

**QUALIFICATION, SKILL REQUIREMENTS AND JOB DESCRIPTION**  
**FOR PSYCHOLOGICAL ASSESSMENT SPECIALIST**

**Qualification:** Masters in Psychology (Preferably Industrial Psychology)

**Experience:** Minimum 15 years relevant experience in the field of Psychometric/psychological assessment in organizations. (Having an experience of Energy sector organization shall be preferred)

**Skill Requirements:**

- Hands-on experience of conducting psychological assessment for recruitment
- Good interpersonal and communication skills
- Report writing
- Good analytical and observational skills
- Developing, testing and evaluating behavioral assessment tools

**Period of Hiring:** Up to two months; for the assignment of conducting psychological assessment of approximately 350 individuals.

**Place of Posting:** Lahore, Pakistan.

**Key Responsibilities:**

- To design the format for psychological assessment of candidates (applied for career term recruitment) using different tools; primarily one-on-one interviews
- To apply psychological assessment tools on the candidates and give feedback/ report of each candidate
- To brief the Management/ selection committee about utilization of psychological assessment reports/ feedback
- Ensure confidentiality and integrity of the process
- To apply profession acumen and maintain professional conduct