



(١) مِنْ كُلِّ أَنْوَارِ شَرِيقَةِ الْمُجْدِيِّينَ حَتَّىٰ يَقْرَبَ سَوْفَ إِلَيْهِ مَوْتِهِ فَإِذَا
أَنْتَ تَرْكِيْبَهُ، حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ، حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ.

(٢) حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ، حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ.

(٣) مِنْ كُلِّ أَنْوَارِ شَرِيقَةِ الْمُجْدِيِّينَ حَتَّىٰ يَقْرَبَ سَوْفَ إِلَيْهِ مَوْتِهِ فَإِذَا
أَنْتَ تَرْكِيْبَهُ، حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ، حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ.

(٤) مِنْ كُلِّ أَنْوَارِ شَرِيقَةِ الْمُجْدِيِّينَ حَتَّىٰ يَقْرَبَ سَوْفَ إِلَيْهِ مَوْتِهِ فَإِذَا
أَنْتَ تَرْكِيْبَهُ، حِسَابُهُ مُعْلِمٌ بِهِ وَمُؤْمِنٌ بِهِ وَمُحَمَّدٌ بِهِ وَمُحَمَّدٌ
بِهِ وَمُحَمَّدٌ بِهِ.

(٢) . مکالمہ ایک سرچ میں ایک ٹکنیک ہے جس کے ویڈیو میں سوچ بھجو میں دیکھا جائے۔

ଶ୍ରୀ ମହାତ୍ମା

مَوْعِدُ

﴿وَمِنْ حَرَقَتْ بَرَدَةً مُهَاجِرًا فِي مَوْسِعٍ وَمُهَاجِرًا فِي مَوْسِعٍ﴾ (الْأَنْجَوِينَ) وَمِنْ قَوْنَتْ

جَرْجِيرْتُونْ قَوْسِنْسِرْتُونْ تَغْرِيْبَهُ كَوْكَبْرُونْ 6 دَرْجَهُ تَرْجُونْ مَوْجَهُ بَرْهَهُ جَوْهَهُ قَوْسِنْسِرْتُونْ
جَرْجِيرْتُونْ قَوْسِنْسِرْتُونْ تَغْرِيْبَهُ كَوْكَبْرُونْ 8 دَرْجَهُ تَرْجُونْ مَوْجَهُ بَرْهَهُ جَوْهَهُ قَوْسِنْسِرْتُونْ.
جَرْجِيرْتُونْ قَوْسِنْسِرْتُونْ تَغْرِيْبَهُ كَوْكَبْرُونْ 2 دَرْجَهُ تَرْجُونْ رِسْرِيْدُونْ تَغْرِيْبَهُ كَوْكَبْرُونْ دَسْمَهُ كَاهْنَاهْمُ دَسْرَقْرُونْ قَوْسِنْسِرْتُونْ.

(سر) كيروفر ارناهار سريجت مي گردانند و دوچرخه را در هر دو ساعت ۲۰ دقايچه می خواهند. اينها هر ساعت ۱۵ دقايچه سرعت دارند. اينها هر ساعت ۱۵ دقايچه سرعت دارند. اينها هر ساعت ۱۵ دقايچه سرعت دارند.

3. (سر) كيروفر ارناهار سريجت مي گردانند و دوچرخه را در هر دو ساعت ۲۰ دقايچه می خواهند. اينها هر ساعت ۱۵ دقايچه سرعت دارند. اينها هر ساعت ۱۵ دقايچه سرعت دارند.

(سر) شاهزاده ها در ۲۰ دقايچه مي خواهند. اينها هر ساعت ۱۵ دقايچه سرعت دارند. اينها هر ساعت ۱۵ دقايچه سرعت دارند.

1. موجع برهه: 40% (جيروفر مي خواهد)

(سر) پروردگار سه تا چهار سرعت موجع برهه 20% (جيروفر مي خواهد)

(سر) پروردگار سه تا چهار سرعت موجع برهه 10% (جيروفر مي خواهد)

(سر) پروردگار سه تا چهار سرعت موجع برهه 10% (جيروفر مي خواهد)

2. دوچرخه: 5% (جيروفر مي خواهد)

3. درونه: 20% (جيروفر مي خواهد)

4. درونه: 35% (جيروفر مي خواهد)

4. (سر) كيروفر ارناهار سريجت مي گردانند و دوچرخه را در هر دو ساعت ۲۰ دقايچه مي خواهند. اينها هر ساعت ۱۵ دقايچه سرعت دارند. اينها هر ساعت ۱۵ دقايچه سرعت دارند.

(سر) كيروفر ارناهار سريجت مي گردانند و دوچرخه را در هر دو ساعت ۲۰ دقايچه مي خواهند. اينها هر ساعت ۱۵ دقايچه سرعت دارند.

(سر) كيروفر ارناهار سريجت مي گردانند و دوچرخه را در هر دو ساعت ۲۰ دقايچه مي خواهند. اينها هر ساعت ۱۵ دقايچه سرعت دارند.

(سر) دوچرخه: 3% (جيروفر مي خواهد)

(سر) دوچرخه: 5% (جيروفر مي خواهد)

(سر) دوچرخه: 5% (جيروفر مي خواهد)

3. درونه: 5% (جيروفر مي خواهد)

(٥) مکونیں اپنے مساجع سے کوئی بچہ نہیں فوج خواہیں نہیں تھیں فوج کوئی مساجع نہیں دے سکتیں اسی طرح رسیں دے سکتیں

٤- دَرَوْهُ الْمَكْفُورَ وَلَمْ يَرْجِعْهُ إِلَيْهِ فَلَمْ يَرْجِعْهُ وَلَمْ يَرْجِعْهُ مَوْلَانَاهُ.

(ع) مکونیں کا نامہ میں اور جنگلیوں وچے وجہ قدرتی بحر اور جنگلیں تھیں تو دشمنوں کے لئے بہتر تھے۔

جَعْلَتْ ٥٠ دَرَوْ الْمُهْرَبَ لِلْمُسْرِجَةِ مَدْعِيَّاً بِعَصْبَانِيَّةِ فَرَقَّتْ مُهْرَبَةً وَمُهْرَبَةً "فَرَقَّتْ مُهْرَبَةً" فَرَقَّتْ مُهْرَبَةً

(۷) مکانیزم انتقال اطلاعات در سیستم های پردازش داده های آنلاین

• ፭፻፲፭ ዓ.ም. በ፭፻፲፭ ዓ.ም. በ፭፻፲፭ ዓ.ም. በ፭፻፲፭ ዓ.ም. በ፭፻፲፭ ዓ.ም.

0 2 / - x 0 2 6 / 2 0 6 2 . 6 0 . 6 6 6 2 / 6 2 / 6 2 x 0 / / , 0 6 6 0 6 6

“ccc == cc o--o==/- = -”

... 6 6 0 - 6 > x = o x o 6 = 1 1 2 >> > = 1 > x - 0

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001 006 10 060 66 60 06 6666 60 0606 000060 001 ()

1 0 6 6 2 1 \ 2 0 1 1 2 0 0 0 1 4 0 6 2 1 6 1 1 2 1 2 0 2 1 2 2 1 1 2 1 1 0 x 2 1

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جعفر بن محبث

وَالْمُؤْمِنُونَ الْمُؤْمِنَاتُ وَالْمُؤْمِنُونَ الْمُؤْمِنَاتُ

جَمِيعِ مُؤْمِنِيْنَ وَجَمِيعِ مُؤْمِنَاتِيْنَ

وَمُؤْمِنٌ بِرَبِّهِ وَلَا يَرْجُو مُحْكَمًا لِدُلْكَمْرُوكَ

عَرْوَةُ مَعْجَنْهُ وَأَخْرَى سَرَّهُ فِي حَرْبِ تَمْرِيقٍ.

3. مَوْجَعَ بَرَدَةً = تَرَلَّيْرَنْ مَوْجَعَ بَرَدَةً = تَرَلَّيْرَنْ

مُوَجَّهٌ بِرَأْسِهِ فِي سَبِيلِ الْمُحْسِنِينَ وَمُؤْمِنٌ بِرَبِّهِ مُؤْمِنٌ بِرَبِّهِ مُؤْمِنٌ بِرَبِّهِ

3.1. مجموع بحریه ایران در سال ۱۳۹۰ (درصد): ۵

وَمِنْهُمْ مَنْ يَرْجُو أَنْ يُخْرَجَ إِلَيْهِمْ وَمِنْهُمْ مَنْ يَرْجُو أَنْ يُخْرَجَ إِلَيْهِمْ

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2000 3186 1 11 86 2014 8 2000 1 86 2000 111 21

181 2014 555 31 8

816 31 6 103 8181 1 106100100 31 63181 1 113 31 4

1000 1000 1000 1000 1000 1000 1000

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5. حَوْلَةٌ فِي وَجْهِهِ مُحَمَّدٌ وَسَعْيٌ فِي سَرْفَهِ،

سُرُومَةَ وَقَرْبَهُ تَوَفَّى حَاجَةُ الْمَوْلَى مَوْجَعَهُ رَحْلَتُهُ

لِلْمُؤْمِنِينَ وَالْمُؤْمِنَاتِ لِمَ مَنْعَلٌ لِلْمُؤْمِنِينَ وَالْمُؤْمِنَاتِ لِمَ مَنْعَلٌ

" ۰۶ ۰۷ ۰۸ ۰۹ ۱۰ ۱۱ ۱۲ ۱۳ ۱۴ ۱۵ ۱۶ ۱۷ ۱۸ ۱۹ ۲۰ ۲۱ ۲۲ ۲۳ ۲۴ ۲۵ ۲۶ ۲۷ ۲۸ ۲۹ ۳۰ ۳۱ " ۰۰

جَرْبَرُ وَجَرْبَرَةٌ

6. مَوْجَعٌ بَرَّهَّانٌ بَرَّهَّانٌ سَرِحٌ سَرِحٌ تَرَسِّرٌ تَرَسِّرٌ اَنْتَهَانٌ اَنْتَهَانٌ ۖ

(م) مکانیزم انتقال نور در یک لایه پلاستیک

خواسته سرچ خود را پس نماید و سرویس ایندکس شدن می شود.

مَوْجَةُ مَرْتَهٍ يَأْتِي مَنْ مَنْ

١.١ . مَوْجَعَةُ الْمَنْجَدِ مَوْجَعَةُ الْمَنْجَدِ مَوْجَعَةُ الْمَنْجَدِ مَوْجَعَةُ الْمَنْجَدِ

سُورَةِ الْفَٰتِحَةِ

۱.۲- مکانیزم انتقال اطلاعات در سلسله مراتب پردازشی

۱۰۲

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(سر) نے خدا کو خود کی طرف سفر کر دیا تھا اور اس کی وجہ سے اس کا بھائی میرزا جنگ خاں کو بھی اپنے ساتھ لے کر اپنے سارے مال و میراث کو اپنے بھائی کے پاس منتقل کر دیا۔

፳፻፲፭ የመስተዳደር

(ر) موده رسن ساختمانی از اینجا خواهد بود که مادر رسن ساخته شده باشد.

۱۰۷۳-۱۰۷۴میں ایک بڑا ملکیتی تحریک آئی۔

(س)

(ر) مسیر حمل و نقل میان شهری ۲ کارگاه تولید پلی‌پیروکربونات در سال ۱۳۹۶

وَيَعْلَمُ قَوْمٌ مِّنْ أَهْلِ حَمْرَهُ مِنْ كُلِّ أَهْلِ الْأَرْضِ إِذَا
جَاءُهُمْ بِالْحُكْمِ فَلَا يَمْلِكُونَ حُكْمَ الْأَرْضِ إِنَّهُمْ
كُلُّهُمْ لَا يَشْفَعُونَ إِلَّا لِأَنَّهُمْ يَعْلَمُونَ

(مر) حَيْثُ قَرِيرٌ شَبَرَتْ حَوْلَهُ فَمَنْجِدُهُ نَارٌ كَبِيرٌ سَرِيعٌ تَرَوْقِيَّهُ كَمَوْلَهُ سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ كَسَّافَهُ

تَرَوْقِيَّهُ كَبِيرٌ شَبَرَتْ حَوْلَهُ 3 تَرَوْقِيَّهُ كَبِيرٌ شَبَرَتْ حَوْلَهُ كَمَوْلَهُ سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ

سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ، سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ كَبِيرٌ شَبَرَتْ حَوْلَهُ كَمَوْلَهُ سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ.

سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ A2 كَبِيرٌ شَبَرَتْ حَوْلَهُ كَمَوْلَهُ سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ A2 كَبِيرٌ شَبَرَتْ حَوْلَهُ كَمَوْلَهُ سَمَاءُهُ حَرَقَهُ لَهُ شَفَاعَهُ

۲۳۰ نَعْلَمْ نَعْلَمْ نَعْلَمْ نَعْلَمْ

(۱۰) مکاری کے نتائج میں ایک دوسرے کا تسلیم کرنے والے کو سمجھا جاتا ہے۔

(ع) مکاری اور سرچہ میں دو حصے ہیں جو کوئی مکاری کا نام نہیں۔ اس کا نام مکاری اور سرچہ کا نام نہیں۔

12. د ፳፻፲፭ ዓ.ም. በትኩረት ማስተካከል ተደርጓል፡፡

1. PEOPLE RELATIONS

1.1. Communication and impact

- Influences, engages and inspires.
- Is articulate and credible and achieves the trust of others.
- Provides clarity and direction to others in times of uncertainty or ambiguity and is a strong and effective voice in representing departmental or organizational views.
- Is able to report financial information clearly to non-finance leaders.
- Is willing to make, communicate and implement difficult decisions based on accurate evidence and reflect varied advice/viewpoints.
- Understands how to clearly communicate sometimes complex financial information to others using easy-to-understand media and language.
- Challenges effectively and gives and receives constructive feedback.
- Negotiates effectively to ensure optimum balance between best outcomes and best value for public funds

1.2. Collaboration

- Works closely with appointed members of the management of the organization and/or stakeholders.
- Builds external networks and relationships, identifying and establishing joint working initiatives with colleagues from other public, private and not-for-profit organizations.
- Builds internal networks and actively seeks opportunities to collaborate with other departments.
- Understands effective strategies for conflict resolution.
- Positively develops relationships with internal and external stakeholders.
- Communicates and gains commitment from internal and external stakeholder.
- Uses emerging technologies to collaborate and communicate effectively with stakeholders.
- Applies professional and ethical judgement when engaging with stakeholders.
- Aligns organizational strategic objectives with stakeholder needs and manages expectations.

1.3. Stakeholder relationship management

- Understands stakeholders, what they value and how to meet these requirements

2. LEADERSHIP

2.1. Innovation and change

- Drives a culture of, and seeks opportunities for, change, efficiency and innovation.
- Articulates the need for change (with data) and wins hearts and minds.

- Sets clear future vision and direction with drive, pace and connections, in order to make things happen.

2.2. Strategy and governance

- Fosters a positive, flexible and creative organizational culture that has proper regard for all relevant national and local policies, procedures and legislation.
- Champions a culture of effective governance and risk management.
- Determines policy objectives to ensure an organization has clear purpose and direction.
- Understands the importance of the CAE's role in the management of the organization.

2.3. High-performing teams

- Is approachable and supportive and focuses on the development of team members.
- Recognizes and develops talent and implements effective performance management arrangements.
- Is proactively engaged with and informed about the activities of team members.
- Develops, motivates and empowers staff to deliver team and corporate objectives.
- Actively monitors and manages the performance of the organization, team and the individuals within it.
- Develops advanced ethical values and professional skills in the promotion of public interest and the profession.
- Demonstrates personal effectiveness in fast changing environments.
- Encourages innovative thinking within the context of professional skepticism.
- Thinks proactively about the future, applying professional judgement and commercial intelligence and seeks specialist input when needed.
- Communicates effectively and influences others.

2.4. Political and sector awareness

- Understands the political environment and its impact on the organization in relation to the way decisions are made and success measured.
- Interprets the impact and potential outcomes of public services funding announcements, policy and regulatory changes, as well as opportunities to deliver services through new arrangements such as partnerships.
- Understands current opportunities and challenges within the public sector and how organizations are responding – benchmarking their own practice against others.
- Engages with the policy debate and influences and/or supports decisions.
- Is able to make short, medium and long-term plans that factor in possible changes in the wider political and economic environment

2.5. Decision-making

- Makes decisions in a way that maintains transparency and engagement with citizens.

- Provides leaders and managers with information for better decision-making – enabling improved targeted services.

2.6. Governance

- Understands the public sector context and statutory requirements for governance.
- Advocates robust assurance and control arrangements.
- Implements good practices in transparency, reporting and audit, to deliver effective accountability.
- Ensures that the organization is appropriately constituted and structured and operates appropriate governance processes and controls.
- Ensures that ethical standards in public life are embedded in the organization's culture.
- Is able to implement appropriate processes to support the management (or similar) in its role.

3. BUSINESS ACUMEN

3.1. Financial Risk management

- Risk is cost-effectively mitigated, safeguarding the organization's reputation for integrity and competence
- Implement structured systems for assessing, monitoring and mitigating financial risks and opportunities in all key planning processes and change projects, determining and explaining risk appetite. However, the system should not be the end product.
- Ensure risk management actions are cost effective and proportionate.
- Ensure all risks to be managed have an identified owner.
- Understand financial risks e.g. from demand, funding sources.

3.2. Value for money and delivering social value

- Focuses on efficient and effective use of often ‘inelastic public resources’.
- Understands societal outcomes as drivers of long-term strategies.
- Ensures best outputs and value for money rather than, profit and/or shareholder value.

3.3. Commercial understanding within the public sector

- Understands the role, importance and accounting practices of public sector.
- Understands income generation options and related risk and reward.
- Understands the importance of commercial suppliers to the public sector and evaluating their financial resilience.
- Is adept with private sector accounts and their use within commercial offshoots and subsidiaries.
- Possesses influence and negotiation skills and can facilitate and engage with ‘productive competitive dialogue’.
- Understands the procurement cycle and the scope and features of good contract management

3.4. Risk management

- Understands risk culture – appetite and tolerance.
 - Ensures financial resilience through proactive assessment of risk, implementation of controls and taking mitigating action.
 - Understands risk and reward in relation to collaborative and commercial projects.
 - Ensures a culture of positive risk management.

3.5. Sector specific

- Has knowledge and understanding of the specific strategic and operational context for public financial management within different sectors, including, as examples, local government, central government, NGO, state-funded healthcare and police.

3.6. Plans and implements projects of strategic value

- Creates impact and value through development and scrutiny of business cases.
 - Is able to define clear outcomes and clearly communicate these to all stakeholders.
 - Understands robust project initiation and management tools and techniques.
 - Takes data driven decisions.

3.7. Service delivery models – options and implications

- Understands the pros and cons of alternative service delivery models.
 - Is capable of recognizing when outside input is needed and facilitates sharing of skills.
 - Is aware of the ongoing and future impact of outsourcing.
 - Can seek out and maintain productive commercial partnerships with both stakeholders and service providers.

3.8. Commercial understanding within the public sector

- Understands the role, accounting practices and importance of state owned enterprises.
 - Understands income generation options and related risk and reward.
 - Understands the importance of commercial suppliers to the public sector and how to evaluate their financial resilience.
 - Is adept in dealing with private sector accounts and their use within commercial offshoots and subsidiaries.
 - Has the negotiation skills to create a ‘productive competitive dialogue’.
 - Understands the procurement cycle and the scope and features of good contract management.

3.9. Value for money

- Understands the need to assess the value for money of public sector spending and drives:

- economy – minimizing the cost of resources used or required (inputs) – spending less
- efficiency – the relationship between the output from goods or services and the resources to produce them – spending well
- effectiveness – the relationship between the intended and actual results of public spending (outcomes) – spending wisely.

4. TECHNICAL SKILLS

4.1. Laws and Regulations

- Compliance - Knowledge of procedures for assessing, evaluating, and monitoring programs or projects for compliance with relevant laws (including PFL, PFR, Fiscal Responsibility Act, and related laws), regulations, and guidance.
- Accounting - Knowledge of accounting principles and practices, related laws (including PFL, PFR, Fiscal Responsibility Act, and related laws), and practices, the financial markets, banking, and the analysis and reporting of financial data.

4.2. Public service financial reporting

- Understands the financial accounting and reporting requirements for the public sector, in the Maldives, as well as global trends
- Understands how public sector reporting requirements differ from those of the private sector

4.3. Accountability and transparency (Technical Skills)

- Understands the importance of public sector audits, internal audit, the role of supreme audit institutions, and the use of accountancy firms in audit.
- Understands the budget setting process, budget management and the impact of good financial management on public service delivery.
- Acts in the public interest at all times and understands the need for financial accountability, challenge and scrutiny.
- Ensures that citizen (or beneficiary) involvement, integrity and the absence of corruption are at the heart of own and organizational practice.
- Understands funding sources and their objectives and reporting requirements and achieving a balance between these and more locally driven priorities.

4.4. Counter-fraud, anti-bribery and corruption (Technical Skills)

- Understands the law and best practice relating to anti-bribery and corruption controls and ensures these are implemented and widely understood within the organization.
- Understands the fraud risks faced by public bodies and is able to conduct an entity-wide fraud risk assessment and response plan.
- Is able to effectively analyze data to support fraud identification and fraud risk management.

4.5. Financial accounting (Technical Skills)

Accounting standards:

- Understands and is able to apply the accounting standards applicable to regulatory requirements in their own region (e.g.: IFRS, IPSAS).

Treasury management:

- Understands the economic environment, interest rates and the importance of economic forecasting.
- Understands and can implement a treasury management strategy, including cash flow management, debt management and investment strategies.

Pension management:

- Understands the regulations and standards relating to pension schemes.

Reporting:

- Understands changes in regulatory, legal and ethical frameworks and standards for financial reporting in the public sector.
- Understands the benefits of integrated reporting, including nonfinancial resources such as human, social and intellectual capital, and environmental and governance performance.

4.6. Management accounting (Technical Skills)

- Is able to produce monthly performance reports to facilitate effective decision making and performance monitoring.
- Is able to use a range of costing techniques.

Technology and data in finance:

- Understands developments, opportunities and challenges in technology relating to public finance.

Finance business partnering:

- Demonstrates a strong desire to innovate and add value.
- Influences and appropriately challenges non-finance colleagues for whom you are providing a service.
- Understands the operations, opportunities and challenges of the organization.

Property and asset management:

- Understands regulations and standards relating to property and assets and ensures compliance.
- Conducts capital asset valuations for land and buildings.

4.7. Audit (Technical Skills)

- Understands how regulations and professional standards in internal and external audit underpin audit work in the public services.
 - Understands the key stages of audit work, including planning, documentation, testing and reporting, and can undertake thorough internal audits which support governance as well as provide risk-based assurance within the organization.
 - Understands wider mechanisms for assurance and scrutiny.
 - Understands the law and best practice relating to anti-bribery and corruption controls and the fraud risks faced by public bodies.

4.8. Counter-fraud and anti-bribery and corruption (Technical Skills)

Anti-bribery and corruption:

- Understands the law and best practice relating to anti-bribery and corruption controls and ensures these are implemented and widely understood within the organization.

Counter-fraud:

- Understands the fraud risks faced by public bodies and is able to conduct an entity-wide fraud risk assessment and response plan.
 - Is able to undertake an effective and fair investigation into potential fraud and report findings and recommendations.
 - Understands the fraud risks faced by public bodies and is able to effectively analyze data to support fraud identification and fraud risk management.

4.9. Procurement (Technical Skills)

Legal and governance:

- Understands the legal and governance context for procurement and contract activities in the public sector.
 - Understands the law and best practice relating to anti-bribery and corruption controls.

Contract planning and management:

- Understands the procurement cycle, scope and features of good contract management.
 - Plans and agrees clear KPIs and deliverables.
 - Negotiates effectively to ensure best value for money.
 - Builds effective relationships with suppliers, confidently handling difficult conversations where required.

PSIPs;

- Understands the purpose of, and the process for compiling and reviewing, PSIP proposals.
 - Advocates standardized processes, templates and reporting mechanisms for PSIPs

Technology in procurement:

- Understands developments, opportunities and challenges in technology relating to procurement.

4.10. Investment and spending appraisal (Technical Skills)

- Understands and uses a range of techniques to assess the attractiveness and viability of an investment.



سَمَوَاتٍ خَلِقْتَ
جَنَّاتٍ مَرْجَعِ

188-RE/IUL/0000/00 : ۲۰۱۷

۰۸۷۸

(د سرمهخ برمی سرمه) د گوچ ای ای سرمه خسته ای خیلی خوش و دنگ درست شده همراه د گزه بسیار می باشد

二九四

(ج) سریع ترین میراثی که ممکن است از این میان انتخاب شود.

وَمِنْهُمْ مَنْ يَرْجُو أَنْ يُخْرَجَ إِلَيْهِمْ وَمَا يَرْجُونَ

۳۳۰۷۳۱۵

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دُنْيَانِ سَوْمَرِ جِهَنَّم

میرزا جعفر خوشبخت فوجی خوشبخت (۱۸۷۰-۱۹۴۲) (درستور)

الله رب العالمين / رب العرش العظيم / رب العرش العظيم / رب العرش العظيم

۲۰۱

(ج) ترتیب موجیت بحرانی و موجیت انتگریت در مجموعه ای از داده های مورد بررسی قرار گیرند.

ମୁଦ୍ରଣ କଟାଇଲା 25,000/-

۰۵ میرزا حسین خان نجفی از ائمه شیعه

گردنیز سفرنامہ

٤. حُكْمُ وَسْتَ دُوَّلَاتِ مُحَمَّدَيَّةٍ فَسْرَوْنَتْ رَسْمَيَّةٍ فَرَقَّتْ حُكْمَ سَرْفَرَيَّةٍ فَسَرْفَرَيَّةٍ حُكْمُ سَرْفَرَيَّةٍ (أَجْرِيَتْ جَرْجِيرَيَّةٍ)

(١) ﻦَوْرُ ﺔِنْدَرَ ﻢَوْرَدَ ﻰَلَّا ﻢَوْرَدَ ﻰَلَّا ﻢَوْرَدَ ﻰَلَّا ﻢَوْرَدَ ﻰَلَّا ﻢَوْرَدَ ﻰَلَّا ﻢَوْرَدَ ﻰَلَّا

٦. قُبَّلَةُ الْمَسْكُونَةِ مُسْتَقْدِمٌ بِالْمَسْكُونَةِ وَمُسْتَقْدِمٌ بِالْمَسْكُونَةِ (عَلَيْهِ السَّلَامُ) وَمُسْتَقْدِمٌ بِالْمَسْكُونَةِ مُسْتَقْدِمٌ بِالْمَسْكُونَةِ (عَلَيْهِ السَّلَامُ)

٧. دَسْلَلَةُ مَجْمَعِ بَرَهَةٍ وَّ جَرْسَهُ لَدَنْدَنْ

٨. مکانیزم برای این پیشنهاد را در اینجا بخواهد و سرویس (کاربر سرعت پذیر) را در مورد این پیشنهاد تشریف کنید.

وَيَعْلَمُ فِرَارَتْ كَسْرَةَ تَجْهِيزَهُ فَيَنْهَا مَوْلَانَهُ عَصَمَّارَ :

١. مَوْجَعُ بَرَّةٍ: (بَرَّةٌ وَمَوْجَعٌ) ٤٠%

የትናርሃን ተስፋዕስ የሚከተሉት ስምምነት መረጃዎች ይሰራል

وَجَعْ قَرْبَرْ نَسْرَهْ حَمْرَهْ تَحْرِمْ مُهَمْلَسْ خَرْسَحْ فَهَمْسَرْهْ مُهَمْ سَحْمَسْ لَهَمْسَرْ

جَدْرَهُوَنْجَرَهُ 1441 18

2020 جمادی ۱۲



سَوْدَانٌ سَمَوْتُونْ خَارِجٌ سَمَوْتُونْ

وَعِدْنَا

କାନ୍ଦିଲା

الحمد لله

1. ዓርቶ ቁጥር ተስፋ ስም ጥብቃት አድራሻ:

መ.ዕስ. 18	ክፍል ቅዱ ተስፋ ስም:	አባት የሰውን መሆኑን ማረጋገጫ	ክፍል ቅዱ ስም:
ክፍል ቅዱ ተስፋ ስም:			ክፍል ቅዱ ተስፋ ስም:
አባት የሰውን መሆኑን ማረጋገጫ:			አባት የሰውን መሆኑን ማረጋገጫ:

2. ውጤ ተስፋ ዓርቶ ቅዱ ስም:

ቅዱ ስም:			

3. ዘመን የሰውን መሆኑን ማረጋገጫ (ቅዱ ቅዱ ተስፋ ዓርቶ ቁጥር ተስፋ ስም ጥብቃት አድራሻ የሰውን መሆኑን ማረጋገጫ) :

የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ	የሰውን መሆኑን ማረጋገጫ (ቅዱ ቅዱ ተስፋ ዓርቶ ቁጥር ተስፋ ስም ጥብቃት አድራሻ የሰውን መሆኑን ማረጋገጫ)				
ቅዱ ቅዱ የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ (□)	ቅዱ ቅዱ የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ ስም / ተስፋ	ቅዱ ቅዱ የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ ስም	ቅዱ ቅዱ የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ ስም	ቅዱ ቅዱ የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ ስም	ቅዱ ቅዱ የሰውን መሆኑን ማረጋገጫ ቅዱ ተስፋ ስም

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شەخەنەزەر ئەمەن ئەمەن	ئەمەن ئەمەن شەخەنەزەر	ئەمەن ئەمەن شەخەنەزەر
ئەمەن ئەمەن شەخەنەزەر	شەخەنەزەر ئەمەن ئەمەن	شەخەنەزەر ئەمەن ئەمەن

5. **፳፻፲፭** ዓ.ም. ተሸዋስትና ተሸዋስትና (በዚህ ስምምነት):

#	መመሪያ ደንብ	መመሪያ ስርዓት	መመሪያ ቀን
1			
2			
3			

.6 .جی قرآن

مُجَاهِد	مُجَاهِد	عَلِيٌّ فَرِيزْ
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وَجْهَ قَرْبَةِ الْمُحَاجَةِ

مکتبہ مذہب





مکرر اور سرچ میں ایسے دفعہ تک پہنچوں کی کہ میرے مکاروں کی

.....
.....
.....

مکوٰر نے اپنے سرچ میں ایک نئی ویڈیو کا پیش کیا جس کا عنوان "بُشْرَیٰ حَسْنَةٍ" تھا۔

وَعِيْجَ قَرْمَرْ مَرْ لَهْرْ قَرْمَدْ مَوْيَ سَوْرْ



APPLICANT REFERENCE CHECK FORM

مُرْسَلٌ بَلَاقِيَّةٍ مُكْتَبٌ

Instructions

وِضْعَةٌ

- Where possible please provide specific behavioral examples of the applicant.
- Please be honest and true to yourself when answering the relevant questions.
- Where not applicable please mark as "N/A".

Name of applicant: جَيْدُوْنَى نَعِيْدَهُوْرَ وَعَمَّوْنَى سَرِّيْنَ:	
National ID card number: مِرْسَلٌ بَلَاقِيَّةٍ مُكْتَبٌ سَرِّيْنَ:	
Designation of the applicant: مَهْمَشَرٌ كَوَافِيْدَ سَرِّيْنَ:	

Referee: مُرْسَلٌ بَلَاقِيَّةٍ مُكْتَبٌ	(Name) (سَمْعَى)
	(Job Title) (مَهْمَشَرٌ كَوَافِيْدَ)
	(Organisation) (مَهْمَشَرٌ كَوَافِيْدَ)
	(Contact no.) (نُوكْسَنْ مَهْمَشَرٌ كَوَافِيْدَ)
	(Email address) (إِيْمَلْ مَهْمَشَرٌ كَوَافِيْدَ)
In what capacity do you know the applicant? جَيْدُوْنَى نَعِيْدَهُوْرَ وَعَمَّوْنَى سَرِّيْنَ:	
Duration employed with your organisation:	Please include start and end date in dd/mm/yyyy format

<p>وَجْهُ قَدْرٍ نَّبِيَّ مُحَمَّدٌ وَّعَمَّادُ الْجَمَادِيَّةِ وَجْهُ قَدْرٍ</p> <p>خَلِيلُهُمْ وَمَنْتَهُمْ</p>	<p>وَجْهُ قَدْرٍ حَسَنُ الدِّينِ وَجْهُ قَدْرٍ</p> <p>وَجْهُ قَدْرٍ</p>
Total number of employees working in your organisation “during the applicant’s employment at your organisation”:	
<p>وَجْهُ قَدْرٍ نَّبِيَّ مُحَمَّدٌ وَّعَمَّادُ الْجَمَادِيَّةِ وَجْهُ قَدْرٍ</p> <p>وَجْهُ قَدْرٍ</p>	
<p>Applicant’s main job responsibilities:</p> <p>وَجْهُ قَدْرٍ نَّبِيَّ مُحَمَّدٌ وَّعَمَّادُ الْجَمَادِيَّةِ وَجْهُ قَدْرٍ</p> <p>وَجْهُ قَدْرٍ</p>	<p>Please list out responsibilities separately or submit job description</p> <p>وَجْهُ قَدْرٍ</p>
<p>Reason for Termination:</p> <p>وَجْهُ قَدْرٍ</p>	<input type="checkbox"/> Resignation <p>وَسْمَانِيَّةِ حَرَسِيَّةِ</p> <input type="checkbox"/> Dismissal <p>وَجْهُ قَدْرٍ</p> <input type="checkbox"/> Post abolition (lay-off) <p>وَجْهُ قَدْرٍ</p> <input type="checkbox"/> End of assignment <p>وَسِنَةِ اَنْتِيَ قَدْرُكُو سِنَةِ اَنْتِي</p> <input type="checkbox"/> Other (please specify) : <p>وَجْهُ قَدْرٍ (مُفَسِّرُ حَسَنُ الدِّينِ)</p>
<p>Rate the applicant’s level of performance on a scale of 1 being lowest to 5 being highest:</p> <p>وَجْهُ قَدْرٍ نَّبِيَّ مُحَمَّدٌ وَّعَمَّادُ الْجَمَادِيَّةِ</p> <p>وَجْهُ قَدْرٍ</p>	<p>RATE: _____</p>
What are the qualities or attributes of the applicant that you consider will help their career in the future?	
<p>وَجْهُ قَدْرٍ نَّبِيَّ مُحَمَّدٌ وَّعَمَّادُ الْجَمَادِيَّةِ</p> <p>وَجْهُ قَدْرٍ</p>	

As a result, the number of people who have been infected with COVID-19 has increased rapidly, and the disease has spread to many countries around the world. The World Health Organization (WHO) has declared the COVID-19 outbreak a global emergency, and governments and health organizations are working to contain the spread of the virus and provide medical care to those affected.

<p>Would you re-hire this candidate again if given the opportunity?</p> <p>جَوْبَرْجَهْ مِنْ دَخْلَهْ عَيْنَ قِرْبَرْجَهْ لَهْ فَيْلَهْ سَقْلَهْ ؟</p>	<input type="checkbox"/> yes نَعَمْ <input type="checkbox"/> no لَيْسْ Comments: (مُنْتَهِيَّهْ مُنْتَهِيَّهْ)
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DECLARATION

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I..... hereby certify the information I have provided in this form is true, complete, and correct and that I give my consent to be contacted for further validation if required by the respected ministry/department/agency.

Signature:.....

Date:.....

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三

Name:

سَرِّيْهُ

Note to the applicant: Please submit the completed reference check along with the civil service job application form.

عَلِيٌّ وَهُرَيْرَةُ تَحْمِيلُهُمْ كُلَّ مُؤْمِنٍ: لَوْ كَانَتْ أَنْتَ مُؤْمِنًا فَلَمَّا
أَتَيْتَهُمْ بِالْكِتَابِ أَنْهَاكُمْ بِهِمْ فَإِذَا هُمْ يَمْلأُونَ
الْأَرْضَ حُرْبًا وَلَا يَنْهَاكُمْ عَنْهُمْ إِنْ هُمْ إِلَّا كُفَّارٌ



CIVIL SERVICE COMMISSION

Male, Maldives

SCORING MATRIX

Chief Accounts Executive

JOB DETAILS	
Job Ad. Number and Date:	
Office:	

APPLICANT'S DETAILS	
Name:	
N.I.C Number:	
Permanent Address:	

Competency 1 – Leadership Skills

V. Poor	Poor	Average	Good	Excellent	
0	0.5	1	1.5	2	Drives a culture of, and seeks opportunities for, change, efficiency and innovation. (I,P)
0	0.5	1	1.5	2	Champions a culture of effective governance and risk management. (I)

0	0.5	1	1.5	2	Is approachable, supportive and focuses on the development of team members. (I)
0	0.5	1	1.5	2	Develops, motivates and empowers staff to deliver team and organizational objectives. (I)
0	0.5	1	1.5	2	Develops advanced ethical values and professional skills in the promotion of public interest and the profession (I,P)
0	0.5	1	1.5	2	Understands the political environment and its impact on the organization in relation to the way decisions are made and success measured (I)
0	0.5	1	1.5	2	Provides leaders and managers with information for better decision-making – enabling improved targeted services. (I ,P)
0	0.5	1	1.5	2	Implements good practices in transparency, reporting and audit, to deliver effective accountability (I,P)

TOTAL:

Competency 2 - People and Management Skills

V. Poor	Poor	Average	Good	Excellent
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0	0.5	1	1.5	2	Shows high levels of integrity, impartiality and professionalism (I)
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0	0.5	1	1.5	2	Ability to garner support from civil service colleagues and political appointees to achieve high levels of results
0	0.5	1	1.5	2	Works closely with appointed members of the management of the organization and/or stakeholder (I)
0	0.5	1	1.5	2	Positively develops relationships with internal and external stakeholders. (I,P)
0	0.5	1	1.5	2	Applies professional and ethical judgement when engaging with stakeholders (I)
0	0.5	1	1.5	2	Aligns organizational strategic objectives with stakeholder needs and manages expectations (I,P)
0	0.5	1	1.5	2	Understands effective strategies for conflict resolution. (I)
0	0.5	1	1.5	2	Provides clarity and direction to others in times of uncertainty or ambiguity and is a strong and effective voice in representing departmental or organizational views. (I)

Competency 3 - Business Skills

V. Poor	Poor	Average	Good	Excellent	
0	0.5	1	1.5	2	Presentation skills (communication skills, speech clarity, confidence)
0	0.5	1	1.5	2	Implement structured systems for assessing, monitoring and mitigating financial risks and opportunities in all key planning processes and change projects, determining and explaining risk appetite. (I,P)

0	0.5	1	1.5	2	Focuses on efficient and effective use of often ‘limited public resources’ (I)
0	0.5	1	1.5	2	Possesses influence and negotiation skills and can facilitate and engage with ‘productive competitive dialogue’. (I)
0	0.5	1	1.5	2	Has knowledge and understanding of the specific strategic and operational context for public financial management within different sectors. (I, P)
0	0.5	1	1.5	2	Understands the need to assess the value for money of public sector spending and drives: (P)
0	0.5	1	1.5	2	Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations. (I)

TOTAL:

Competency 4 - Technical Skills

V. Poor	Poor	Average	Good	Excellent	
0	0.5	1	1.5	2	

0	0.5	1	1.5	2	Readiness of the candidate to accept the responsibilities of the job
0	0.5	1	1.5	2	Understands the financial accounting and reporting requirements for the public sector and updates to the standards. (I)

0	0.5	1	1.5	2	Understands the importance of public sector audits, internal audit, the role of supreme audit institutions, and the use of accountancy firms in audit. (I)
0	0.5	1	1.5	2	Understands the budget setting process, budget management and the impact of good financial management on public service delivery.(I)
0	0.5	1	1.5	2	Acts in the public interest at all times and understands the need for financial accountability, challenge and scrutiny. (I)
0	0.5	1	1.5	2	Understands and can implement a treasury management strategy, including cash flow management, debt management and public sector investments. (I)
0	0.5	1	1.5	2	Understands developments, opportunities and challenges in technology relating to public finance. (I,P)
0	0.5	1	1.5	2	Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action. (I)
0	0.5	1	1.5	2	Strong belief in one's own capability to accomplish a task and select an effective approach to a task or problem (I)

TOTAL:

Date

Signature

Panelist's Name

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