

**Note:**

- The marks obtained during the shortlist shall not be carried forward to the final selection interview.
- Marking for the above documents shall be considered only after entry into the Civil Service.
- For civil servants who obtained Bachelor degree qualification through in-service programme, their individual achievement shall be counted from the date of appointment after getting selected through BCSE.
- Rural posting weightage shall be as per Schedule 9/E
- A candidate shall not be shortlisted if he had availed RGoB Scholarship and was unsuccessful in completing the course for reason within his control.

**Step 2 VIVA VOCE (Out of 100 points)**

Criteria	Factors	Weightage	Marks
General Competency	<ul style="list-style-type: none"> <li>• Language proficiency -5</li> <li>• Pursuit of continuing learning - 10</li> <li>• Presentation (Communication and Comprehension) skills- 10               <ul style="list-style-type: none"> <li>○ Content</li> <li>○ Organisation of thoughts</li> <li>○ Clarity in expression</li> <li>○ Analytical ability</li> </ul> </li> <li>• General awareness - 5</li> </ul>	30	
Professional and Personal Leadership attributes	<ul style="list-style-type: none"> <li>• Planning skills</li> <li>• Self-management and adaptability</li> <li>• Acting with integrity and engaging responsibly with risk</li> <li>• Ethical practice</li> <li>• Creating and maintaining productive working relationships and associations</li> <li>• Knowledge sharing and transfer</li> <li>• Problem-solving and relationship-building</li> <li>• Managing for results</li> <li>• Influencing others and negotiating effectively</li> <li>• Inclusive participation and ownership</li> <li>• Identifying and managing change</li> <li>• Ability to create and communicate a vision</li> <li>• Leading by example and inspiring others</li> </ul>	35	
Potential	<ul style="list-style-type: none"> <li>• Strength of rationale for selecting study programme</li> <li>• Anticipated individual outcomes</li> <li>• Strength of relationship of study programme to current and future work experience</li> <li>• Anticipated institutional/disciplinary/occupational outcomes</li> <li>• Strength of relationship of study programme to home country's development priorities</li> <li>• Anticipated benefits to home country</li> </ul>	35	
<b>TOTAL</b>		<b>100</b>	

Name and Signature of Panel Member

Date: