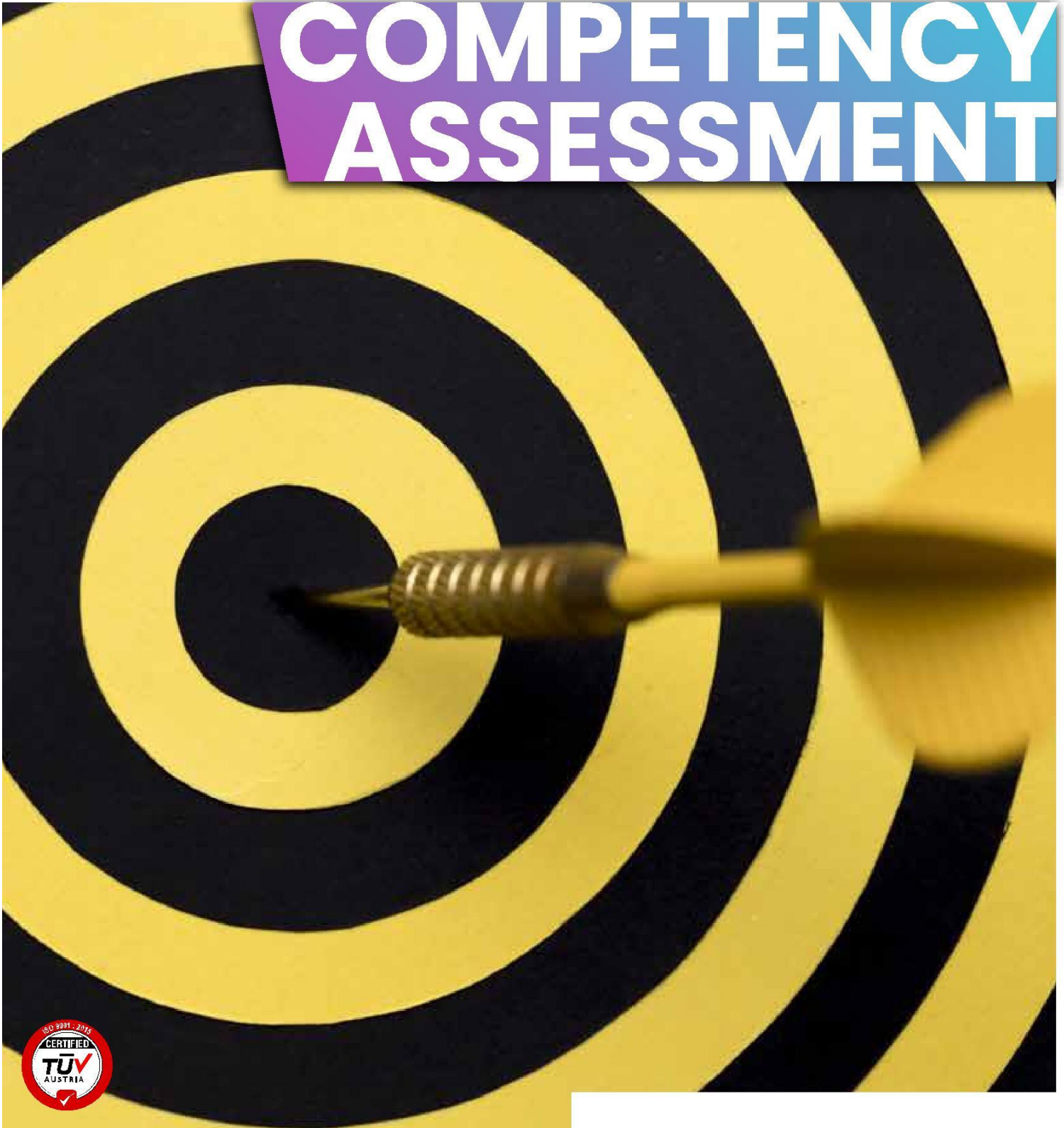




THE INSTITUTE OF
BANKERS PAKISTAN

COMPETENCY ASSESSMENT



Competency Assessment is the modern tool adopted by organizations to ensure application of the one basic rule of HR Management – The Right Person for The Right Job. Organization employs tools and assessment techniques to shortlist candidates, either at the time of hiring or at the time of functional promotions to ensure that the candidate possesses the bear minimum competence to get the job done. These tools enable organizations to inculcate transparency all the while nurturing a culture of learning and self-investment amongst the employees of an organization.



Competency Assessment

The Institute of Bankers Pakistan

The Institute of Bankers Pakistan (IBP) is Pakistan's only recognized Institute dedicated to providing technical training services for the banking industry in the country since 1951. The Institute's mission is to train and develop a sound human resource base for the financial sector. IBP stands as the only reputed and recognized entity in Pakistan offering a wide variety of sector-specific trainings, professional development programs and certifications. Being ISO 9001:2015 certified, the Institute holds a prominent position in the financial sector due to its unbound commitment towards continuous improvement.

IBP also offers qualitative services like customized trainings, assessment & recruitment tests, capacity building workshops etc. IBP takes pride in being associated with internationally acclaimed institutes from the banking and finance sector, which includes Chartered Banker Institute (CBI), UK; Bangor Business School (UK); McKinsey Academy, Moody's Analytics and FAA Malaysia to deliver International Best Practices for the banking fraternity in Pakistan.

Competency Assessment

Competency Assessment Tools as developed by IBP can be accessed either;

- ◇ At the time of Recruitment, or;
- ◇ At the time of Promotions (functional or grade based);

Recruitment Assessment and Training

IBP houses the best recruitment management SOPs for hiring management of recruitment drive for any financial institution, irrespective of size or geography. Backed by technology, IBP extends transparent and efficient management of the end-to-end process on behalf of the employer,

from initial application, screening (as per agreed criterion from the client), assessments (physical or online tests) and interviews. IBP has the capacity and outreach to arrange and establish testing centers, as per policy and requirement based on the candidate population.

Once the recruitment and assessment process has been completed, the Employer also has the option to opt for customized training solutions for fresh hires which enables efficient job readiness and enhances overall operational delivery of the candidates. Training duration and content is mutually agreed upon with the client, which includes physical or online content delivery.

Promotion Assessment and Training

IBP's Promotion Assessment Tools enable organizations to ensure that the candidates being recommended for vertical growth, possess the right competence for delivering the organizations goals in the future. The entire process of promotional assessment is managed transparently, either through online or physical tests, empowering organizations in their promotion process. Organizations can opt for either of the following assessment routes

Certification Route

Customized job role specific certifications with pre and post assessments, as the founding criterion for promotion eligibility;

Assessment Route

Organizations can adopt any of the following options as the founding criterion for promotion eligibility;

- ◇ Department / Group based grade specific assessments or
- ◇ Generic Assessment i.e. grade based with varying difficulty levels.

FOR DETAILS:

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