



सत्यमेव जयते
भारत सरकार

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Azadi Ka
Amrit Mahotsav



Annual Capacity Building Plan- Geological Survey of India



Shri Narendra Modi
Hon'ble Prime Minister



1. Introduction

1.1. Mission Karmayogi

The Government of India launched the National Programme for Civil Services Capacity Building ('NPCSCB') – "Mission Karmayogi" in September 2020 with the objective of enhancing governance through Civil Service Capacity Building. Mission Karmayogi comprises six pillars of (i) policy framework, (ii) institutional framework, (iii) competency framework, (iv) digital learning framework (integrated government online training Karmayogi platform (iGOT-Karmayogi), (v) electronic Human Resource Management System (e-HRMS), and (vi) monitoring and evaluation (M&E) framework.

The institutional framework of the Mission includes (i) the apex body, Prime Minister's Public Human Resource Council (PMHRC), to provide strategic direction and drive policy reforms and capacity building, (ii) Cabinet Secretariat Coordination Unit to monitor NPCSCB implementation, align stakeholders and provide a mechanism for overseeing capacity building plans (CBPs), (iii) Capacity Building Commission (CBC) for functional supervision of training institutions and facilitate the preparation of annual CBPs, (iv) Special Purpose Vehicle (SPV) to own and operate all the digital assets created for NPCSCB, and (v) programme management unit (PMU) to provide program management and support services.

1.2. Capacity Building Commission

The CBC was formally constituted as an independent body in April 2021 to drive standardization and harmonization across the Indian civil services landscape. The CBC, as the custodian of civil services capacity building reforms, is central to the government's capacity building programme.

The CBC has been engaging and supporting several Ministries as part of its mandate to support preparation of annual CBP. This document is the draft Annual Capacity Building Plan developed as per the framework and guidelines set up by the CBC and prepared in consultation with the officials of Ministry of Mines.

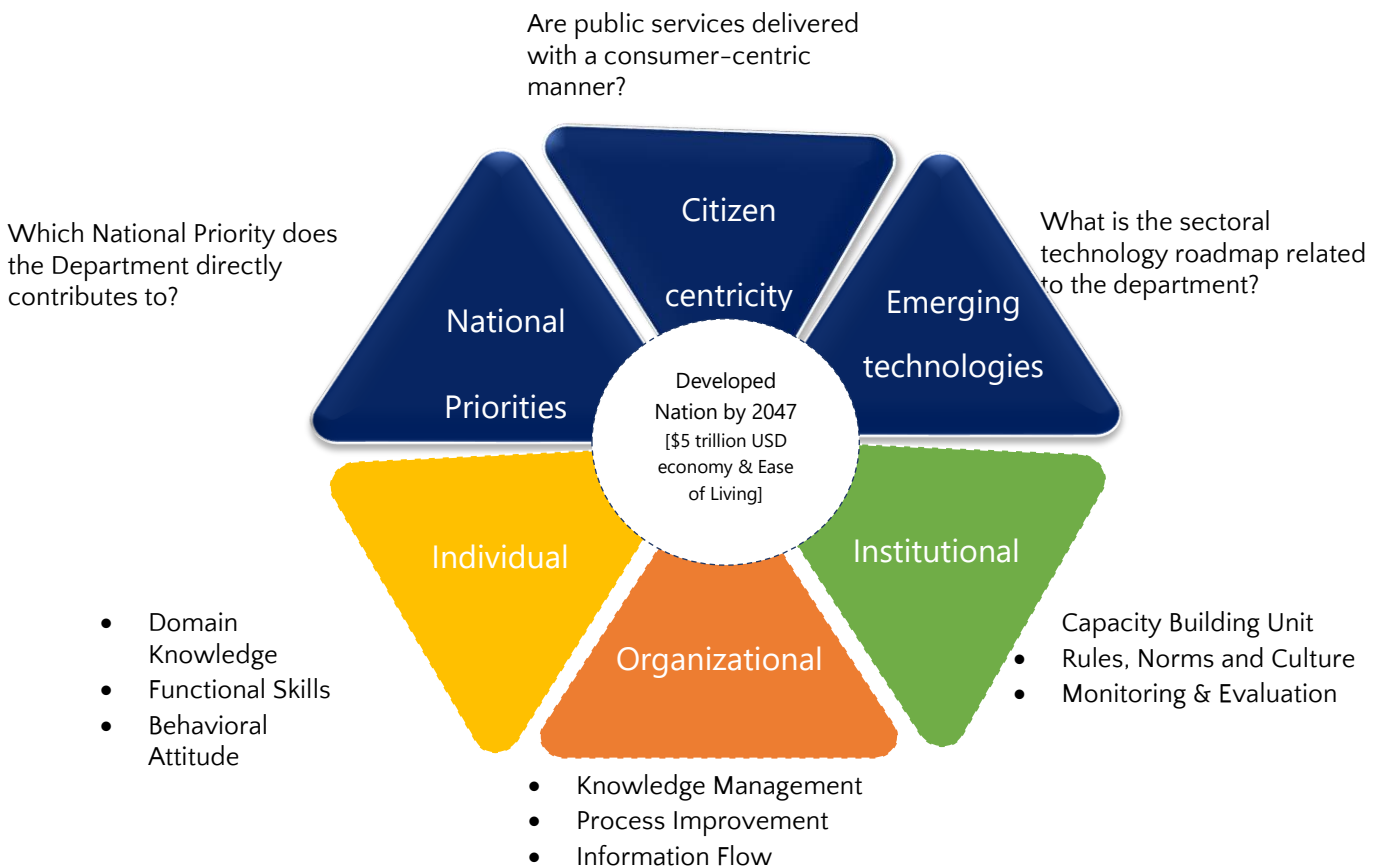
1.3. Annual Capacity Building Plan (ACBP)

The ACBP of a MDO is a document detailing all the interventions required to develop and enhance the competencies of individual officials within that MDO as well as the collective capacity of the MDO. Given the nature of the change required, the ACBP may begin with a few simple focus areas instead of comprehensive coverage, and then evolve over time into a full-fledged workplan.

2. Approach & Methodology

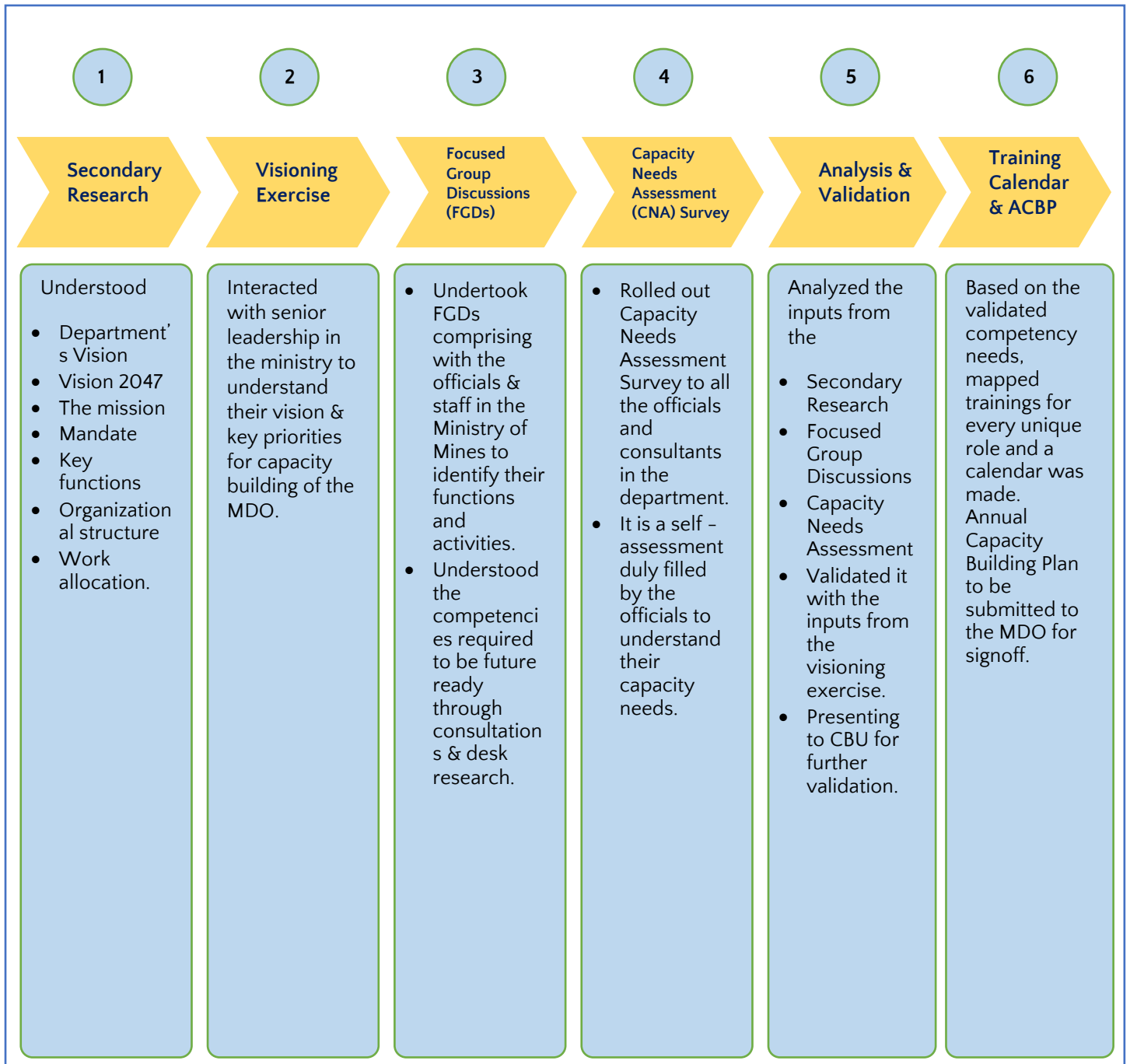
2.1 Approach

The following illustration describes the approach suggested by CBC for the goal-oriented Capacity Building of MDOs. The capacity building of the department shall be identified through the three overarching lenses to help identify the goals of capacity building plan: National Priorities, Citizen Centricity, and Emerging Technologies and capacity to be developed by identifying interventions at three levels also referred to as the three pillars: Individual, Organizational and Institutional



2 Methodology

The following section describes the approach followed for preparation of the Capacity Building Plan for the Department:



- 1. Secondary Research:** As the first step, team understood & conducted a thorough review of the MDOs vision, mission, mandate, organizational structure and key functions, schemes/ programs, strategic objectives and goals, emerging trends from the Ministries website, annual report, strategy document, reports etc. Also comprehend MDOs dependence and influence on other MDOs.
- 2. Visioning Exercise:** Understood the leaderships vision for the ministry through meeting with the senior leadership and understand the key priorities and ministry's expectation from the program.
- 3. Focused Group Discussions (FGDs):** Team undertook the Focused Group Discussions (FGDs) to have a clear and complete understanding of the areas of responsibility of each division/ unit, the functions & activities, mapping of work undertaken by staff/ officials working in the unique designations/ roles across various levels in the ministry/ department, identify the competency gap, the competencies required by a position in present times or in the future. In terms of the capacity at the individual level, competencies required for a position were assessed for three categories of competencies i.e., Behavioural, Functional and Domain Competencies. Team held FGDs with the identified division heads of different administrative tier/ scientific/ technical staff levels associated with different division/ scheme/ program/ unit of the ministry/ department.
- 4. Capacity Needs Analysis (CNA) Survey:** A Google survey form was prepared & finalized in consultation with CBC and the MDO to assess the Capacity Needs Assessment at the individual level for each unique role in an organization and its subordinate/ attached offices/institutions/ labs. The survey is based on the self-declaration of capacity gaps by the ministry officials, capturing the competency gaps in Behavioural, Functional and Domain competencies.
- 5. Analysis & Validation:** Team synthesized and prepared the CNA survey data to analyse the survey responses & findings. For verification of the competency gaps, mapping of interventions with the trainings was done, the analysis was first validated by Capacity Building Commission (CBC) and thereafter by the Capacity Building Unit (CBU) of the Ministry/Department for further approval of the training and non-training Interventions for the capacity needs.
- 6. Training Calendar & ACBP:** Prepared the training calendar of Geological Survey of India including its institutes incorporated to the ACBP of GSI. The training calendar is the result of the above steps performed starting from secondary research to validating the findings with the Department.



About GSI

The Geological Survey of India (GSI) was established in 1851 primarily to identify and extract coal deposits for railway operations. Sir Thomas Oldham, Professor of Geology at Trinity College Dublin and Head of the Irish Geological Survey, arrived in Calcutta on March 4, 1851, marking the beginning of a consistent period of geological exploration in India. Over time, GSI has evolved into a repository of essential geoscience information in various sectors across India and has achieved global recognition as a geoscience organization.

GSI's primary responsibilities include preparation of geological maps, developing and updating national geological information and assessing mineral resources. These objectives are achieved through comprehensive ground surveys, airborne and marine surveys, mineral prospecting and investigation, multi-disciplinary geoscientific, geotechnical, geo-environmental, and natural hazards studies, glaciology, seismic studies, and fundamental research. GSI's work has significant social implications, and its operations and annual programs have national importance. Headquartered in Kolkata, GSI maintains six regional offices in Lucknow, Jaipur, Nagpur, Hyderabad, Shillong, and Kolkata, along with state unit offices in nearly all Indian states. Currently, the Geological Survey of India operates as an attached office under the Ministry of Mines.

Charter of the Geological Survey of India:

1. Provide objective, unbiased, and up-to-date geological expertise and information of all types to support decision-making for policy, commercial, economic, and social needs.
2. Systematically document the geology and geological processes of India's surface and offshore areas using the latest and most cost-effective techniques and methodologies, including geological and geophysical surveys.
3. Continuously gather, manage, and coordinate information gathered through databases and remote sensing tools, acting as a repository or clearing house for geological work.
4. Develop and enhance GSI's core competencies in utilizing new and emerging computer-based technologies for disseminating geoscientific information and spatial data.
5. Explore (through ground, aerial, satellite, and marine surveys) and scientifically assess the country's mineral, energy, and water resources, facilitating optimal exploration through active information dissemination.
6. Maintain a leadership role in the geological field and foster partnerships with central, state, and other institutions to build advanced execution capacity and capability in the field of geosciences, aligned with GSI's vision and charter objectives.
7. Coordinate geoscientific activities with stakeholders in all geoscience-related sectors to promote sustainable management of natural resources, including water.

8. Collaborate with state and central research and educational institutions to conduct multidisciplinary and fundamental geoscientific research and studies, such as geotechnical investigations, geo-investigations of physical, chemical, and biological hazards, climate change, geo-statistics, paleo-geo-studies, etc.
9. Actively participate in international collaborative projects to enhance our understanding of the Earth and its ecosystems, including studies related to tectonics, global warming and climate change, and polar studies.
10. Generally, advance the cause of geology by documenting, promoting, collecting, and educating, including the creation and management of museums, monuments and parks, archives, libraries, and other facilities for the use of students, researchers, and the public.
11. Specifically, popularize geosciences at the school and university level through the consistent production and dissemination of high-quality audio-visual and printed materials and through the Internet.
12. Organize exhibitions and special events to bring geoscientific concepts to the public.

GSI is spread across five different organization level missions with interdependencies across all missions and centres across the country. Following table highlights the different functions and operational responsibilities of each mission.

Missions	Function
Mission I	Baseline geoscience and data collection
	Responsible for administering ground surveys, marine surveys, remote sensing, and aerial surveys
Mission II	Natural resource Assessment
	Undertakes natural resource assessments and continuous assessments at regional level exploration for coal and lignite resources
Mission III	Geoinformatics
	Responsible for data repository and management, publications and library, and dissemination of map, geoinformatics and data integration
Mission IV	Multidisciplinary geosciences
	1. Undertakes and coordinates landslide investigations and formulation of mitigation measures by developing strategy / methodology for all types of landslide investigations 2. Impact assessment, Geo-Environmental appraisal of mine and other anthropogenic contamination areas, Arsenic and Fluoride contamination studies of groundwater 3. Research in principal branches of fundamental Geoscience viz., Petrology, Palaeontology and Geochronology & Isotope Geology and allied earth science
Mission V	Training and Capacity Building
	Effective implementation of training programs and human resource needs across GSI and other stakeholders through GSITI headquarters, Regional Training Divisions (RTDs) and Field Training Centres (FTCs)

Capacity needs of the department

As part of the process of preparing the Annual Capacity Building Plan, the Department established a Capacity Building Unit (CBU) to effectively manage its capacity building initiatives. Further the department undertook the focus group discussions and employed a survey of capacity needs to seek inputs and responses on the capacity needs of the officials across various offices of Central Headquarters Regions and Divisions under the Department. The requirements and data received as a part of this exercise was further analyzed and the following activities were performed to identify multiple competency requirements across scientific decision units, highlighting behavioral and functional level competencies.

Capacity Needs Analysis

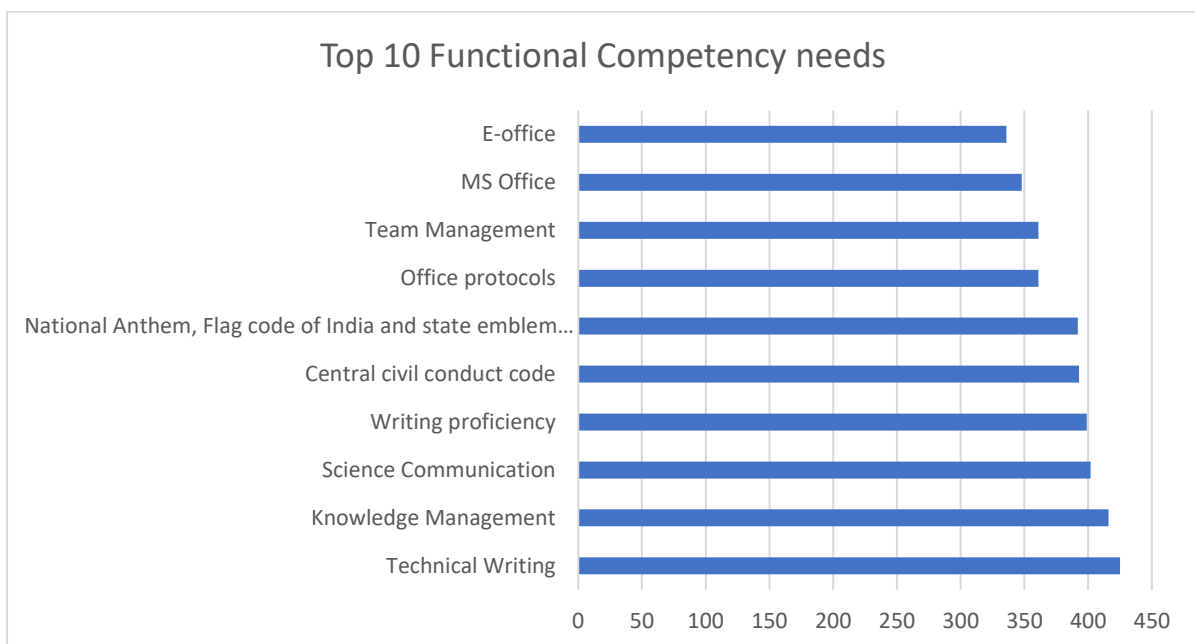
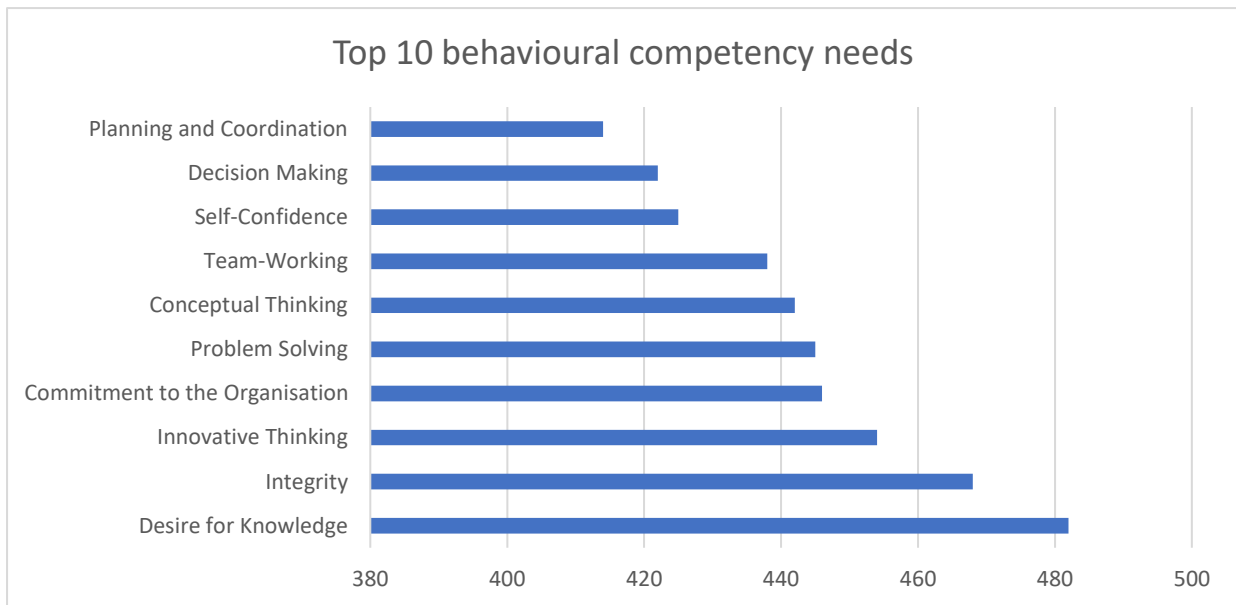
Capacity Needs Analysis is a framework that assesses the desired capacity against existing capacity in order to identify the capacity gaps. For Capacity Needs Analysis survey, a Google survey form was prepared & finalized in consultation with CBC and GSITI, Hyderabad to assess the Capacity Needs Assessment of individuals in their unique roles across GSI. The survey is a self-evaluation, where the competency gaps are captured for both training needs and collective organizational needs of the MDO. The Capacity Need Analysis focused on Behavioral, Functional and Domain competencies.

The coverage of the CNA survey at the GSI is shown via table below.

Division	No. of respondents
Administration	53
Chemistry	98
Drawing	1
Engineering	23
Finance	6
Geology	604
Geophysics	106
Instrumentation	1
Mineral Physics	3
Multi Task Staff	1
Personnel	10
Personnel & Administration	1
Rajbhasha	5
Stenography	9
Stores	14
Survey	10
Transport	3

Overall CNA analysis of GSI –

Following is a graphical representation of top 10 competencies identified for both behavioral and functional skills across GSI.



Amongst behavioral competencies, staff at GSI have chosen to improve their commitment to organization, integrity, desire for knowledge and innovative thinking the most followed by team working, conceptual thinking, problem solving and others. On the functional competency part, GST staff have strongly demanded science communication, technical writing, writing proficiency and knowledge management.

Training calendar and non-training interventions

The objective of Capacity Building Commission includes covering the competencies in Domain, Behavioral and Functional skills. For Science and Technology Departments, given the uniqueness of the field or the sector they operate in, it is to be managed by the Department/ministry themselves.

The current exercise shall mostly cater to behavioral and functional competency needs of the scientists and allied staff. Scientists from all levels and centres spread across the country have chosen the behavioral and functional competency needs below with organizational targets, national priorities, and individual aspirations in mind. Respondents have also specified their level of training across A – Basic, B – Intermediate and C – Advanced.

To support capacity building plan, organizational interventions are imperative. These are initiatives that improve the shared aspect within which officials across the Department operate. This includes interventions across processes, resources and assets, partnership and relationship, technology and data and personnel management. Table below showcases key potential organizational interventions across various afore-mentioned categories which can be further deliberated to formalize action plans. However, considering the nature of these potential interventions, further in-depth study may be required to develop an implementation strategy for the same.

S.No.	Intervention	KPI's or actions
1	Learning Hour	<ul style="list-style-type: none"> In the first quarter, 20% of the staff to be covered in learning hour. Within 1 year 50% of the staff to be covered
2	Mentorship Program	<ul style="list-style-type: none"> In the first 6 months, 20% of the new joiners to be mapped to mentors. Within subsequent 6 months, 50% of new joiners may be mapped
3	Recognition and Rewards	<ul style="list-style-type: none"> 1-2 employees from each Division or centre to be recognized / rewarded per quarter.
4	Immersion Programs	<ul style="list-style-type: none"> At least, 1 resource per division in a quarter to be nominated for the immersion programs
5	x-MDO scientific staff collaboration	<ul style="list-style-type: none"> At least one knowledge sharing session focused on a particular sector, for relevant MDOs in the next 12 months Subsequently, two sessions per year
6	GSI Leadership Development Program	<ul style="list-style-type: none"> At DDG Level - leadership training Director level – Management Development Programme
7	Regular feedback programme	<ul style="list-style-type: none"> In the first 6 months, 40% of the staff to be covered Within subsequent 6 months, 80% to be covered

CBU may refer to the concept notes shared to evaluate and formalize the initiatives and action plans to implement the organisational interventions. In the following table, training programs at GSI and its regional centres planned for 2024 have been provided. CBU can formulate an activity calendar to achieve set milestones across GSI.

Sl. No	Course/ Module Title	Type	Target audience
1	Foundation Module for Geologists, Geophysicists; Orientation Course for Chemists & Assistant Geophysicists	Domain	Newly Recruited Geologists, Geophysicists, Assistant Geophysicists and Chemists of GSI and nominated Geologists of State DGMs and Other Organisations
2	Module on Multi-disciplinary Geosciences & Emerging Technology in Geoscientific Investigation for geologists	Domain	Newly Recruited Geologists of GSI and nominated Geologists of State DGMs and Other Organisations
3	Laboratory Module on Geophysics, Analytical Chemistry, and Geotechnics	Domain	Newly Recruited Geologists of GSI and nominated Geologists of State DGMs and Other Organisations
4	Geophysics Theory Module-I	Domain	Newly Recruited Geophysicists of GSI and nominated Geophysicists of State DGMs and Other Organisations
5	Geophysical Mapping Data processing	Domain	Newly Recruited Geophysicists of GSI and nominated Geophysicists of State DGMs and Other Organisations
6	Geophysics Theory Module-I	Domain	Newly Recruited Asst. Geophysicists of GSI and nominated Asst. Geophysicists of State DGMs and Other Organisations
7	Geophysics Field Module-I	Domain	Newly Recruited Asst. Geophysicists of GSI and nominated Asst. Geophysicists of State DGMs and Other Organisations
8	Geophysics Theory Module-II	Domain	Newly Recruited Asst. Geophysicists of GSI and nominated Asst. Geophysicists of State DGMs and Other Organisations
9	Geophysical Mapping Data processing module	Domain	Newly Recruited Asst. Geophysicists of GSI and nominated Asst. Geophysicists of State DGMs and Other Organisations
10	XRF module Course for Chemists	Domain	Newly Recruited Chemists of GSI and nominated Chemists of State DGMs and Other Organisations
11	AAS & DMA module Course for Chemists	Domain	Newly Recruited Chemists of GSI and nominated Chemists of State DGMs and Other Organisations
12	ICPMS & Fire Assay module Course for Chemists	Domain	Newly Recruited Chemists of GSI and nominated Chemists of State DGMs and Other Organisations

13	Wet Classical, ISE & Environmental Geochemistry module Course for Chemists	Domain	Newly Recruited Chemists of GSI and nominated Chemists of State DGMs and Other Organisations
14	Leadership Programme for SAG and HAG level officers (in association with reputed Management Institute)	Functional & Behavioural	SAG and HAG level officers of GSI [Senior Administrative Grade/ Junior Administrative Grade]
15	Management Development Program for JAG level officers of GSI in association with reputed Management Institute (First Course)	Functional & Behavioural	JAG level officers of GSI
16	Management Development Program for JAG level officers of GSI in association with reputed Management Institute (Second Course)	Functional & Behavioural	JAG level officers of GSI
17	e-PLT Course on Geology for Geoscientists	Domain	Geoscientists of GSI
18	e-PLT Course on Geophysics for Geoscientists	Domain	Geoscientists of GSI
19	e-PLT Course on Geochemistry for Geoscientists	Domain	Geoscientists of GSI
20	e-PLT on Administration, Personnel Management, Finance and Vigilance for JTS/STS including Group-B Gazetted Officers of GSI	Functional	JTS/STS including Group-B Gazetted Officers of GSI Junior Time scale and Senior Time scale
21	e-PLT on Office Procedure, Administration, Finance, GeM, Vigilance and Roster Management for Group B and C Officials of GSI	Functional	Group B and C Officials of GSI
22	e-Training on PFMS, BHAVISYA and Income Tax calculations for Employees of GSI	Functional	Group B and C Officials of GSI
23	e-Training on Gender Sensitisation and POSH Act, 2013	Behavioural	Employees of GSI, State DGMs and Other Organisations
24	e-PLT Refresher Course on Drilling for Engineers	Domain	Engineers of GSI
25	Laboratory Module on Petrology	Domain	Newly Recruited Geologists of GSI and nominated Geologists of State DGMs and Other Organisations
26	Refresher Course in Metamorphic Petrology	Domain	Geoscientists of GSI, State DGMs and Other Organisations
27	Refresher Course on Igneous Petrology	Domain	Geoscientists of GSI, State DGMs and Other Organisations
28	Refresher Course on Ore Petrology	Domain	Geoscientists of GSI, State DGMs and Other Organisations

29	Laboratory Module on GIS and Mobile Mapping	Domain	Newly Recruited Geologists of GSI and nominated Geologists of State DGMs and Other Organisations
30	Geographic Information System under ITEC program by MEA, New Delhi	Domain	Graduate in Earth Sciences or related disciplines with working knowledge of computers (from ITEC Nations)
31	Advanced Geographic Information System	Domain	Geoscientists of GSI, State DGMs and Other Organisations
32	Integration of Geological, Geophysical and Geochemical Data	Domain	Geoscientists of GSI, State DGMs and Other Organisations
33	Geo-statistics and its application	Domain	Geoscientists of GSI, State DGMs and Other Organisations
34	3D-Modeling Mineral Exploration	Domain	Geoscientists of GSI, State DGMs and Other Organisations
35	Basic Course on Python for Geoscientists	Domain	Geoscientists of GSI, State DGMs and Other Organisations
36	Laboratory Module on Remote Sensing and Digital Image Processing Technology for 48th Orientation Course for Geologists (Batch-D)	Domain	Newly Recruited Geologists of GSI and nominated Geologists of State DGMs and Other Organisations
37	Remote Sensing and Digital Image Processing for Geoscientists under ITEC Programme of MEA, New Delhi	Domain	Graduate in Earth Sciences or related disciplines with working knowledge of computers (from ITEC Nations)
38	e-Course on Remote Sensing and Digital Image Processing for Geoscientists under ITEC Programme of MEA, New Delhi	Domain	Graduate in Earth Sciences or related disciplines with working knowledge of computers (from ITEC Nations)
39	Application of Remote Sensing and GIS in Mineral Exploration (under NNRMS program of ISRO)	Domain	Faculty, Researchers from academia and Geoscience Professionals of other organisations.
40	Application of Geo-informatics for Disaster Management (under NNRMS Program of ISRO)	Domain	Faculty, Researchers from academia and Geoscience Professionals of other organisations.
41	Advanced Remote Sensing Techniques in Mineral Exploration (under NNRMS program of ISRO).	Domain	Faculty, Researchers from academia and Geoscience Professionals of other organisations.

Above table is non-exhaustive list of domain and functional training programs carried out by GSITI in addition to designing iGOT modules. In the following training calendar all the relevant modules on iGOT are mapped with relevant details, links and their levels. Any staff member can identify his /her competency need from the division -designation wise competency list placed in ANNEXURE and use the training calendar to start their learning journey. This training calendar is a non-exhaustive list of course recommendations from CBC, Capacity Building Unit at GSI can also revise training calendar depending on the need and availability of iGOT modules from time to time.

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
POSH	Prevention of Sexual Harassment of Women at Workplace	Human Resource Policies and Legislation Framework Management	1h 51m	ISTM	Link	L1 - Basic [Level A]
Emerging Technologies Level 1	Introduction to Emerging Technologies	Basics of Data Analytics, Artificial Intelligence, Machine Learning, Computer Vision, NLP etc.	2h 30m	CBC	Link	L1 - Basic [Level A]
Emerging Technologies Level 2	Emerging Technologies Level 2	Advanced Knowledge of Data Analytics, Artificial Intelligence, Machine Learning, Computer Vision, NLP etc.	2 days	CDAC	-	L3 - Intermediate [Level B]
DAKSHTA	DAKSHTA	Noting & Drafting, Office Management, Handling Parliamentary Proceedings, Integrated Finance Division, Public Procurement through Government e-Market Place(GeM), Conduct & Behavior Management, Project Administration	16h 54m	ISTM	Link	L2 - Basic [Level A]
DAKSHTA	DAKSHTA	Noting & Drafting, Office Procedure, RTI, GFR, Interpersonal Skills, Tender Documents, GeM, Case Studies, Managing Stress, Gender Sensitization, Computer Hands on, Record Management, e-Office, Cabinet notes, etc.	5 days	ISTM	-	L4 - Advanced [Level C]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Citizen Centricity First	Citizen Centric Communication	Importance of Proper Communication, importance of Listening, Active Listening Behavior, Being assertive in citizen-centric communication, citizen-centric communication is about putting the citizen first and ensuring that your communication is clear, concise, respectful, responsive, and transparent. By following the principles described in this course, one can build trust and understanding with the citizens they serve	50m	ISTM	Link	L1 - Basic [Level A]
Communication Skills	Effective Communication	Understand the need of communication and the effectiveness of communication	7h 19m	IIMB	Link	L2 - Basic [Level A]
Conflict Solving Strategies	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Wi-Win situation	1h 30m	DoPT	Link	L1 - Basic [Level A]
Critical thinking	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	iGOT	Link	L1 - Basic [Level A]
Decision Making	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	DoPT	Link	L1 - Basic [Level A]
Delegation	Delegation	Basics of Delegation	45 Min	BSNL	Link	L1 - Basic [Level A]
Empathy	Increasing your Emotional Quotient	Stress Management, Self Control,	1h	Art of Living	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
		Mindfulness, Stress & Resilience				
Equity	Gender Equality and Development – Overview	Gender Equality and Development	1h 45m	iGOT	Link	L1 - Basic [Level A]
Equity	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1 - Basic [Level A]
Ethics	Ethics and Values	Ethics and Values in Administration, Professional Ethics and Integrity, Ethical Decision Making and Ethical Dilemma	50 min	Border Roads Organisation (BRO)	Link	L1 - Basic [Level A]
Ethics	Code of Conduct for Government Employees	This course covers details about Code of Conduct for government of India officials, describe the conduct that is not allowed/expected from government employees	35m	ISTM	Link	L1 - Basic [Level A]
Ethics and Values	Personal and Organisational values	Explains that we imbibe values from our surroundings and these values are set of guiding principles that help an individual make a decision and choose a path.	55 min	Department of Personnel and Training DoPT	Link	L1 - Basic [Level A]
Gender Awareness/Sensitization	Gender Equality and Development – Overview	Gender Equality and Development	1h 45m	iGOT	Link	L1 - Basic [Level A]
Gender Awareness/Sensitization	Gender Sensitivity	Gender Sensitivity: Understanding Gender Bias; Gender Sensitization:	50m	Ministry of Power	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
		Understanding Gender Stereotypes; Gender Sensitization: What can Organization do?				
Gender Awareness/Sensitization	Prevention of Sexual Harassment of Women at Workplace	Human Resource Policies and Legislation Framework Management	1h 51m	ISTM	Link	L1 - Basic [Level A]
Influencing & Negotiation	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Win-Win situation	1h 30m	DoPT	Link	L1 - Basic [Level A]
Interpersonal skills	Level-III CSSS Course to Develop Behavior Competencies	Level-III CSSS Course to Develop Behavior Competencies	2h 18m	iGOT	Link	L2 - Basic [Level A]
Knowledge sharing & mentorship	Coaching module of BSNL Mission Karmayogi	Coaching module of BSNL Mission Karmayogi	52m	BSNL	Link	L1 - Basic [Level A]
Leadership	Leadership module of BSNL Mission Karmayogi	Basics of Leadership and Team Development	1h 16m	BSNL	Link	L1 - Basic [Level A]
Leadership	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1 - Basic [Level A]
Leading Others	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Motivation	Motivation	Motivation drives performance, Maslow's hierarchy of needs, motivating self, self-motivation action plan	1h	DoPT	Link	L1 - Basic [Level A]
Motivation	Motivation	The course on 'Motivation' explains that once we are aligned with our personal motivation and goals we are likely to become an excellent performer. For this, we need to find our own motivation that is relevant to our context, situation and job	1h 8m	DoPT	Link	L1 - Basic [Level A]
Motivation	Understanding Motivation	By the end of this course, the learners will be able to understand the concept of motivation from the lens of various theories. They will be able to explore the questions like why people do what they do, what is the role of a leader in motivating and demotivating others and how the design of the jobs plays a role in motivation.	1 hour 35 minutes	LBSNA A	Link	L1 - Basic [Level A]
Negotiation skills	Effective Communication	Understand the need of communication and the effectiveness of communication	7h 19m	IIMB	Link	L2 - Basic [Level A]
Negotiation skills	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Win-Win situation	1h 30m	DoPT	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Organizational Skills	Personal and Organisational values	Explains that we imbibe values from our surroundings and these values are set of guiding principles that help an individual make a decision and choose a path.	55m	DoPT	Link	L1 - Basic [Level A]
Problem Solving	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	DoPT	Link	L1 - Basic [Level A]
Result Orientation	Result Orientation and Planning	Result Orientation and Planning	80 Min	BSNL	Link	L1 - Basic [Level A]
Self Confidence	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1 - Basic [Level A]
Self-Management	Increasing your Emotional Quotient	How to handle negative emotions is not taught as part of our educational curriculum. In this course we learn very important aspects of managing emotions and learn a meditation that helps us transform our emotions. This course comprises of learning videos by Gurudev Sri Sri Ravi Shankar.	1h	The Art of Living	Link	L1 - Basic [Level A]

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Self-Management	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1 - Basic [Level A]
Self-Motivation	Motivation	This is a five-step approach to create an action-plan for self-motivation: my needs, the demotivating factors at work, demotivating factors outside work hours, motivating factors at work, motivating factors outside work hours.	1h 8m	DoPT	Link	L1 - Basic [Level A]
Self-Awareness and Self-Control	Increasing your Emotional Quotient	How to handle negative emotions is not taught as part of our educational curriculum. In this course we learn very important aspects of managing emotions and learn a meditation that helps us transform our emotions. This course comprises of learning videos by Gurudev Sri Sri Ravi Shankar.	1h	Art of Living	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Self-Awareness and Self-Control	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1 - Basic [Level A]
Stakeholder Analysis & Management	Stakeholders in Governance	Stakeholder Analysis	53 min	ISTM	Link	L1 - Basic [Level A]
Stress Management	Stress Management	The course aims to provide the learners a potpourri of stress management tips and strategies to tackle the root cause of stress. As you go through the course you will be able to apply the learning and develop insight into meaning of stress , its impact, symptoms, causes as well as practical interventions which can help busting the stress level.	2h 17m	IIPA	Link	L2 - Basic [Level A]
Stress Management	Stress Management	Physical and mental fitness, relaxation, worry for job, sleep quality, planning, concern for others, workload, separating professional and personal life are few factors that impact our stress levels.	1h 15m	DoPT	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Team Management & Development	Team Building	High Performance Team, Commitment from the entire team, Team Member's Contribution, Communicating with the team, Cooperation amongst team members	1h 20m	DoPT	Link	L1 - Basic [Level A]
Team management, sensitiveness to team	Team Engagement	Basics of Engaging Teams	20 Min	BSNL	Link	L1 - Basic [Level A]
Team-Working	Team Engagement	High Performance Team, Commitment from the entire team, Team Member's Contribution, Communicating with the team, Cooperation amongst team members	20 Min	BSNL	Link	L1 - Basic [Level A]
Time Management	Time Management	The course, 'Time Management' lists the benefits of Time Management, typical challenges to Time Management, demonstrates the Covey's Quadrant to prioritize time and explains the need for focusing on bigger aspect	1h 15m	DoPT	Link	L1 - Basic [Level A]
Budgeting & Accounting	Budget	Basics of Budgeting and its importance, principles of Indian budgetary system, Constitutional mandates for preparing annual budgets, budgetary process and voting/passing the budget	50 min	ISTM	Link	L1 - Basic [Level A]
Budgeting & Accounting	Budgetary System in Government	Budgetary Control, Demand for Grants MoD, Financial Control, Re-	32m 37s	Defence Accounts	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
		appropriation, Role of Audit, Role of Finance		Departments		
Budgeting & Accounting	Finance and Accounts	The objectives of this module are: Define budget and explain the budgetary process, Explain the key features of financial regulation, Define audit, its purpose and objectives, Explain the procedure for procurement, Explain the preparation and maintenance of cashbook and Describe travel allowance rules.	41m	DoPT	Link	L1 - Basic [Level A]
Coaching & Mentoring	Coaching & Mentoring	Performance assessment, time management, coaching, teamwork	52 min	BSNL	Link	L1 - Basic [Level A]
Data analysis	BIG DATA ONE	Data Management Functional, Data Analytics System Design	3 min	National E-Governance Division NeGD	Link	L1 - Basic [Level A]
Data analysis	Data Driven Decision Making For Government	Data Analysis, Common tools for Visualization, Process Model through case study, Filter Pages Dashboard, Analytics Maturity Model	2h 30m	CBC	Link	L2 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Data Security	Basics of Critical Information Infrastructure	There are infrastructure within a country, failure of which have the potential to disrupt economic activity of a nation, posing threats to national security or loss of life etc.. Awareness about such critical infrastructure among government officials is very important as they are responsible for policy making, issuing guidance, allocating budgets, setting priorities etc. which are crucial for protection of such infrastructure assets.	56m 57s	NTIPRI T	Link	L1 - Basic [Level A]
Data Security	Cyber Security and Strategy	Cyber security strives to ensure the attainment and maintenance of the security properties of the organization and user's assets against relevant security risks in the cyber environment.	2h 11m	Indian Institute of Public Administration	Link	L2 - Basic [Level A]
Data Security	Information Security Basics	Everyday Government officials generate, process, store, retrieve and communicate lots of data in digital form for discharge of assigned duties by using IT networks.	1h 54m	Indian Institute of Public Administration	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Data Security	Data, Cyber Security and Strategy	This Course will help government officers to build this critical infrastructure, exploring ways to stronger public service delivery, develop, and utilize the data and analytic tools that drive data-based decision-making	2h 30m	Capacity Building Commission	Link	L2 - Basic [Level A]
Grammar training for cabinet note, EFC or office order	Preparation of Cabinet Notes	Objectives of the course:- Explains the context of preparation of Cabinet Notes, Describe the GOI rules, 1961 and GOI, Describe the Preparation & Procedure of the Cabinet Notes	5h 10m	ISTM	Link	L2 - Basic [Level A]
Innovation, global developments, emerging trends & perspectives	Introduction to Emerging Technologies	Understand how AI-powered and other Emerging Technologies are critical for good governance	2.5 hours	WITP	Link	L2 - Basic [Level A]
Intellectual Property Rights	Special Acts	This course is designed to help you understand the Special Acts in Law. including IPR, etc.	2h 6m	iGOT	Link	L2 - Basic [Level A]
Knowledge of e-governance and Digital India	Basics of e-Governance & Digital India	This module explains basic constructs of e-governance – the strategy of employing digital technologies in accelerating the processes of governance and the related concepts associated with it. It also describes in an easy-to-understand manner the flagship Digital India program of	1h 35m	iGOT	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
		the Government of India.				
Knowledge of IFD Framework	Public Procurement Framework of GOI	integrated finance division (IFD) - procurement services, integrated finance division (IFD), general system of financial management, general financial rules (GFR)	1h 55m	Department of Expenditure	Link	L1 - Basic [Level A]
Knowledge of Parliament/ cabinet	Parliament at work	Explain the Legislative procedure followed, while considering a bill to be made into an Act Explain the Parliamentary Committees and their roles Explain the role and functions of the Financial Committees Describe the Question hour proceedings	5 hour 36 minutes	Institute of Secretariat Training and Management	Link	L2 - Basic [Level A]
Knowledge on Central Civil Conduct Code	Code of Conduct for Government Employees	This course covers details about Code of Conduct for government of India officials, describe the conduct that is not allowed/expected from government employees	35m	ISTM	Link	L1 - Basic [Level A]
Knowledge on Central Civil Conduct Code	Code of Conduct Rules for Scientists and Technologists	This is an interactive self-paced flipbook on the Central Civil Services (Conduct) Rules, 1964. The flipbook explains	2 h	CBC	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
		the objectives of CSS Rules and explains the dos and don'ts for government employees using examples.				
Knowledge on RTI resolutions	Right to Information Act - Part 1	Overview of the Right to Information (RTI) Act • RTI act's major features and implications Responsibilities of public authorities, RTI cells, and duties of Central and Assistant Public Information Officers • Purpose and definitions of RTI, and the process of seeking and providing information	55m	ISTM	Link	L1 - Basic [Level A]
Knowledge on RTI resolutions	Right to Information Act - Part 2	Exemptions from disclosure, • Partial disclosure and rejection processes • Complaint and appeal procedures • Citizen's rights and responsibilities in implementing the RTI Act	41m	ISTM	Link	L1 - Basic [Level A]
Knowledge on RTI resolutions	Right to Information Act 2005	Right to Information Act 2005 and One case study	48m 30s	Defence Accounts Departments	Link	L1 - Basic [Level A]
Knowledge on RTI resolutions	Right To Information Act, 2005	This is a domain-specific module. The objective of this module is to make the trainees aware of the provisions of the Act as their assistance may be required in handling of RTI applications received by PIOs	47m	DoPT	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Noting and Drafting	Noting and Drafting	This course will guide you about noting and drafting in a secretariat set up.	2 hours	ISTM	Link	L1 - Basic [Level A]
Parliamentary Questions	Parliamentary Procedures	Includes information on parliamentary procedures and questions	2 hours	ISTM	Link	L1 - Basic [Level A]
Pension Administration/ Processing	Pensionary Benefits	This course describes the various retirement and death benefits admissible to a government servant/ family. • It also covers factors governing Pensionary benefits and its key features. • This course will enable learners to calculate pension and other pensionary benefits, and explain the seven step procedure for processing pension papers.	55m	ISTM	Link	L1 - Basic [Level A]
Policy making/ drafting	Basics of Public Policy Research	Research process, reporting rules, research strategies, research process	2 hours	NACIN	Link	L1 - Basic [Level A]
Policy making/ drafting	Formulation of Public Policies	Meaning and scope, Frameworks, Different Stages, evidence based public policy formulation, Role of civil servant in policy formulation	1 Hour 5 min	Institute of Secretariat Training and Management	Link	L1 - Basic [Level A]
Preparation of Vigilance/ investigation Reports	Evaluation of Evidence and Course Assessment	Evaluation of Evidence	46 min	Institute of Secretariat Training and Management	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Presentation Skills	Ways of Enhancing Presentation Skills	Module 1: Manage Anxiety while Presenting; Module 2: Ground Rules for Presenting Better; Module 3: Perfect the Planned Presentation	1 hr 25 min	Ministry of Mines	Link	L1 - Basic [Level A]
Project Management	Project management	Introduction to Project Management, Project Management Plans, Scheduling and its definitions, Types of Schedules	46m	Ministry of Railways	Link	L1 - Basic [Level A]
Project Management	Project management	Project Management, Return on Investment, Social Return on Investment, Randomized Controlled Trial (RCT)	2h 1m	IIPA	Link	L2 - Basic [Level A]
Rajbhasha	Rajbhasha Hindi	Rajbhasha Hindi basics	13 min	FCI	Link	L1 - Basic [Level A]
Scientific communication skills - narrative tools	An Introduction To Science Communication	give early-career scientists a quick introduction to science communication as part of their common induction curriculum. The course provides a brief overview of the fundamentals of science communication, as well as quizzes, assignments and case studies, to help learners develop an awareness and knowledge of communicating science to non-scientific audiences	2 Hours	CBC	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Bid Participation	Complete seller bid participation details	21m	Government e Market	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
				Place(GeM)		
Understanding of GeM Marketplace	Buyer Dashboard	Different Buyer Dashboards available on GeM for Buyers to use.	15m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Catalogue Management	These modules cover the details of the complete catalogue updation process for Sellers and Service Providers on the GeM portal.	42m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	GeM marketplace	A Course on Government e Marketplace (GeM).	1h 9m	ISTM	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Introduction to GeM for Buyers	Videos, PDF & Questionnaires about GeM overview and Buyer Functionality	10m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Introduction to Sellers & Service Provider	This module contains videos showing Government e-Marketplace and Introduction to Seller & Service Provider Functionality	5m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Invoicing and payment Process	This module contains the details of the steps required for complete invoicing and payment process from the end of the Seller	17m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Payment process for Buyers	All payment process options available to Buyers on GeM Portal	33m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Procurement Process	This modules contains all procurement processes available on the GeM Portal.	2h 49m	Government e Marketplace(GeM)	Link	L2 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Understanding of GeM Marketplace	Registration of Buyers	Complete registration process for Primary and Secondary Users. Also deactivation and transfer of users for Buyer Departments.	14m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of GeM Marketplace	Vendor Registration	Complete registration process for vendors	20m	Government e Marketplace(GeM)	Link	L1 - Basic [Level A]
Understanding of General Financial Rules, 2017	Public Procurement Framework of GOI	Integrated finance division (IFD) procurement services, integrated finance division (IFD), general system of financial management, general financial rules (GFR)	1h 55m	Department of Expenditure	Link	L1 - Basic [Level A]
Understanding of Office Protocols	Office Procedure	This course will guide about office procedures. It gives an overview about <ul style="list-style-type: none"> File management system Management of DAK Decision making in government Record management 	2h 17m	ISTM	Link	L2 - Basic [Level A]
Working with MS Office	Excel advanced	This training program will digitally empower officials to provide efficient and effective citizen-centric services to the vulnerable and underprivileged sections of society. It will enable them to deliver last-mile social welfare services.	3h 44m	Microsoft	Link	L2 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Working with MS Office	Microsoft Excel for Beginners	In this course we will learn how to Enter and edit Excel data, Format numbers, fonts, and alignment make simple pivot tables and charts, create simple Excel formulas, filters, formatting. Learn common Excel functions used in any Office.	6h 56m	Microsoft	Link	L2 - Basic [Level A]
Working with MS Office	Microsoft PowerPoint Beginners	A beginner's guide to Microsoft PowerPoint, taking you by hand and showing you step by step how to make some amazing and mesmerizing PowerPoint slideshow presentations.	2h 41m	Microsoft	Link	L2 - Basic [Level A]
Working with MS Office	Microsoft Word Beginners	Welcome to the course that offers a beginner's guide to Microsoft Word. This course enables you to learn Word in simple and easy steps with a focus on making the learners understand and create tasks using Ribbon Menu, Rulers, Navigation Pane, Go to Command, Proof Reading, Views, edit pictures, Indenting, Track Changes, layout, and more.	2h 56m	Microsoft	Link	L2 - Basic [Level A]
Working with MS Office	PowerPoint advanced	Advance course to Microsoft PowerPoint, taking you by hand and showing you step by step how to make some amazing and	2h 19m	Microsoft	Link	L2 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
		mesmerizing PowerPoint transitions and animation. We dive into PowerPoint Slide Design, Smart Art and PowerPoint Animation.				
Working with MS Office	Programme on IT Skills	Microsoft Word for Beginners, Microsoft Word for Advanced, Microsoft PowerPoint Beginners, Microsoft PowerPoint Advanced, Microsoft Excel for Beginners, and Advanced	21h 25 m	ISTM	Link	L2 - Basic [Level A]
Working with MS Office	Word advanced	This course enables you to learn advanced concepts of MS Word in simple and easy steps. In this course, the learners will understand and create tasks using Repeat Headings, Insert Formula, Word Art, Table of Figures, Tab Stops, Paragraph Styles, Wrapping Words around Pictures, Inserting audio, video, online videos and more.	2h 49m	Microsoft	Link	L2 - Basic [Level A]
Vendor Management	Vendor Registration	Complete registration process for vendors	20m	Government e Market Place(GeM)	Link	L1 - Basic [Level A]
Vendor Management	GeM marketplace	A Course on Government e Marketplace (GeM).	1h 9m	ISTM	Link	L1 - Basic [Level A]
Procurement and tender writing	Procurement Process	This modules contains all procurement processes available on the GeM Portal.	2h 49m	Government e Market Place(GeM)	Link	L2 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Drafting proposals	Request for Proposals	Request Proposals for	9m 43s	Defence Accounts Department (DAD)	Link	L1 - Basic [Level A]
Drafting proposals	Proposal Acceptance and Withdrawal and Signing of Contract	Proposal Acceptance and Withdrawal and Signing of Contract	5m 14s	Defence Accounts Department (DAD)	Link	L1 - Basic [Level A]
Drafting proposals	Approval and Processing of Proposals	Approval and Processing of Proposals	3m 57s	Defence Accounts Department (DAD)	Link	L1 - Basic [Level A]
Climate Change	Basics of climate change: science behind stories	This course will help you to learn Climate Change and associated science.	2h 11m	Dr. Shyamli Singh, ISPA	Link	L1 - Basic [Level A]
Climate Change	Economics of Climate-Resilient Development	The course is based upon the principles of multiple stakeholder inputs and includes ideas on how different expertise and views are found and incorporated. To conclude the course, a policy scenario presents the course user with the opportunity to see how an economically viable climate resilient development plan may be designed in practice.	1h 21m	World Bank Content Creator	Link	L1 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Climate Change	Low Carbon Development: Planning & Modelling	This short overview module provides a high level introduction to climate change, low carbon development planning and the use of the EFFECT model (Energy Forecasting Framework and Emissions Consensus Tool)	7h 53m	World Bank Content Creator	Link	L2 - Basic [Level A]
GIS Applications	Geographical Information System	Geographical information system (GIS) uses space and ground based technologies to organize our physical world by representing spatial data, that is, location and attribute data with digital map overlays.	10h 15m	Department of Space	Link	L2 - Basic [Level A]
Governance	Stakeholders in Governance	Stakeholders in Governance	1h 43m	ISTM	Link	L1 - Basic [Level A]
Project Management	Preparation of Detailed Project Report (DPR)	This course provides detailed knowledge about following subjects, namely: DPR preparation for PMGSY roads. The above Course includes topics like Topographical Surveys, Geometric Design and Bill of Quantities & Surveys and Investigations (Soils, Materials & Geo technical).	8h 30m	iGOT	Link	L2 - Basic [Level A]

Competency	Course Title	Course Details	Course Duration	Course Provider	iGOT Course Link	Level
Project Management	Project Management	The course provides a basic understanding of project management. After going through the course, you will be able to: Identify steps in project management, Augment where focus to be given for smart project management, Assess the key issues in investment by taking up analytical exercises, Know how social value is created through investment, and Apply Randomized Controlled Trial (RCT) in project evaluation.	1h 59m	iGOT	Link	L1 - Basic [Level A]
Improving productivity using AI and Chat GPT	Introduction to Leveraging AI and Chat GPT	The course "Introduction to Leveraging AI" provides learners with a comprehensive understanding of AI and its potential to enhance various domains. The course consists of seven videos that cover essential topics related to AI and its practical applications.	24m 36s	Invest India	Link	L1 - Basic [Level A]

Monitoring and Evaluation of Milestones

Objective: To monitor and evaluate the effective implementation of ACBP across GSI. Monitoring and evaluation of the ACBP can be carried out at two levels by the CBU:

1. At the department level, the monitoring and evaluation can be carried out on three KPIs
 - a. Number of courses completed by department officials on iGOT
 - b. Number of courses completed by department officials from institutions other than iGOT.
 - c. Number of Non-Training Interventions implemented.

Sl. No	Departmental level targets	Target set	Target achieved
1	Number of courses completed on IGOT		
	POSH, Emerging Technologies, Data driven decision making, Improving productivity using AI and Chat GPT, MS office		
2	Number of in-person programs completed across GSI		
	Domain Behavioural Functional		
3	Number of non-training interventions Learning hour Immersion program Virtual Kiosk		

2. At the unique role level
 - a. Number of courses completed by the officer in the unique role. Reporting Officer/CBU SPOC may refer to the Training Calendar.
 - b. Monitoring of Activities for training Interventions: Further, the two activities of undertaking IGOT and the other hybrid/offline courses may be monitored and evaluated at division and unique designation level.

The MDO administrator, through his / her admin account on iGOT, can access the IGOT course dashboard which includes all the data pertaining to enrolment, progress of courses, number of courses completed by each individual on iGOT. This information may be used for evaluating progress across set targets. In the following training calendar, list of all applicable and available courses on iGOT are provided, also designation wise courses and competencies are placed in the ANNEXURE for reference.

ANNEXURE

In the following table, all the functional competencies required by GSI staff members are provided for the specified division and designation.

Division	Designation	Functional Competency	Level	Status
Administration	MULTI TASKING STAFF, L-1	Office protocols; Rajbhasha; RTI 2005; Noting & Drafting; Code of Conduct for Government Employees;	A	IGOT
Administration	MULTI TASKING STAFF, L-1	Social Media; Writing proficiency;	A	To be developed
Administration	MULTI TASKING STAFF, L-1	Central civil conduct code; E-office; General Financial Rules, 2017; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, Office protocols; Rajbhasha; RTI resolutions; Writing proficiency;	C	To be developed
Administration	Ordinary Grade Driver, L-2	Office protocols; Rajbhasha; RTI 2005; Noting & Drafting; Code of Conduct for Government Employees; NIC applications - email, messenger.	A	iGOT
Administration	Ordinary Grade Driver, L-2	Writing proficiency	C	To be developed
Administration	Lower Division Clerk, L-2	Budgeting and accountability; Central civil conduct code; Grammar training for cabinet note, EFC or office order; NIC applications - email, messenger, cloud storage	A	IGOT

Division	Designation	Functional Competency	Level	Status
		and others; Public Financial Management System; Noting & Drafting; Rajbhasha;		
Administration	Lower Division Clerk, L-2	Organogram; Science diplomacy	A	To be developed
Administration	Lower Division Clerk, L-2	Rajbhasha; RTI resolutions;	B	To be developed
Administration	Lower Division Clerk, L-2	Budgeting and accountability; Central civil conduct code; E-office; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Technical Writing; Writing proficiency;	C	To be developed
Administration	Upper Division Clerk, L-4	Public Financial Management System; Budgeting and accountability; Central civil conduct code; Grammar training for cabinet note, EFC or office order; NIC applications - email, messenger, cloud storage	A	IGOT

Division	Designation	Functional Competency	Level	Status
		and others; Public Financial Management System; Noting & Drafting; Rajbhasha;		
Administration	Upper Division Clerk, L-4	Budgeting and accountability; Central civil conduct code; E-office; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; Office protocols; Project appraisal and Management; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Administration	Assistant, L-6	Central civil conduct code; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System; RTI resolutions; knowledge of e-Governance and	A	IGOT

Division	Designation	Functional Competency	Level	Status
		digital India; Rajbhasha; drafting proposals;		
Administration	Assistant, L-6	Knowledge Management; Private participation; Social Media; Technical Writing; Writing proficiency;	A	To be developed
Administration	Assistant, L-6	Procurement and tender writing; Project management;	B	iGOT
Administration	Assistant, L-6	Budgeting and accountability; Central civil conduct code; E-office; General Financial Rules, 2017; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Private participation; Project Marketing; Rajbhasha; RTI resolutions;	B	To be developed
Administration	Assistant, L-6	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Vendor Management; Writing proficiency;		
Administration	Administrative Officer, L-7	Central civil conduct code; MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of Gol.	A	IGOT
Administration	Administrative Officer, L-7	Grammar training for cabinet note, EFC or office order;	B	iGOT
Administration	Administrative Officer, L-7	IFD framework; Knowledge Management; MS Office; Office protocols; Organogram; Technical Writing; Vendor Management;	B	To be developed
Administration	Administrative Officer, L-7	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; Knowledge Management; MS Office; National Anthem, Flag	C	To be developed

Division	Designation	Functional Competency	Level	Status
		code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Writing proficiency;		
Administration	Asst. Director (P&A), L-10	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of Gol.	A	iGOT
Administration	Asst. Director (P&A), L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Public	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Vendor Management; Writing proficiency;		
Administration	Joint Director (P&A), L-12	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of Gol.	A	iGOT
Administration	Joint Director (P&A), L-12	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Writing proficiency;	C	To be developed

Division	Designation	Functional Competency	Level	Status
Administration	Director (P&A), L-13	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of GoI.	A	iGOT
Administration	Deputy Director General (P&A), L-14	Central civil conduct code; GeM marketplace; General Financial Rules, 2017; National Anthem, Flag code of India and state emblem of India; Public Financial Management System; Rajbhasha; RTI resolutions	C	To be developed
Administration	Additional Director General, L-15	General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Procurement and tender writing; Project appraisal and Management;	C	To be developed
Personnel	Assistant, L-6	GeM marketplace; General Financial Rules, 2017; Public Financial Management System; RTI resolutions; Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing;	A	IGOT

Division	Designation	Functional Competency	Level	Status
		knowledge of e-Governance and digital India; Rajbhasha; drafting proposals;		
Personnel	Assistant, L-6	Budgeting and accountability; Knowledge Management; MS Office; NIC applications - email, messenger, cloud storage and others; Office protocols; Social-Media; Team Management;; Writing proficiency;	B	To be developed
Personnel	Assistant, L-6	E-office;	C	To be developed
Administration	Asst. Director (P&A), L-10	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of Gol.	A	iGOT
Personnel	Asst. Director (P&A), L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; Office protocols; Organogram; Project management; Public Financial Management System;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Rajbhasha; RTI resolutions; Team Management; Writing proficiency;		
Administration	Dy. Director (P&A), L-10	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of Gol.	A	iGOT
Personnel	Dy. Director (P&A), L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Vendor Management; Writing proficiency;	C	To be developed

Division	Designation	Functional Competency	Level	Status
Personnel	Director (P), L-12	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of GoI.	A	iGOT
Finance	Asst. Cost Accounts Officer, L-10	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of GoI. Vender Management;	A	iGOT
Finance	Asst. Cost Accounts Officer, L-10	Budgeting and accountability; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; Office protocols; Organogram; Private participation; Project appraisal and Management; Project management; Public Financial Management System; Rajbhasha; Social Media; Team Management; Vendor Management; Writing proficiency;	C	To be developed

Division	Designation	Functional Competency	Level	Status
Finance	Asst. Cost Accounts Officer, L-10	MS Office; Budgeting and accountability; E-office; NIC applications - email, messenger, cloud storage and others; Office protocols; Understanding GeM; Rajbhasha; RTI resolutions; Public Procurement framework of Govt. Vendor Management;	A	iGOT
Finance	Cost Accounts Officer, L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Finance	Additional Director General, L-15	Budgeting and accountability;	B	To be developed

Division	Designation	Functional Competency	Level	Status
Administration	Personal Assistant, L-6	Noting & drafting; Parliamentary Questions; Office Protocols; Code of conduct for government employees	A	iGOT
Administration	Personal Assistant, L-6	Grammar training for cabinet note, EFC or office order; Procurement and tender writing; Project management;	B	iGOT
Administration	Personal Assistant, L-6	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; Knowledge Management; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Project appraisal and Management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Team Management; Vendor Management; Writing proficiency;	B	To be developed
Administration	Personal Assistant, L-6	MS Office;	C	To be developed
Administration	Private Secretary, L-7	NIC applications - email, messenger, cloud storage and others; RTI resolutions; Noting &	A	IGOT

Division	Designation	Functional Competency	Level	Status
		drafting; Parliamentary Questions; Office Protocols; Code of conduct for government employees		
Administration	Private Secretary, L-7	Central civil conduct code; E-office; GeM marketplace; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media; Technical Writing; Writing proficiency;	C	To be developed
Administration	Sr. Private Secretary, L-8	Noting & drafting; Parliamentary Questions; Office Protocols; Code of conduct for government employees	A	iGOT
Administration	Sr. Private Secretary, L-8	Central civil conduct code; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Rajbhasha; Writing proficiency;	C	To be developed

Division	Designation	Functional Competency	Level	Status
Rajabhasha	Jr. Translation Officer, L-6	Rajabhasha; Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; knowledge of e-Governance and digital India; noting & drafting; Parliament Questions; RTI resolutions;	A	iGOT
Rajabhasha	Jr. Translation Officer, L-6	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Public Financial Management System; Rajbhasha; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Project appraisal and Management; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Social Media;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Team Management; Technical Writing; Writing proficiency;		
Rajabhasha	Dy. Director (OL), L-11	Rajabhasha; Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; knowledge of e-Governance and digital India; noting & drafting; Parliament Questions; RTI resolutions;	A	iGOT
Rajabhasha	Dy. Director (OL), L-11	Private participation;	B	To be developed
Rajabhasha	Dy. Director (OL), L-11	Central civil conduct code; E-office; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Project appraisal and Management; Project Marketing; Rajbhasha; RTI resolutions; Science Communication; Science	C	To be developed

Division	Designation	Functional Competency	Level	Status
		diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;		
Stores	Assistant Store Keeper, L-4	Public procurement framework of GoI, understanding GeM marketplace; RTI resolutions; Office protocol; Vendor Management;	A	iGOT
Stores	Assistant Store Keeper, L-4	Project management;	B	iGOT
Stores	Assistant Store Keeper, L-4	Budgeting and accountability; IFD framework; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Private participation; Project Marketing; RTI resolutions; Science diplomacy; Vendor Management;	B	To be developed
Stores	Assistant Store Keeper, L-4	Central civil conduct code; GeM marketplace; General Financial Rules, 2017; Knowledge Management; Procurement and tender writing; Public Financial Management System; Rajbhasha; Technical Writing;	C	To be developed
Stores	Store Keeper, L-6	Budgeting and accountability; Central civil conduct code; General Financial Rules, 2017; National Anthem, Flag code of India and	A	IGOT

Division	Designation	Functional Competency	Level	Status
		state emblem of India; Procurement and tender writing; Vendor Management; understanding GeM marketplace; RTI resolutions;		
Stores	Store Keeper, L-6	Knowledge Management; Team Management; Technical Writing; Writing proficiency;	A	To be developed
Stores	Store Keeper, L-6	E-office; GeM marketplace; MS Office; Rajbhasha;	B	To be developed
Stores	Stores Officer, L-7	Budgeting and accountability; Central civil conduct code; Grammar training for cabinet note, EFC or office order; MS Office; Project management; RTI resolutions; understanding GeM marketplace;	A	IGOT
Stores	Stores Officer, L-7	Knowledge Management; Organogram; Project Marketing; Social Media; Technical Writing; Writing proficiency;	A	To be developed
Stores	Stores Officer, L-7	Procurement and tender writing;	B	iGOT
Stores	Stores Officer, L-7	Central civil conduct code; General Financial Rules, 2017; Knowledge Management; Office protocols; Organogram; Project appraisal and Management; Public Financial Management	B	To be developed

Division	Designation	Functional Competency	Level	Status
		System; Social Media; Team Management; Technical Writing; Writing proficiency;		
Stores	Stores Officer, L-7	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Procurement and tender writing; Project appraisal and Management; Public Financial Management System; Rajbhasha; RTI resolutions; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Stores	Store Manager, L-8	Budgeting and accountability; Central civil conduct code; Grammar training for cabinet note, EFC or office order; MS Office; Project management; RTI resolutions; Science Communication; understanding GeM marketplace;	A	iGOT

Division	Designation	Functional Competency	Level	Status
Stores	Store Manager, L-8	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Public Financial Management System; RTI resolutions; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geology	JTA (Geology), L-6	Rajbhasha; Office Protocol; Central civil conduct code; Science Communication; MS Office; e-Office;	A	IGOT
Geology	JTA (Geology), L-6	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC	C	To be developed

Division	Designation	Functional Competency	Level	Status
		applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;		
Geology	Assistant Geologist, L-8	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication;	A	IGOT

Division	Designation	Functional Competency	Level	Status
Geology	Assistant Geologist, L-8	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed
Geology	Assistant Geologist, L-8	Grammar training for cabinet note, EFC or office order; Procurement and tender writing; Project management;	B	iGOT
Geology	Assistant Geologist, L-8	Budgeting and accountability; Central civil conduct code; GeM marketplace; General Financial Rules, 2017; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Project appraisal and Management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Team Management; Technical Writing; Vendor Management; Writing proficiency;	B	To be developed

Division	Designation	Functional Competency	Level	Status
Geology	Assistant Geologist L-8	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geology	Geologist, L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC	A	IGOT

Division	Designation	Functional Competency	Level	Status
		applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication;		
Geology	Geologist, L-10	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed
Geology	Geologist, L-10	Central civil conduct code; E-office; General Financial Rules, 2017; National Anthem, Flag code of India and state emblem of India; Organogram; Private participation; Project appraisal and Management; Public Financial Management System;	B	To be developed
Geology	Geologist, L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;		
Geology	Senior Geologist, L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI	A	IGOT

Division	Designation	Functional Competency	Level	Status
		resolutions; Science Communication;		
Geology	Senior Geologist, L-11	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed
Geology	Senior Geologist, L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI	C	To be developed

Division	Designation	Functional Competency	Level	Status
		resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;		
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Vendor Management; Parliamentary Questions;	A	IGOT
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media;	A	To be developed

Division	Designation	Functional Competency	Level	Status
		Team Management; Technical Writing; Writing proficiency;		
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12	POSH, Writing proficiency; Technical Writing, Team Management, Emerging Technologies	B	
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12	Budgeting and accountability; Central civil conduct code; E- office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geology	Deputy Director General, L-14	E-office; NIC applications - email, messenger, cloud storage and others;	A	IGOT

Division	Designation	Functional Competency	Level	Status
		Budgeting and accountability; Project management; Science Communication;		
Geology	Deputy Director General, L-14	Project Marketing;	A	To be developed
Geology	Deputy Director General, L-14	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geology	Additional Director General, L-15	Knowledge of IFD framework; Budgeting and accountability; Public Procurement Framework of Government of India;	A	IGOT

Division	Designation	Functional Competency	Level	Status
		Approval and processing of proposals; Project Management		
Geology	Additional Director General, L-15	E-office; IFD framework; Project Marketing; Science diplomacy; Social Media;	B	To be developed
Geology	Additional Director General, L-15	Budgeting and accountability; Central civil conduct code; GeM marketplace; General Financial Rules, 2017; Knowledge Management; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Procurement and tender writing; Project appraisal and Management; Project management; Public Financial Management System; RTI resolutions; Science Communication; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geophysics	Lab Assistant (Geol) Gr.-I, L-5	Rajbhasha; Office Protocol; Central civil conduct code; Science Communication; MS Office; e-Office;	A	IGOT
Geophysics	Lab Assistant (Geol) Gr.-I, L-5	Central civil conduct code; E-office; Grammar training for cabinet note, EFC or office order;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Project appraisal and Management; Rajbhasha; Science Communication; Science diplomacy; Team Management; Technical Writing; Writing proficiency;		
Geophysics	STA (Geophysics), L-7	Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; Office protocols; Rajbhasha; Science Communication; MS Office; e-Office; RTI resolutions; NIC applications - email, messenger, cloud storage and others;	A	IGOT
Geophysics	STA (Geophysics), L-7	Knowledge Management; Private participation; Project Marketing; Science diplomacy; Technical Writing;	A	To be developed
Geophysics	STA (Geophysics), L-7	POSH, Writing proficiency; Technical Writing, Emerging Technologies	B	

Division	Designation	Functional Competency	Level	Status
Geophysics	STA (Geophysics), L-7	E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System;	C	To be developed
Geophysics	Assistant Geophysicist (Expl), L-8	E-office; Budgeting and accountability; Central civil conduct code; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication;	A	IGOT
Geophysics	Assistant Geophysicist (Expl), L-8	Grammar training for cabinet note, EFC or office order; Procurement and tender writing; Project management;	B	iGOT

Division	Designation	Functional Competency	Level	Status
Geophysics	Assistant Geophysicist (Expl), L-8	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Project appraisal and Management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	B	To be developed
Geophysics	Assistant Geophysicist (Expl), L-8	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Private participation; Project	C	To be developed

Division	Designation	Functional Competency	Level	Status
		appraisal and Management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Team Management; Technical Writing; Writing proficiency;		
Geophysics	Senior Geophysicist (Expl), L-11	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Rajabhasha; RTI resolutions; Science Communication; Budgeting and accountability	A	IGOT
Geophysics	Senior Geophysicist (Expl), L-11	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed

Division	Designation	Functional Competency	Level	Status
Geophysics	Senior Geophysicist (Expl), L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geophysics	Director (NFSG) & Supdt Geophysicist (JAG) (Expl), L-13/12	Budgeting and accountability; E-office; General Financial Rules, 2017; IFD framework; MS Office; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System; RTI resolutions; Central civil conduct code; Grammar	A	IGOT

Division	Designation	Functional Competency	Level	Status
		training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; Office protocols; Science Communication; Technical Writing; Vendor Management; Parliamentary Questions;		
Geophysics	Director (NFSG) & Supdt Geophysicist (JAG)(Expl), L-13/12	Project Marketing; Science diplomacy;	A	To be developed
Geophysics	Director (NFSG) & Supdt Geophysicist (JAG) (Expl), L-13/12	Central civil conduct code; National Anthem, Flag code of India and state emblem of India; Rajbhasha;	C	To be developed
Geophysics	Assistant Geophysicist (Instt), L-8	E-office; Budgeting and accountability; Central civil conduct code; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication;	A	iGOT

Division	Designation	Functional Competency	Level	Status
Geophysics	Assistant Geophysicist (Instt), L-8	E-office; Knowledge Management; MS Office; Public Financial Management System; Rajbhasha; RTI resolutions; Technical Writing; Vendor Management;	C	To be developed
Geophysics	Geophysicist (Instt), L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Vendor Management;	A	IGOT
Geophysics	Geophysicist (Instt), L-10	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed

Division	Designation	Functional Competency	Level	Status
Geophysics	Geophysicist (Instt), L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Geophysics	Senior Geophysicist (Instt), L-11	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email,	A	iGOT

Division	Designation	Functional Competency	Level	Status
		messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project Management; Rajabhasha; RTI resolutions; Science Communication; Budgeting and accountability		
Geophysics	Senior Geophysicist (Instt), L-11	Central civil conduct code; E-office; General Financial Rules, 2017; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Private participation; Rajbhasha; Science Communication; Science diplomacy; Team Management; Technical Writing; Writing proficiency;	C	To be developed
Instrumentation	Director (SG) (Instt), L-12	Budgeting and accountability; E-office; General Financial Rules, 2017; IFD framework; MS Office; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System; RTI resolutions; Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state	A	iGOT

Division	Designation	Functional Competency	Level	Status
		emblem of India; Office protocols; Science Communication; Vendor Management; Parliamentary Questions;		
Instrumentation	Director (SG) (Instt), L-12	NIC applications - email, messenger, cloud storage and others; Project Marketing; RTI resolutions;	B	To be developed
Geophysics	Director (SG) (Instt), L-12	Budgeting and accountability; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; MS Office; Office protocols; Procurement and tender writing; Project appraisal and Management; Public Financial Management System; Team Management; Vendor Management;	C	To be developed
Mineral Physics	Senior Geophysicist (Min. Phy), L-11	Rajbhasha; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; RTI resolutions; Science	A	IGOT

Division	Designation	Functional Competency	Level	Status
		Communication; Budgeting and accountability		
Mineral Physics	Senior Geophysicist (Min. Phy), L-11	Knowledge Management; Technical Writing;	A	To be developed
Mineral Physics	Senior Geophysicist (Min. Phy), L-11	IFD framework; Knowledge Management; National Anthem, Flag code of India and state emblem of India; Office protocols; Organogram; Science Communication; Social Media; Technical Writing; Writing proficiency;	B	To be developed
Mineral Physics	Senior Geophysicist (Min. Phy), L-11	Central civil conduct code; NIC applications - email, messenger, cloud storage and others;	C	To be developed
Mineral Physics	Director (SG) (Min. Phy), L-12	General Financial Rules, 2017; Budgeting and accountability; E-office; IFD framework; MS Office; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System; RTI resolutions; Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; Office protocols; Science Communication; Vendor Management; Parliamentary Questions;	A	IGOT

Division	Designation	Functional Competency	Level	Status
Mineral Physics	Director (SG) (Min.Ph), L-12	Grammar training for cabinet note, EFC or office order;	B	iGOT
Mineral Physics	Director (SG) (Min.Phy), L-12	Project appraisal and Management;	B	To be developed
Mineral Physics	Director (SG) (Min.Phy), L-12	E-office; Procurement and tender writing; Public Financial Management System; RTI resolutions;	C	To be developed
Chemistry	JTA (Chemical), L-6	Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; Office protocols; Rajbhasha; Science Communication; MS Office; e-Office; RTI resolutions; NIC applications - email, messenger, cloud storage and others;	A	iGOT
Chemistry	JTA (Chemical), L-6	Budgeting and accountability; Central civil conduct code; E-office; General Financial Rules, 2017; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Project management; Public Financial Management System; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Technical Writing; Writing proficiency;		
Chemistry	STA (Chemical), L-7	Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; Office protocols; Rajbhasha; Science Communication; MS Office; e-Office; RTI resolutions; NIC applications - email, messenger, cloud storage and others;	A	iGOT
Chemistry	STA (Chemical), L-7	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;		
Chemistry	Assistant Chemist, L-8	GeM marketplace; Grammar training for cabinet note, EFC or office order; IFD framework; NIC applications - email, messenger, cloud storage and others; Public Financial Management System; e-office; Budgeting and accountability; Central civil conduct code; General Financial Rules, 2017; MS Office; National Anthem, Flag code of India and state emblem of India; Office protocols; Procurement and tender writing; Project management; Rajbhasha; RTI resolutions; Science Communication; Office Protocols	A	IGOT
Chemistry	Assistant Chemist, L-8	Knowledge Management; Social Media;	A	To be developed
Chemistry	Assistant Chemist, L-8	Grammar training for cabinet note, EFC or office order; Procurement and tender writing; Project management;	B	iGOT
Chemistry	Assistant Chemist, L-8	Budgeting and accountability; Central civil conduct code;	B	To be developed

Division	Designation	Functional Competency	Level	Status
		General Financial Rules, 2017; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Organogram; Private participation; Project appraisal and Management; Public Financial Management System; Raj Bhasha; RTI resolutions; Science Communication; Science diplomacy; Team Management; Technical Writing; Vendor Management; Writing proficiency;		
Chemistry	Assistant Chemist, L-8	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;		
Chemistry	Chemist, L-10	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Budgeting and accountability;	A	IGOT
Chemistry	Chemist, L-10	Organogram; Private participation; Science diplomacy; Technical Writing;	A	To be developed

Division	Designation	Functional Competency	Level	Status
Chemistry	Chemist, L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	C	To be developed
Chemistry	Senior Chemist, L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email,	A	IGOT

Division	Designation	Functional Competency	Level	Status
		messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication;		
Chemistry	Senior Chemist, L-11	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed
Chemistry	Senior Chemist, L-11	Project Marketing;	B	To be developed
Chemistry	Senior Chemist, L-11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal	C	To be developed

Division	Designation	Functional Competency	Level	Status
		and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;		
Chemistry	Director (NFSG) & Supdt. Chemist (JAG), L-13/12	Budgeting and accountability; Central civil conduct code; E- office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Vendor Management; Parliamentary Questions;	A	IGOT
Chemistry	Director (NFSG) & Supdt. Chemist (JAG), L-13/12	Knowledge Management; Project appraisal and Management; Project Marketing; Science diplomacy; Team Management; Technical	A	To be developed

Division	Designation	Functional Competency	Level	Status
		Writing; Writing proficiency;		
Chemistry	Director (NFSG) & Supdt Chemist (JAG), L-13/12	E-office; GeM marketplace; Office protocols; Social Media;	B	To be developed
Chemistry	Director (NFSG) & Supdt Chemist (JAG), L-13/12	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication;	C	To be developed
Engineering	Assistant Engineer Gr.II, L-7	National Anthem, Flag code of India and state emblem of India; Central civil conduct code; Grammar training for cabinet note, EFC or office order; Office protocols; Rajbhasha; Science Communication; MS Office; e-Office; RTI resolutions; NIC applications - email, messenger, cloud storage and others;	A	IGOT
Engineering	Assistant Engineer Gr.II, L-7	Team Management;	A	To be developed
Engineering	Assistant Engineer Gr.II, L-7	Central civil conduct code; Knowledge Management; Rajbhasha;	B	To be developed

Division	Designation	Functional Competency	Level	Status
Engineering	Assistant Engineer Gr.II, L-7	Office protocols;	C	To be developed
Engineering	Assistant Executive Engineer, L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Procurement and tender writing; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Vendor Management;	A	IGOT
Engineering	Assistant Executive Engineer, L-10	Knowledge Management; Organogram; Private participation; Project appraisal and Management; Project Marketing; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;	A	To be developed
Engineering	Assistant Executive Engineer, L-10	IFD framework; Private participation; Project appraisal and Management;	B	To be developed

Division	Designation	Functional Competency	Level	Status
Engineering	Assistant Executive Engineer, L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Rajbhasha; RTI resolutions; Vendor	A	IGOT

Division	Designation	Functional Competency	Level	Status
		Management; Grammar training for cabinet note, EFC or office order; MS Office; Office protocols; Project management; Public Financial Management System; Science Communication;		
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11	Project appraisal and Management;	A	To be developed
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11	E-office; GeM marketplace; General Financial Rules, 2017; MS Office; Office protocols; Organogram; Public Financial Management System; RTI resolutions; Science Communication; Team Management; Technical Writing;	B	To be developed
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management;	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;		
Engineering	Superintending Engineer, L-13	Budgeting and accountability; E-office; General Financial Rules, 2017; IFD framework; MS Office; NIC applications - email, messenger, cloud storage and others; Procurement and tender writing; Public Financial Management System; RTI resolutions; Central civil conduct code; Grammar training for cabinet note, EFC or office order; Office protocols; Science Communication; Vendor Management; Parliamentary Questions;	A	iGOT
Engineering	Superintending Engineer, L-13	Procurement and tender writing;	B	iGOT
Engineering	Superintending Engineer, L-13	Vendor Management;	B	To be developed
Engineering	Superintending Engineer, L-13	E-office; GeM marketplace; General Financial Rules, 2017; NIC applications - email, messenger, cloud storage and others;	C	To be developed
Engineering	Chief Engineer, L-14	Budgeting and accountability; E-office; General Financial Rules, 2017; IFD framework; NIC	A	iGOT

Division	Designation	Functional Competency	Level	Status
		applications - email, messenger, cloud storage and others; Vendor Management; GeM marketplace		
Engineering	Chief Engineer, L-14	National Anthem, Flag code of India and state emblem of India;	B	To be developed
Engineering	Chief Engineer, L-14	Central civil conduct code; Knowledge Management; Project appraisal and Management; Project management; Rajbhasha; Team Management; Technical Writing; Writing proficiency;	C	To be developed
Survey	Senior Surveyor, L-6	National Anthem, Flag code of India and state emblem of India; Central civil conduct code; EFC or office order; Office protocols; Rajbhasha; Science Communication; MS Office; e-Office; RTI resolutions; NIC applications - email, messenger, cloud storage and others;	A	iGOT
Survey	Senior Surveyor, L-6	Budgeting and accountability; Central civil conduct code; E-office; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email,	C	To be developed

Division	Designation	Functional Competency	Level	Status
		messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Writing proficiency;		
Survey	Assistant Survey Officer, L-7	E-office; General Financial Rules, 2017; RTI resolutions; Central civil conduct code; Grammar training for cabinet note, EFC or office order; National Anthem, Flag code of India and state emblem of India; Office protocols; Rajbhasha; Science Communication; MS Office; NIC applications - email, messenger, cloud storage and others;	A	IGOT
Survey	Assistant Survey Officer, L-7	Project management;	B	iGOT
Survey	Assistant Survey Officer, L-7	Knowledge Management; MS Office; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Project appraisal and Management; Project	B	To be developed

Division	Designation	Functional Competency	Level	Status
		Marketing; Public Financial Management System; Science Communication; Science diplomacy; Social Media; Technical Writing; Writing proficiency;		
Survey	Assistant Survey Officer, L-7	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; Office protocols; Organogram; Procurement and tender writing; Project appraisal and Management; Rajbhasha; RTI resolutions; Science Communication; Social Media; Team Management; Vendor Management;	C	To be developed
Survey	Survey Officer, L-10	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Project management; Public	A	iGOT

Division	Designation	Functional Competency	Level	Status
		Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Budgeting and accountability;		
Survey	Survey Officer, L-10	Budgeting and accountability; Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or office order; IFD framework; Knowledge Management; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Science diplomacy; Social Media; Team Management; Technical Writing; Vendor Management; Writing proficiency;	C	To be developed
Survey	Senior Survey Officer, L-11	Central civil conduct code; E-office; GeM marketplace; General Financial Rules, 2017; Grammar training for cabinet note, EFC or	A	iGOT

Division	Designation	Functional Competency	Level	Status
		office order; IFD framework; MS Office; National Anthem, Flag code of India and state emblem of India; NIC applications - email, messenger, cloud storage and others; Project management; Public Financial Management System; Rajbhasha; RTI resolutions; Science Communication; Budgeting and accountability;		
Survey	Senior Survey Officer, L-11	E-office; GeM marketplace; General Financial Rules, 2017; IFD framework; RTI resolutions;	B	To be developed
Survey	Senior Survey Officer, L-11	Budgeting and accountability; Central civil conduct code; Grammar training for cabinet note, EFC or office order; Knowledge Management; National Anthem, Flag code of India and state emblem of India; Office protocols; Organogram; Private participation; Procurement and tender writing; Project appraisal and Management; Project management; Project Marketing; Rajbhasha; Science Communication; Science diplomacy; Team Management; Technical Writing; Vendor	C	To be developed

Division	Designation	Functional Competency	Level	Status
		Management; Writing proficiency;		

All the behavioral competencies required by GSI staff members are provided for the specified division and designation in the below table.

Division	Designation	Behavioural Competency	Level	Status
Administration	MULTI TASKING STAFF, L-1;	Empathy; Equity; Ethics; Motivation; Problem Solving; POSH; (Prarambh Module)	A	iGOT
Administration	MULTI TASKING STAFF, L-1;	Attention to detail; Commitment to the Organisation; Developing Others; Seeking Information; Self-Awareness and Self Control; Self-Confidence;; People First;	A	To be developed
Administration	Ordinary Grade Driver, L-2;	Motivation; POSH; (Prarambh Module)	A	iGOT
Administration	Ordinary Grade Driver, L-2;	Commitment to the Organisation; Gender Awareness;	A	To be developed
Administration	Ordinary Grade Driver, L-2;	Attention to detail; Seeking Information; Self-Confidence;	B	To be developed
Administration	Ordinary Grade Driver, L-2;	Attention to detail; Commitment to the Organisation; Desire for Knowledge; Empathy; Equity; Ethics; Gender Awareness; Integrity; Organisational Awareness; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Taking Accountability;	B	To be developed
Administration	Ordinary Grade Driver, L-2;	Attention to detail; Commitment to the Organisation; Communication skills	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Administration	Ordinary Grade Driver, L-2;	Commitment to the Organisation; Desire for Knowledge; Ethics; Gender Awareness; Initiative and Drive; Motivation; Organisational Awareness; Team-Working;	C	To be developed
Administration	Lower Division Clerk, L-2;	Commitment to the Organisation; Desire for Knowledge; Giving feedback; Integrity;	B	To be developed
Administration	Upper Division Clerk, L-4;	Conflict solving strategies; (Prarambh Module)	A	iGOT
Administration	Upper Division Clerk, L-4;	Desire for Knowledge; Integrity; Self-Confidence;	A	To be developed
Administration	Upper Division Clerk, L-4;	Commitment to the Organisation; Communication skills; Desire for Knowledge; Empathy; Ethics; Gender Awareness; Innovative Thinking; Integrity; Motivation; Networking skills; Organisational Awareness; Planning and Coordination; Problem Solving; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Management; Stakeholder Analysis & Management; Team-Working;	B	To be developed
Administration	Upper Division Clerk, L-4;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
Administration	Assistant, L-6;	Conflict solving strategies; Empathy; Equity; Ethics; Motivation; Problem Solving; Result Orientation; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Administration	Assistant, L-6;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Innovative Thinking; Integrity; Networking skills; People First; Recruitment; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Taking Accountability;	A	To be developed
Administration	Assistant, L-6;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Administration	Assistant, L-6;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Administration	Library Information Assistant, L-6;	Ethics; Self-Confidence; Taking Accountability;	A	iGOT
Administration	Administrative Officer, L-7;	People First; POSH; Writing Proficiency; Organisational Awareness	A	iGOT
Administration	Administrative Officer, L-7;	Consultation and Consensus Building; Decision Making; Ethics; Leading Others; Motivation; Networking skills; Organisational Awareness; People First; Running effective meetings; Strategic Thinking; Taking Accountability;	B	To be developed
Administration	Administrative Officer, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Administration	Asst. Director (P&A), L-10;	Writing Proficiency; Team Management, Emerging Technologies, POSH	A	iGOT
Administration	Asst. Director (P&A), L-10;	Networking skills; Running effective meetings;	B	To be developed
Administration	Asst. Director (P&A), L-10;	Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Administration	Dy. Director (P&A), L-11;	Writing Proficiency; Team Management, Emerging Technologies, POSH	A	iGOT
Administration	Dy. Director (P&A), L-11;	Attention to detail; Commitment to the Organisation; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Self-Awareness and Self Control; Self-Confidence; Self-Management; Taking Accountability; Team-Working;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Administration	Joint Director (P&A), L-12;	Writing Proficiency; Team Management, Emerging Technologies, POSH; Negotiations	A/B	iGOT
Administration	Joint Director (P&A), L-12;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Administration	Director (P&A), L-13;	Team Management, Emerging Technologies, POSH; Negotiations; Delegation	A	iGOT
Administration	Deputy Director General (P&A), L-14;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Strategic Thinking; Taking Accountability; Team-Working;		
Administration	Additional Director General, L-15;	Self-Management; Commitment to the Organisation;	A	iGOT
Administration	Additional Director General, L-15;	Communication skills; Delegation; Equity; Innovative Thinking; Integrity; Leading Others; Organisational Awareness; People First; Planning and Coordination; Self-Awareness and Self Control; Self-Confidence;	B	To be developed
Finance	Asst. Cost Accounts Officer, L-10;	Communication skills; POSH; Taking Accountability; Team-Working;	A	iGOT
Finance	Asst. Cost Accounts Officer, L-10;	Negotiation skills; People First; Stakeholder Analysis & Management;	B	To be developed
Finance	Asst. Cost Accounts Officer, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Networking skills; Organisational Awareness; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Finance	Cost Accounts Officer, L-11;	Communication skills; POSH; Taking Accountability; Team-Working;	A	iGOT
Finance	Cost Accounts Officer, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Organisational	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Finance	Director, L-12;	POSH, Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management	A	iGOT
Finance	Additional Director General, L-15;	POSH, Taking accountability, Team Management	A	iGOT
Finance	Additional Director General, L-15;	Conceptual Thinking; Consultation and Consensus Building; Decision Making; Empathy; Networking skills; Problem Solving; Result Orientation; Running effective meetings; Strategic Thinking; Team-Working;	C	To be developed
Personnel	Lower Division Clerk, L-2;	Result Orientation; Decision Making; Empathy; Networking skills; Problem Solving	A	iGOT
Personnel	Lower Division Clerk, L-2;	Networking skills; Recruitment;	A	To be developed
Personnel	Lower Division Clerk, L-2;	Conflict solving strategies; Gender Awareness; Initiative and Drive; Innovative Thinking; Motivation; Seeking Information; Self-Management;	B	To be developed
Personnel	Lower Division Clerk, L-2;	Attention to detail; Commitment to the Organisation; Consultation and Consensus Building; Delegation; Desire for Knowledge; Empathy; Ethics; Integrity; Leading Others; People First; Planning and Coordination; Problem Solving; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Personnel	Assistant, L-6;	Commitment to the Organisation; Innovative Thinking; Strategic Thinking;	A	To be developed
Personnel	Assistant, L-6;	Attention to detail; Communication skills; Conflict solving strategies;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Personnel	Assistant, L-6;	Conceptual Thinking; Decision Making; Desire for Knowledge; Planning and Coordination;	C	To be developed
Personnel	Administrative Officer, L-7;	Result Orientation; Decision Making; Empathy; Networking skills; Problem Solving	A	iGOT
Personnel	Administrative Officer, L-7;	Commitment to the Organisation;	A	To be developed
Personnel	Administrative Officer, L-7;	Assertiveness; Conflict solving strategies; Consultation and Consensus Building; Developing Others; Empathy; Gender Awareness; Leading Others; Organisational Awareness; People First; Running effective meetings; Taking Accountability;	B	To be developed
Personnel	Administrative Officer, L-7;	Attention to detail; Communication skills; Conceptual Thinking; Desire for Knowledge; Initiative and Drive; Innovative Thinking; Integrity; Motivation; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Self-Confidence; Self-Management; Strategic Thinking; Team-Working;	C	To be developed
Personnel	Asst. Director (P&A), L-10;	Conceptual Thinking; Decision Making; Delegation; Desire for Knowledge; Empathy; Equity; Initiative and Drive; Innovative Thinking; Planning and Coordination; Result Orientation; Seeking Information; Taking Accountability;	B	To be developed
Personnel	Asst. Director (P&A), L-10;	Assertiveness; Communication skills; Conflict solving strategies; Developing Others; Ethics; Gender Awareness; Giving feedback; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Problem Solving; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Team-Working;	C	To be developed
Personnel	Dy. Director (P&A), L-11;	Result Orientation; Decision Making; Empathy; Networking skills; Problem Solving, Self-Awareness and Self Control; Self-Confidence; Self-Management	A	iGOT

Division	Designation	Behavioural Competency	Level	Status
Personnel	Dy. Director (P&A), L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Administration	Director (P), L-13;	Result Orientation; Decision Making; Empathy; Networking skills; Problem Solving, Self-Awareness and Self Control; Self-Confidence; Self-Management	A	iGOT
Rajabhasha	Jr. Translation Officer, L-6;	Decision Making; Developing Others; Empathy; Giving feedback; Result Orientation; Seeking Information; Team-Working;	B	To be developed
Rajabhasha	Jr. Translation Officer, L-6;	Desire for Knowledge; Equity; Gender Awareness; Innovative Thinking; Integrity; Motivation; Organisational Awareness; People First; Problem Solving; Running effective meetings;	C	To be developed
Rajabhasha	Dy. Director (OL), L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Administration	Personal Assistant, L-6;	Consultation and Consensus Building; Ethics; Gender Awareness; Motivation; Negotiation skills; Problem Solving; Recruitment; Running effective meetings; Self-Confidence; Self-Management;	B	To be developed
Administration	Personal Assistant, L-6;	Commitment to the Organisation; Communication skills; Conceptual Thinking; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Initiative and Drive; Integrity; Organisational Awareness; Planning and Coordination; Seeking Information; Self-Awareness and Self Control; Team-Working;	C	To be developed
Administration	Private Secretary, L-7;	Organisational Awareness;	A	To be developed
Administration	Private Secretary, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Decision Making; Desire for Knowledge; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Team-Working;	B	To be developed
Administration	Private Secretary, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Consultation and Consensus Building; Delegation; Desire for Knowledge; Developing Others; Equity; Ethics; Gender Awareness; Giving feedback; Innovative Thinking;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Integrity; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability; Team-Working;		
Administration	Sr. Private Secretary, L-8;	Motivation; Result Orientation; Seeking information, Taking accountability	A	iGOT
Administration	Sr. Private Secretary, L-8;	Attention to detail; Conceptual Thinking; Desire for Knowledge; Innovative Thinking; Planning and Coordination; Seeking Information; Taking Accountability;	A	To be developed
Administration	Sr. Private Secretary, L-8;	Commitment to the Organisation; Ethics; Integrity; Self-Confidence; Team-Working;	B	To be developed
Administration	Sr. Private Secretary, L-8;	Commitment to the Organisation; Communication skills; Decision Making; Desire for Knowledge; Developing Others; Ethics; Gender Awareness; Integrity; Motivation; Negotiation skills; People First; Self-Confidence; Self-Management; Strategic Thinking; Team-Working;	C	To be developed
Stores	Assistant Store Keeper, L-4;	Assertiveness; Attention to detail; Developing Others; Gender Awareness; Initiative and Drive; Self-Awareness and Self Control; Self-Confidence; Taking Accountability;	A	To be developed
Stores	Assistant Store Keeper, L-4;	Organisational Awareness;	B	To be developed
Stores	Assistant Store Keeper, L-4;	Commitment to the Organisation; Delegation; Desire for Knowledge; Ethics; Innovative Thinking; Integrity; Networking skills; People First; Problem Solving; Result Orientation; Seeking Information; Strategic Thinking;	C	To be developed
Stores	Store Keeper, L-6;	Communication skills; Empathy; Equity; Motivation; Problem Solving; Result Orientation; Self-Management; Team-Working;	A	iGOT

Division	Designation	Behavioural Competency	Level	Status
Stores	Store Keeper, L-6;	Attention to detail; Commitment to the Organisation; Desire for Knowledge; Gender Awareness; Giving feedback; Initiative and Drive; Integrity; Organisational Awareness; People First; Planning and Coordination; Seeking Information; Self-Awareness and Self Control; Self-Confidence;	A	To be developed
Stores	Store Keeper, L-6;	Taking Accountability;	B	To be developed
Stores	Stores Officer, L-7;	Communication skills; Delegation; Empathy; Motivation; Problem Solving; Self-Management; Team-Working;	A	iGOT
Stores	Stores Officer, L-7;	Assertiveness; Consultation and Consensus Building; Desire for Knowledge; Gender Awareness; Initiative and Drive; Innovative Thinking; Networking skills; Organisational Awareness; Planning and Coordination; Seeking Information; Self-Awareness and Self Control; Taking Accountability;	A	To be developed
Stores	Stores Officer, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Stores	Stores Officer, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Stores	Store Manager, L-8;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geology	JTA (Geology), L-6;	Conflict solving strategies; Decision Making; Ethics; Stakeholder Analysis & Management;	A	iGOT
Geology	JTA (Geology), L-6;	Assertiveness; Attention to detail; Conceptual Thinking; Desire for Knowledge; Developing Others; Integrity;	A	To be developed

Division	Designation	Behavioural Competency	Level	Status
Geology	JTA (Geology), L-6;	Commitment to the Organisation; Consultation and Consensus Building; Delegation; Empathy; Giving feedback; Initiative and Drive; Motivation; Networking skills; People First; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Team-Working;	B	To be developed
Geology	JTA (Geology), L-6;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geology	Assistant Geologist, L-8;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Geology	Assistant Geologist, L-8;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills;	A	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;		
Geology	Assistant Geologist, L-8;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Geology	Assistant Geologist, L-8;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Strategic Thinking; Taking Accountability; Team-Working;		
Geology	Geologist, L-10;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Geology	Geologist, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Geology	Geologist, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Geology	Geologist, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geology	Senior Geologist, L-11;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Geology	Senior Geologist, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed

Division	Designation	Behavioural Competency	Level	Status
Geology	Senior Geologist, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Geology	Senior Geologist, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving;	A	iGOT

Division	Designation	Behavioural Competency	Level	Status
		Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;		
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Geology	Director (NFSG) & Supdt Geologist (JAG), L-13/12;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Geology	Deputy Director General, L-14;	Empathy; Ethics; Delegation; Seeking Information; Running effective meetings	A	iGOT
Geology	Deputy Director General, L-14;	Planning and Coordination; Seeking Information;	A	To be developed
Geology	Deputy Director General, L-14;	Attention to detail; Commitment to the Organisation; Communication skills; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Result Orientation; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Geology	Deputy Director General, L-14;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geology	Additional Director General, L-15;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geophysics	Lab Assistant (Geol) Gr.-I, L-5;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;		
Geophysics	STA (Geophysics), L-7;	Communication skills; POSH; Networking skills; Team working	A	iGOT
Geophysics	STA (Geophysics), L-7;	Attention to detail;	A	To be developed
Geophysics	STA (Geophysics), L-7;	Assertiveness; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Ethics; Initiative and Drive; Innovative Thinking; Motivation; Networking skills; Problem Solving; Running effective meetings; Seeking Information; Self-Management; Stakeholder Analysis & Management; Taking Accountability; Team-Working;	B	To be developed
Geophysics	STA (Geophysics), L-7;	Commitment to the Organisation; Integrity; Leading Others; Organisational Awareness; Planning and Coordination; Result Orientation; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking;	C	To be developed
Geophysics	Assistant Geophysicist (Expl), L-8;	Leading Others;	A	iGOT

Division	Designation	Behavioural Competency	Level	Status
Geophysics	Assistant Geophysicist (Expl), L-8;	Attention to detail; Commitment to the Organisation; Communication skills; Conflict solving strategies; Consultation and Consensus Building; Desire for Knowledge; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Integrity; Leading Others; Negotiation skills; Organisational Awareness; People First; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Taking Accountability; Team-Working; Communication skills; Developing Others; Ethics; Gender Awareness; Initiative and Drive; Integrity; Seeking Information; Self-Awareness and Self Control; Self-Management; Taking Accountability;	B	To be developed
Geophysics	Assistant Geophysicist (Expl), L-8;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Decision Making; Delegation; Desire for Knowledge; Equity; Ethics; Gender Awareness; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geophysics	Senior Geophysicist (Expl), L-11;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Team-Working;	A	iGOT

Division	Designation	Behavioural Competency	Level	Status
Geophysics	Senior Geophysicist (Expl), L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Geophysics	Senior Geophysicist (Expl), L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Geophysics	Senior Geophysicist (Expl), L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Geophysics	Director (NFSG) & Supdt Geophysicist (JAG)(Expl), L-13/12;	Gender Awareness; Integrity; People First; Recruitment; Self-Confidence; Strategic Thinking;	A	To be developed
Geophysics	Director (NFSG) & Supdt Geophysicist (JAG),(Expl), L-13/12;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Geophysics	Director (NFSG) & Supdt Geophysicist (JAG)(Expl), L-13/12;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; Planning and Coordination; Problem Solving;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Geophysics	Assistant Geophysicist (Instt), L-8;	Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Giving feedback; Initiative and Drive; Innovative Thinking; Negotiation skills; Organisational Awareness; Planning and Coordination; Recruitment; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Team-Working;	C	To be developed
Geophysics	Geophysicist (Instt), L-10;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Geophysics	Geophysicist (Instt), L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Geophysics	Geophysicist (Instt), L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Taking Accountability; Team-Working;		
Geophysics	Geophysicist (Instt), L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geophysics	Senior Geophysicist (Instt), L-11;	Recruitment; Stakeholder Analysis & Management;	B	To be developed
Geophysics	Senior Geophysicist (Instt), L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Geophysics	Director (SG) (Instt), L-12;	Attention to detail; Communication skills; Conceptual Thinking; Consultation and Consensus Building; Decision Making; Desire for Knowledge; Empathy; Ethics; Gender Awareness; Initiative and Drive; Innovative Thinking; Integrity; Motivation; Organisational Awareness; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Geophysics	Senior Geophysicist (Min. Phy), L-11;	Conflict solving strategies;	A	iGOT
Geophysics	Senior Geophysicist (Min. Phy), L-11;	Assertiveness; Recruitment;	A	To be developed
Geophysics	Senior Geophysicist (Min. Phy), L-11;	Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Desire for Knowledge; Developing Others; Empathy; Equity; Gender Awareness; Motivation; Problem Solving; Result Orientation; Seeking Information; Self-Awareness and Self Control; Self-Management; Team-Working;	B	To be developed
Geophysics	Senior Geophysicist (Min. Phy), L-11;	Decision Making;	C	To be developed
Geophysics	Director (SG) (Min.Phy), L-12;	Assertiveness; Motivation; Running effective meetings;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Geophysics	Director (SG) (Min.Phy), L-12;	Attention to detail; Communication skills; Delegation; Desire for Knowledge; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Planning and Coordination; Problem Solving; Result Orientation; Seeking Information; Self-Confidence; Self-Management; Taking Accountability; Team-Working;	C	To be developed
Chemistry	Lab Assistant (Chemical) Gr. - III, L-2;	Conflict solving strategies; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Chemistry	Lab Assistant (Chemical) Gr. - III, L-2;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Desire for Knowledge; Empathy; Equity; Ethics; Initiative and Drive; Innovative Thinking; Integrity; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability;	B	To be developed
Chemistry	Lab Assistant (Chemical) Gr. - III, L-2;	Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Decision Making; Desire for Knowledge; Developing Others; Empathy; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Negotiation skills; Organisational Awareness; Planning and Coordination; Problem Solving; Recruitment; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Strategic Thinking; Taking Accountability; Team-Working;		
Chemistry	JTA (Chemical), L-6;	Desire for Knowledge; Gender Awareness; Innovative Thinking; Self-Confidence;	A	To be developed
Chemistry	JTA (Chemical), L-6;	Assertiveness; Attention to detail; Communication skills; Conceptual Thinking; Consultation and Consensus Building; Ethics; Initiative and Drive; Integrity; Networking skills; Organisational Awareness; People First; Result Orientation; Seeking Information; Self-Awareness and Self Control; Strategic Thinking;	B	To be developed
Chemistry	JTA (Chemical), L-6;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Chemistry	STA (Chemical), L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Chemistry	Assistant Chemist, L-8;	Delegation; Negotiation skills;	A	iGOT
Chemistry	Assistant Chemist, L-8;	Attention to detail; Integrity; People First; Seeking Information;	A	To be developed
Chemistry	Assistant Chemist, L-8;	Assertiveness; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Chemistry	Assistant Chemist, L-8;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Chemistry	Chemist, L-10;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Chemistry	Chemist, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking;	A	To be developed
Chemistry	Chemist, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Chemistry	Chemist, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Chemistry	Senior Chemist, L-11;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Chemistry	Senior Chemist, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People	A	To be developed

Division	Designation	Behavioural Competency	Level	Status
		First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;		
Chemistry	Senior Chemist, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; People First; Planning and Coordination; Problem Solving; Recruitment; Running effective meetings; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed
Chemistry	Senior Chemist, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management;	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Strategic Thinking; Taking Accountability; Team-Working;		
Chemistry	Director (NFSG) & Supdt. Chemist (JAG), L-13/12;	Communication skills; Conflict solving strategies; Decision Making; Empathy; Equity; Ethics; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Team-Working;	A	iGOT
Chemistry	Director (NFSG) & Supdt. Chemist (JAG), L-13/12;	Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Self-Awareness and Self Control; Strategic Thinking; Taking Accountability;	A	To be developed
Chemistry	Director (NFSG) & Supdt Geologist (JAG), L-13/12;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conflict solving strategies; Consultation and Consensus Building; Delegation; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Chemistry	Director (NFSG) & Supdt Chemist (JAG), L-13/12;	Conceptual Thinking; Decision Making; Desire for Knowledge; Leading Others; Self-Confidence; Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Engineering	Assistant Engineer Gr.II, L-7;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Engineering	Assistant Engineer Gr.II, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Engineering	Assistant Engineer Gr.II, L-7;	Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Ethics; Initiative and Drive; Organisational Awareness; Planning and Coordination; Recruitment; Result Orientation; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;		
Engineering	Assistant Engineer Gr.II, L-7;	Seeking Information;	C	To be developed
Engineering	Assistant Executive Engineer, L-10;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Engineering	Assistant Executive Engineer, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Developing Others; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Recruitment; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Engineering	Assistant Executive Engineer, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11;	Communication skills; Conflict solving strategies; Decision Making; Delegation; Empathy; Equity; Ethics; Leading Others; Motivation; Negotiation skills; Problem Solving; Result Orientation; Self-Management; Stakeholder Analysis & Management; Team-Working;	A	iGOT
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Networking skills; Organisational Awareness; People First; Planning and Coordination; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Strategic Thinking; Taking Accountability;	A	To be developed
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Strategic Thinking; Taking Accountability; Team-Working;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Engineering	Executive Engineer(NFJAG) /Executive Engineer, L-12/11;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Engineering	Superintending Engineer, L-13;	Conflict solving strategies;	B	To be developed
Engineering	Superintending Engineer, L-13;	Attention to detail; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Innovative Thinking; Networking skills; Problem Solving; Result Orientation; Running effective meetings; Strategic Thinking; Taking Accountability;	C	To be developed
Engineering	Chief Engineer, L-14;	Team-Working;	B	To be developed
Engineering	Chief Engineer, L-14;	Commitment to the Organisation; Decision Making; Gender Awareness; Integrity; Motivation; Planning and Coordination; Self-Awareness and Self Control; Self-Confidence; Self-Management; Taking Accountability;	C	To be developed
Survey	Senior Surveyor, L-6;	Decision Making; Desire for Knowledge; Empathy; Ethics; People First; Self-Awareness and Self Control; Strategic Thinking;	B	To be developed

Division	Designation	Behavioural Competency	Level	Status
Survey	Senior Surveyor, L-6;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Survey	Assistant Survey Officer, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Consultation and Consensus Building; Desire for Knowledge; Empathy; Equity; Ethics; Gender Awareness; Initiative and Drive; Innovative Thinking; Integrity; Motivation; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Result Orientation; Seeking Information; Self-Awareness and Self Control; Taking Accountability; Team-Working;	B	To be developed
Survey	Assistant Survey Officer, L-7;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		
Survey	Survey Officer, L-10;	Assertiveness; Attention to detail; Commitment to the Organisation; Communication skills; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Gender Awareness; Giving feedback; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; People First; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;	C	To be developed
Survey	Senior Survey Officer, L-11;	Gender Awareness; Giving feedback;	B	To be developed
Survey	Senior Survey Officer, L-11;	Assertiveness; Attention to detail; Commitment to the Organisation; Conceptual Thinking; Conflict solving strategies; Consultation and Consensus Building; Decision Making; Delegation; Desire for Knowledge; Developing Others; Empathy; Equity; Ethics; Initiative and Drive; Innovative Thinking; Integrity; Leading Others; Motivation; Negotiation skills; Networking skills; Organisational Awareness; Planning and Coordination; Problem Solving; Recruitment; Result Orientation; Running effective meetings; Seeking Information; Self-Awareness and Self	C	To be developed

Division	Designation	Behavioural Competency	Level	Status
		Control; Self-Confidence; Self-Management; Stakeholder Analysis & Management; Strategic Thinking; Taking Accountability; Team-Working;		



CAPACITY
BUILDING
COMMISSION
