

**Approved Content Weightages for The Khyber Pakhtunkhwa Health
Foundation (KPHF)**

Sr. No	Designation of the Post	Criteria and Subject Division	Subject % Weight
01	Deputy Director Procurement	As per the advertisement	100%
		Verbal Reasoning	20%
		Analytical Reasoning	15%
		IQ	15%
		Procurement Management	20%
		Supply Chain Management	10%
		KPPRA Rules	20%
02	Deputy Director Program Development	As per the advertisement	100%
		Verbal Reasoning	30%
		Analytical Reasoning	30%
		IQ	30%
		Cost Benefit Analysis	10%
03	Deputy Director Projects	As per the advertisement	100%
		Verbal Reasoning	30%
		Analytical Reasoning	25%
		IQ	25%
		Public Health	10%
		Project Management	10%
04	Deputy Director Contract Management	As per the advertisement	100%
		Verbal Reasoning	50%
		Analytical Reasoning	10%
		IQ	10%
		Corporate Law	10%
		Contract Law	10%
		English Legal Language	10%
05	Deputy Director M&E	As per the advertisement	100%
		Verbal Reasoning	20%
		Analytical Reasoning	25%
		IQ	25%
		Monitoring and Evaluation	15%
		Public Health	15%
06	Deputy Director Accounts	As per the advertisement	100%
		Verbal Reasoning	20%
		Analytical Reasoning	30%
		IQ	10%
		Financial Accounting	10%
		Management Accounting	10%
		Auditing	10%
		Business Taxation	10%
07	Financial Analyst	As per the advertisement	100%
		Verbal Reasoning	20%
		Analytical Reasoning	50%
		IQ	20%
		Cost benefit Analysis	10%

08	Assistant Director HR	As per the advertisement	100%
		Verbal Reasoning	30%
		Analytical Reasoning	20%
		IQ	20%
		Organizational Behavior	10%
		HRM functions: Recruitment, Orientation, Training and Development	10%
		HR policies, Performance Appraisal Systems	10%
09	Assistant Director IT	As per the advertisement	100%
		Verbal Reasoning	15%
		Analytical Reasoning	20%
		IQ	15%
		Programming Fundamentals	05%
		Computer Communication and Networks	10%
		Operating Systems	10%
		Database Systems	05%
		Application, Web and Database Server handling	05%
		Data Structures and Algorithms	10%
		Digital Logic and Computer Organization	05%
10	Assistant Director Accounts	As per the advertisement	100%
		Verbal Reasoning	20%
		Analytical Reasoning	20%
		IQ	10%
		Financial Accounting	30%
		Management Accounting	10%
Auditing	10%		
11	Assistant Director Internal Control	As per the advertisement	100%
		Verbal Reasoning	20%
		Analytical Reasoning	20%
		IQ	20%
		Fundamentals of Management	10%
		Fundamentals of Economics	10%
		Financial Accounting	10%
Auditing	10%		
12	Assistant Director Public Relations	As per the advertisement	100%
		Verbal Reasoning	40%
		Analytical Reasoning	20%
		IQ	20%
		Social Media Communication	10%
		Development Support Communication	05%
International/Global Communication	05%		
13	HR Assistant and Officer-Level Positions (M&E, Projects, Operations, Procurement, IT, Contract Management)	As per the advertisement	100%
		Verbal Reasoning	30%
		Analytical Reasoning	30%
		IQ	30%
		Basic Computer Knowledge (MS-Word, Excel, Power Point)	10%