

Annex 1

Evaluation Criteria

Evaluation Criteria and Scoring Methodology

Applicants shall first be assessed against the mandatory minimum qualification and experience requirements specified in this TOR. Applicants who do not meet the mandatory minimum requirements shall not proceed to the evaluation process.

Eligible applicants shall be evaluated based on the following criteria:

#	Evaluation	Weightage
1	Academic Qualification	10
2	Relevant Experience & Similar Assignments	20
3	Practical Examination	40
4	Technical Interview	30
Total		100

1. Academic Qualification - 10 Marks

Academic qualifications shall be evaluated based on certificates and other supporting documents submitted by the applicant.

Qualification	Weightage
Relevant master's degree	Additional 5
Relevant professional qualification/certification where no relevant Master's Degree is held	Up to 5
Bachelor's degree in computer science, Software Engineering, Information Technology, Information Systems, or a related field — Mandatory	5
Maximum Marks	10

Applicants who do not possess the minimum academic qualification required under this TOR shall be considered ineligible.

2. Relevant Experience & Similar Assignments - 20 Marks

Relevant professional experience and previous assignments shall be evaluated based on the applicant's CV and supporting documentation.

2.1 Relevant Software Development Experience - 10 Marks

Relevant Professional Experience	Weightage
Less than the minimum experience required under the TOR	Not Eligible
5 years to less than 6 years	6
6 years to less than 7 years	7
7 years to less than 8 years	8
8 years to less than 9 years	9
9 years or more	10

2.2 Similar Assignments - 10 Marks

Similar assignments shall include HR management systems, workflow systems, case management systems, government/enterprise applications, or other information systems of comparable nature and complexity.

Completed Similar Assignments	Weightage
No similar assignment	0
1 similar assignment	4
2 similar assignments	7
3 or more similar assignments	10

The applicant shall provide sufficient information to identify the assignment, organization/client, scope of work, applicant's role, technologies used, duration, and completion status. JSC may request supporting documents or references to verify the information provided.

3. Practical Examination - 40 Marks

Shortlisted applicants shall undertake a practical examination designed to assess their actual software development ability using technologies relevant to the assignment. All candidates shall be given the same or equivalent practical examination under conditions determined by JSC.

Practical Examination Area	Weightage
PHP/Laravel application development	15
MySQL database design, queries and data handling	8
REST API development and integration	7
Authentication, authorization and application security	5
Debugging, problem-solving, Code quality, structure and maintainability	5
Total	40

The practical examination may require candidates to develop, modify, debug, integrate, or complete software components based on a scenario provided by JSC. Marks shall be awarded based on successful completion of the required functionality, correctness of implementation, quality of code, appropriate database design, security considerations, error handling, and the candidate's ability to troubleshoot technical issues.

4. Technical Interview - 25 Marks

Candidates shall undergo a structured technical interview. The same core technical questions and scenarios shall be used for all candidates as far as practicable.

Technical Interview Area	Weightage
Understanding of PHP/Laravel, databases and application architecture	5
Understanding of APIs, system integration, authentication and authorization	5
Understanding of application security, testing, deployment and maintenance	5
Understanding of the assignment and proposed implementation approach	5
Technical problem-solving and response to scenario-based questions	5
Communication and ability to work with JSC stakeholders	5
Total	30

For each interview criterion, marks shall be awarded based on the accuracy, relevance, completeness, and practical applicability of the candidate's responses.

Evaluation Process

Stage 1 - Eligibility Verification: JSC shall verify whether the applicant meets the mandatory minimum qualification and experience requirements specified in the TOR. Applicants who do not meet the mandatory requirements shall not proceed further.

Stage 2 - Academic Qualification and Experience Evaluation: Eligible applicants shall be evaluated based on their academic qualifications, relevant professional experience, and similar assignments using the documentary evidence submitted with the application.

Stage 3 - Practical Examination: Shortlisted applicants shall undertake the practical examination. The examination shall be evaluated using a standard marking scheme approved by JSC.

Stage 4 - Technical Interview: Candidates proceeding to the interview shall be assessed using a structured technical interview and standard evaluation form.

Stage 5 - Final Score: The marks obtained under Academic Qualification, Relevant Experience & Similar Assignments, Practical Examination, and Technical Interview shall be combined to determine the applicant's final technical evaluation score out of 100.

JSC reserves the right to verify qualifications, employment history, previous assignments, references, and any other information submitted by applicants.