considered)		
05. Local / Foreign trainings related to the individual's subject area	1. Local trainings - maximum 05 marks (a) More than 03 months / 150 hours - 02 marks (b) More than 06 months / 300 hours - 03 marks (c) More than one year / 500 hours - 05 marks 2. Foreign Trainings - Maximum 10 marks (a) More than 01 months - 03 marks (b) Between 03 – 06 months - 05 marks (c) More than 06 months - 10 marks		15
06. Performance in the immediately prior 05 years	Year	Excellent or above average (2x5) - Maximum 10 marks	10
07. Certificates of commendation given as per approved format	For maximum 05 Certificates (1x5) - 05 Marks		05
08. Skills displayed in the interview	I. Content, accuracy, manner of presentation of the information provided - 03 marks II. Ingenuity displayed by the candidate in responding to the inquiries of the interview panel - 02 marks - Maximum 05 points		05
Total			100