

Marking Summary- Highway Engineering Expert					
S. No.	Criteria	Supporting Documents Required	Max Marks	Applicant's Credentials	Marks Awarded
Preferred Qualification and Experience					
1	Total post-qualification Experience in construction / infrastructure sector: Max 25 marks 5 marks for each additional completed year (over 10 years minimum exp)	Relevant documents clearly establishing Work experience start and end dates.	25		
2	Experience in design and construction of national highways and / or expressways - Max 35 marks 5 marks for each completed year of such experience	Relevant documents establishing Work experience in the domain clearly establishing start and end dates.	35		
3	Proven track record of working with state / central government organisations / bilateral / multilateral organizations on programs of similar nature and size - Max 10 marks 5 marks for each completed year of such experience	Relevant documents establishing Work experience in such organisations clearly establishing start and end dates.	10		
4	Master's degree or higher (full time) in Civil Engineering / Structural Engineering - Max 20 marks	Relevant Educational Qualification degree / marksheet (other than one which has been considered as minimum qualification)	20		
5	Certificates / Courses in relevant areas - Max 5 marks	Relevant Certificates / Courses documents	5		
6	Honors / Awards in relevant area - Max 5 marks	Relevant documents regarding Honors / Awards conferred to the Applicant	5		
Total Marks on Preferred Qualification and Experience			100		
A Weighted marks on Preferred Qualification and Experience (@40%)			40		
Cut-off Marks @60% of weighted Marks on Preferred Qualification and Experience			24		
Key Accountabilities					
S. No.	Marking Parameter	Supporting Documents Required	Max Marks		Marks Awarded
1	Design a strategic plan and roadmap for construction of modern highways and their maintenance in the State of Bihar, in conjunction with relevant stakeholders in the Department (Principal Secretary, Secretaries etc.) and related functionaries.	Supporting documents to establish candidates experience - strategic plan / roadmap / work plan / policy related work Domain	15		
	Assist the Department in formulating new policies and reforming existing policies in order to remove procedural delays and expedite the construction of highways and bridges Contribute to Department's work plan related to development of complete road construction or reconstruction plans and specifications, including recommended route locations, minimum design standards, laying grades and computing quantities of materials, through insightful analysis and innovative solutions	Brief Description supporting applicant's suitability for the position.	10 Only if Supported with document(s)		
2	Conduct research and provide insights and perspective to ensure incorporation of best practices and latest trends / technologies in relevant domain.	Published research work / articles in journals / websites in relevant domain	25		
3	Liaise with relevant officials in the concerned Department to develop ideas and plans to address other priorities related to the Department and undertake strategic and operational planning. Establish and build partnerships with important and relevant national and international level bodies and organizations like Construction Federation of India, World Road Association, Engineering Council of India, IRCON Indian Association of Structural Engineers etc. Research and Training institutes including Central Road Research Institute (CRRI), Engineering Staff College of India etc., and leading private organizations to garner support for building of new infrastructure and upgrading highways and other transport facilities in the State	Documents establishing applicant's engagement with such organisations such as Authorisation letter / Office Order / Appreciation letter / Engagement Letter / co-author of reports / participation in meeting with such agencies etc.	25		
4	Design capacity building programmes /sessions, Provide guidance and support to the Department / team in relevant domain	Supporting document(s) to establish candidates experience in capacity development in relevant domain.	25		
Total Marks on Key Accountabilities			100		
B Weighted marks on Key Accountabilities (@60%)			60		
Cut-off Marks @60% of Weighted marks on Key Accountabilities			36		
Grand Total of Weighted Marks (A + B)					