

# Annex 1

## SELECTION CRITERIA FOR POSITIONS OF ASSISTANT DIRECTOR

**Maximum marks: 200**  
**Pass mark: 120**

|  |           |
|--|-----------|
| <b>1. Intellectual ability</b>                                 | <b>50</b> |
| - Ability to think strategically                               | 25        |
| - Analytical ability and sequential thinking                   | 25        |
| <b>2. Leadership skills</b>                                    | <b>50</b> |
| - Ability to lead, supervise and motivate staff                | 20        |
| - Initiative and ability to set objectives and deliver results | 15        |
| - Personal integrity and ethical commitment                    | 15        |
| <b>3. Management skills</b>                                    | <b>50</b> |
| - Knowledge of basic management procedures and practices       | 20        |
| - Communication and presentation skills (oral and written)     | 15        |
| - Ability to negotiate with and influence others               | 15        |
| <b>4. Position-related requirements</b>                        | <b>50</b> |
| - Knowledge and competencies relevant to the position          | 15        |
| - Experience relevant to the position                          | 15        |
| - Qualifications relevant to the position                      | 20        |