



Islamic Republic of Afghanistan

Supreme Audit Office

CONSULTANT'S SHORTLISTING REPORT INDIVIDUAL CONSULTANT EVALUATION REPORT

Ref. No.: FPIP/FSP/CS/C3-028

Project Name: Fiscal performance improvement Support Project (FSP)

Project ID No. P159655

Recruitment of International Consultante For (SAO IT audite internacional adviser)

September 2018

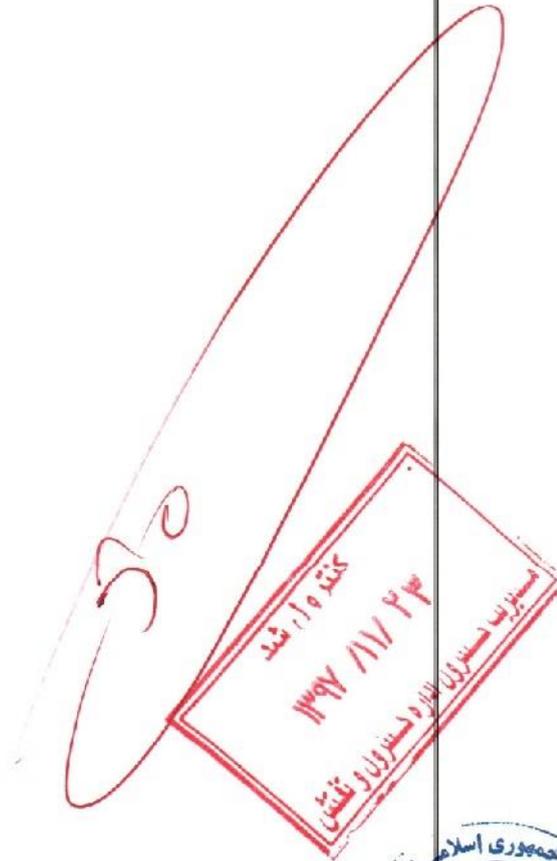
۵۹
کتابتون شهید
۱۳۹۷/۱۱/۲۴
سازمان امور و خدمات مالی و اقتصادی



۱۳۳۴

CONTENTS

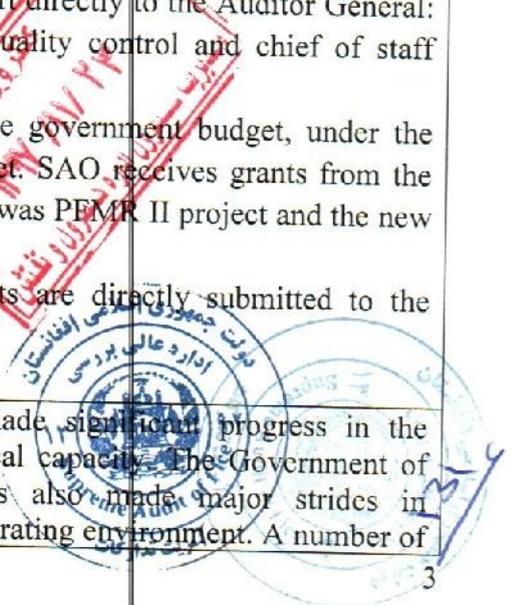
Section 1	Technical Evaluation Report – Text	Pages 2 – 6
Section 2	Technical Evaluation Reports – Forms	Pages 7 - 8



Section I. Technical Evaluation Report—Text

(a) Short-listing Process

<p>1. Project Background</p>	<p>Supreme Audit Office was established in 1300 (solar year) by the name of General Department for Audit of Accounts and was functioning under Prime Minister Office. Its main purpose was to audit the financial and accounting affairs of the government office, the establishment of the SAO and degree of independence is not laid down in the 2004 constitution; the independence of SAO is based on president decree 2005. Further, a PFEM (Public Finance and Expenditure Management) Law was introduced in 2005 which provides legal basis for audit of state consolidated financial statements (Qatia) in accordance with international standards, and it does not guarantee a very high degree of initiative and autonomy for SAO.</p> <p>The new audit law was approved by Parliament in March 30, 2013, which supports the establishment of the SAO as a modern external audit entity. The functions of the SAO, the function of the Auditor General and the details of the duties, reporting and power of the Auditor General are stipulated in different sections of the audit law. SAO is the mandated to carry out financial audit, compliance audit, performance audit and any form of audit that the Auditor General may consider significant and necessary.</p> <p>SAO follows the Auditor General or Westminster model. SAO headquarter is located in Kabul which is supported by four regional zones in the different parts of the country. SAO has two Deputy Auditor Generals, Namely Professional Deputy Auditor General and Admin and Finance Deputy Auditor General. in which the professional Deputy.AG is responsible for Central Budgetary audit directorate, Municipality audit directorate, Grants audit directorate, Organization and Enterprises audit directorate, Construction affairs audit department, Revenue audit directorate, performance and Environmental audit department and Local budgetary audit directorate. The Local budgetary unit director is responsible for the zones as well.</p> <p>The Admin and finance Deputy.AG is responsible for Admin and Finance directorate, Human Resource directorate, IT department, Gender Unit and Public communication department and reports Auditor General. In addition to the two DAGs, three other directorates report directly to the Auditor General: the Plan and policy, Internal Audit and quality control and chief of staff directorates.</p> <p>SAO receives its direct allocation from the government budget, under the Operational budget and Development budget. SAO receives grants from the World Bank since 2004 of which the recent was PFMR II project and the new support project is FSP.</p> <p>The Auditor General's annual audit reports are directly submitted to the National Assembly and the President.</p>
<p>2. Assignment Background</p>	<p>The Supreme Audit Office (SAO) has made significant progress in the building of its IT infrastructure and technical capacity. The Government of the Islamic Republic of Afghanistan has also made major strides in computerizing the financial management operating environment. A number of</p>



IFMIS (integrated financial management information system) like AFMIS, AMIS (Audit management information system), SIGTAS (standard integrated government tax administration), DAD (donor assistance database), etc are currently being used in the government's operations. This move towards an IT operating environment requires that the SAO also builds its capacity to conduct audits in this new operating environment. At the moment, the SAO has been able to purchase CAATs (IDEA) to assist in conducting of data analysis. However, there is need to build the capacity of the SAO to efficiently conduct IT Audits and also conduct audits in IT environment. Hence, the SAO's need for the services of an International Advisor to the IT Department.

The International Advisor to the IT Department will have the responsibility of building the capacity of the Supreme Audit Office to conduct IT Audits of the various IFMIS being used by the different government Ministries and Departments. The Advisor will also assess the SAO's current audit policies, manuals, infrastructure, capabilities and advice on the areas for improvement

Background for IT and IT audit in SAO

3. The Short listing Process

The project hiring of International Consultant for (SAO Functional Review) was published on date of 15th October 2018 on website of world bank UNDB and on the date of 24/07/1397 on the NPA website and on the same date was published on the SAO websites also mentioned below,
<https://www.devbusiness.com/>
<https://www.npa.gov.af>
www.sao.gov.af

REOI closing date: 31st October 2018
No. of EOIs received: Four (4) EOIS
No. of EOIs evaluated: four (4) EOIS

The advertisement remained open for 16 days
 Scan copy of the advertisement is attached as *Annex-1*

In response to the above advertisement, 4 applications were received.

1. Paul Odong
2. Mohammad Reza Ebrahimi
3. Lionel Jayasinghe
4. B L Gupta

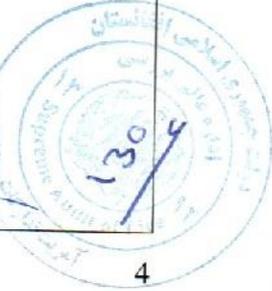
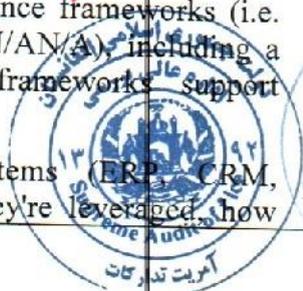
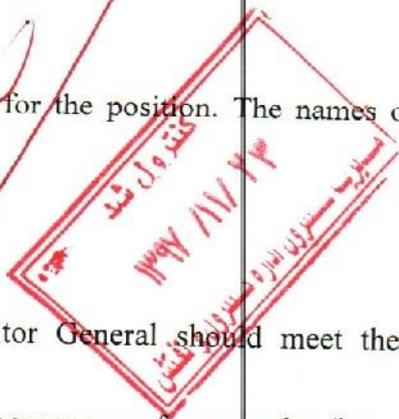
Of which 2 *applicants* shortlisted for the position. The names of the short listed applicants are as below.

- 2- Paul Odong
- 3- Lionel Jayasinghe

Short listing Criteria:

The international adviser to Auditor General should meet the following qualification criteria:

- Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN/A) including a strong knowledge of how the frameworks support governance of IT
- Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how



Handwritten signature and initials.

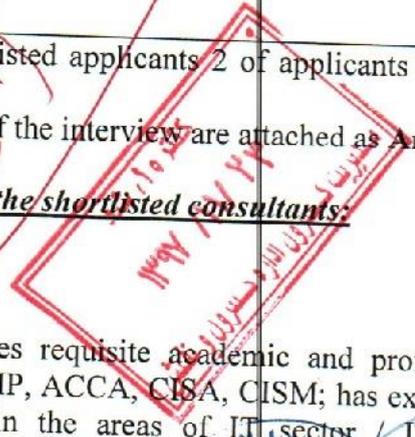
		<p>they integrate, and how they support the business</p> <ul style="list-style-type: none"> • Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge/skills/development. • Strong understanding of the systems' standards, security and interaction between systems. <p>Excellent written and verbal communication skills English is required;</p> <ul style="list-style-type: none"> • Demonstrates openness in sharing information and keeping people informed; • Ability to determine and review priorities and meet deadlines; • Ability to multi-task and work under pressure; • Ability to work independently and also as an effective team member; • Creative and analytical thinking • Demonstrated technical (IT), business knowledge and ability to learn. • Mature and professional approach: demonstrates resilience, handles ambiguity and displays strong self-awareness • Applies structured problem solving skills • Demonstrates leadership in technical and sector areas of expertise <p>Owens a proven track record in leading others and acts as a role model in managing people</p>
--	--	--

(b) The Interview Process (if applicable):

<p>Strength and Weakness of the and Interviewed Applicants:</p>	<p>Out of the above short listed applicants 2 of applicants appeared for interview. The details of marking of the interview are attached as Annex-III</p> <p><u>Strength & weakness of the shortlisted consultants:</u></p> <p>1- Paul Odong</p> <p>(a) Strength - Possesses requisite academic and professional qualifications - MBA, PMP, ACCA, CISA, CISM; has experience of more than 8 years in the areas of IT sector / IT audit, consultancy and analysis, use of CAATs, has experience in both Audit Office / public (SAO Afghanistan) and private sector (Telecom/E&Y); have worked in Afghanistan.</p> <p>(b) Weakness – He does not have a separate COBIT qualification, though it was a subject in ACCA.</p>
--	--

Huss

[Handwritten signature]



121

2- Lionel Jayasinghe

(a) Strength - Possesses requisite academic and professional qualifications - MBA, PGDBA, PMP, CISA COBIT, etc.; has experience of more than 8 years in the areas of IT sector / IT audit, consultancy and analysis, use of CAATs, team leadership, higher management; has experience in both public sector (public sector bank)/ and private sector (Bank/Telecom); have regional experience of Sri Lanka.

(b) Weakness – He has no prior experience of working directly in an audit office.

TOR: The TOR for the position is attached as *Annex-IV*

CVs: The CVs of the short listed applicants are attached as *Annex-V*

Section II. Technical Evaluation Report – Forms Basic Data

Name of Country	Islamic Republic of Afghanistan
Name of the Client and address	SAO (Supreme Audit Office). Darul Aman Road next to the Human Rights office of Afghanistan]
Name of the Position	International Consultant for (IT audit International Adviser)
Method of Selection	ICB (international coemptive Bid)
Type of Contract	Monthly based Individual Consultant Contract with fraud, corruption and termination clauses.
Estimated price	[144000] USD
Prior review thresholds	\$50,000

Halls

[Handwritten signature]



128

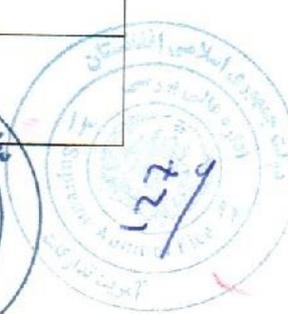
Names of short listed applicants	Audit Team Leader 1- Paul Odong 2- Lionel Jayasinghe
Names and title of the Short listing and interviewing Committee Members	1. Hoveyda Abbas AJ Advisor in policy and coordination 2. Naweedullah Aman IT Manager 3. Muhammad Hadi Naqawi contract facilitation officer
Evaluation criteria/Sub criteria	TOR is attached for positions of (International adviser for IT audit)
Minimum qualifying marks	75

Applicant Recommended for Selection:

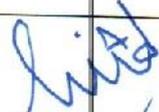
Name	Paul Odong
Country	Uganda
Nationality	Ugandan
Name	Lionel Jayasinghe
Country	Sri Lanka
Nationality	Sri Lankan

(Handwritten signature and red stamp)
 كنفه ولي عهد
 ١٣٩٧ / ١١ / ٢٣
 ديوان الامير و مستشاري و نواب
 السلطنة

(Handwritten signatures)
 Halls



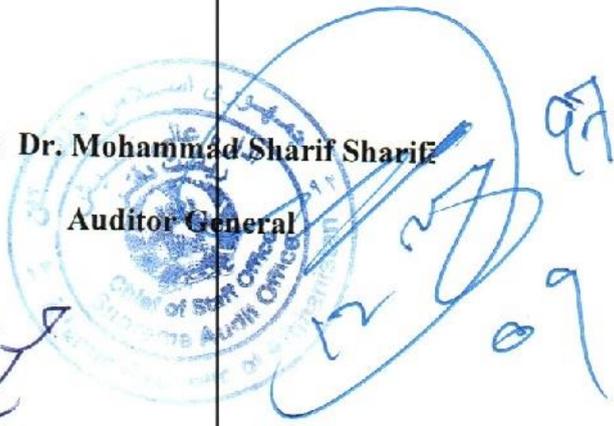
Endorsement of the Evaluation Committee Members

Names of the Evaluation Committee Members	Signatures of the Evaluation Committee Members
1- Hoveyda Abbas, Adviser to AG in Policy and Coordination	
2- Naweedullah Aman IT Manager	
3- Muhammad Hadi Naqawi, Contract Facilitation Officer	

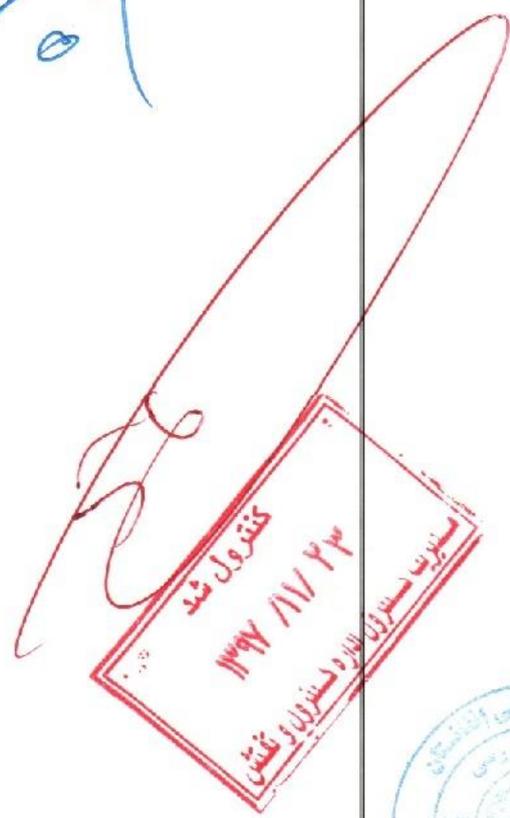
Date of the Evaluation:	01/12/2018
-------------------------	------------

Approved by: Dr. Mohammad Sharif Sharif

Auditor General



96-1344
-9-11-18





THIS INFORMATION IS COPYRIGHTED BY THE UNITED NATIONS

Posted on: 13 October 2018
 DB Reference No: WB6406-1018
 Country: Afghanistan
 Institution: World Bank
 Sector: Finance Consulting Services
 Deadline: 31 October 2018
 Status: Bidding
 Loan No/Financing: TF-A6277
 Project: Fiscal Performance Improvement Support Project (FSP)
 Title: IT audit International Advisor

Project ID: P150655
 Borrower/Bid No: FPIP/FSP/CS/C3-028

Afghanistan - P150655 - Fiscal Performance Improvement Support Project (FSP) - FPIP/FSP/CS/C3-028

Country: Afghanistan
 Project ID: P150655
 Project Name: Fiscal Performance Improvement Support Project (FSP)
 Loan/Cred/TF Info.: TF-A6277
 Notice Version No.: 0

General information

Notice Type	Request for Expression of Interest
Borrower Bid Reference	FPIP/FSP/CS/C3-028
Bid Description	IT audit International Advisor
Language of Notice	English
Deadline for Application Submission Date	2018/10/31
Local Time	16:00
Selected category codes for product to be procured	80101511-Human resources consulting services

Contact information on Advertisement

Organization/Department	Supreme Audit Office - FSP
Name	Mohammad Hadi Noorwi
Title	Contract Facilitation and Planning Manager
Address	Chakar Qala-e-Chakarada Rd, Kabul
City	
Province/State	
Postal Code	
Country	Afghanistan
Phone	0747641034
Fax	
Email	central.audit@saoo.gov.af
Website	www.sao.gov.af

Detailed information for Advertisement

Islamic Republic of Afghanistan



Halls

[Handwritten signature]

[Handwritten signature]

Supreme Audit Office

Procurement Department

REQUEST FOR EXPRESSIONS OF INTEREST (REQ)

Fiscal Performance Improvement Support Project (FSP)

(Individual consultant)

Government of Islamic Republic of Afghanistan

Project Name: Fiscal Performance Improvement Support Project (FSP)

Grant No.: TF-A6277

Assignment Title: International Consultant (International Advisor for IT Audit)

SAO Ref. No.: [FP/RFSP/IC/03-02B]

1. Background:

The Supreme Audit Office (SAO) has made significant progress in the building of its IT infrastructure and technical capacity. The Government of the Islamic Republic of Afghanistan has also made major strides in computerizing the financial management operating environment. A number of IFMS (Integrated financial management information systems) like AFMS, AMIS (Asset management information system), SIXTAS (Standard integrated government tax administration), DAC (donor assistance data collection) are currently being used in the government's operations. This move towards an IT operating environment requires that the SAO also builds its capacity to conduct audits in this new operating environment. At the moment, the SAO has been able to purchase CAATS (CEA) to assist in conducting of data analysis. However, there is need to build the capacity of the SAO to effectively conduct IT Audits and also conduct audits in IT environment. Hence, the SAO's need for the services of an international Auditor to the IT Department will have the responsibility of building the capacity of the government Ministries and Departments. The Auditor will also assist the SAO in developing audit policies, manuals, infrastructure, capabilities and advice on the areas for improvement.

2. Objectives

Under the FSP financing, the SAO intends to hire an international IT Audit Advisor with knowledge, skill and experience in IT audit to provide to the SAO's IT Audit Department and SAO's staff with the required support and build the capacity of the existing and new SAO staffs in this area, assist in planning and conducting IT audit and other audits under IT environment, and assist the increased use and application of CAATS and audit management system. The expert will act as a counterpart and support to the IT Audit Department and mentor them as per the duties and responsibilities mentioned below.

3. Scope of Work

The IT audit Advisor will support and coordinate conduct of regular external IT audits of the IT operations and information systems of the Government of Afghanistan, and related IT risk management practices and report matters to the IT Audit Manager for further action. The consultant will also be required to support the SAO project team in the implementation of the new audit management system.

4. Duties and Responsibilities:

- Review, update and develop the SAO's IT Strategy, policies and manuals
- Develop, maintain and update the IT Audit plan as part of the Annual Work plan for audit of the system in the auditee organizations
- Develop appropriate audit tests aimed at addressing identified IT risks and achieving the desired audit objectives to provide assurance that IT risks are effectively managed or mitigated in the auditee.
- Conducts all assigned IT audits including planning, evaluating and documenting the results, reporting and follow up/ compliance with the annual audit plan.
- Develop and discusses findings, finalise recommendations and timelines for corrective action by the responsible auditee entity and monitors the status of implementation of agreed recommendations.
- Follow up on all IT issues arising from audits and other inspections and secure compliance with the agreed recommendations.
- Support SAO in implementation of Audit Information Management System (AIMS) and optimize its use.
- Provide technical inputs and advice with regard to IT infrastructure and system in the SAO.
- Provide continue professional development of the SAO staff through in-house training and specially recommended external training of CAATS and IT tools for audit.
- Provide advice and facilitate IT related certification from accredited agencies / bodies and establish internal and external relationships including ISACA and related organizations.
- Perform other related duties as determined by Auditor General, Deputy Auditor General and Head of IT Audit.
- Propose innovative solutions and methodologies and take active role in ensuring that IT methodologies reflect "leading" practices with latest



Handwritten signatures and initials in blue ink at the bottom of the page.

- Providing technical assistance to SAO's IT Audit wing in the application of tools and software for importing data and information from various Government databases and MIS and for analysis and use in a audit.

6. Qualification

The Successful IT Auditor should possess the following qualifications;

- First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information Systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.
- A qualification such as CISA, PMP, CFE, CISM, SSNA, CHSSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.
- Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO)
- User level IT (MS Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.
- Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases)
- Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work.
- Knowledge of some CAATs software such as ACL, IDEA is desirable.
- Familiarity with Government EMS in a developing country will be an added advantage.
- At least 8 years working experience in ICT or auditing or consulting fields is highly desirable.

6. Deliverables and Expected

The consultant will be responsible for the following:

- Inception Report outlining methodology and detailed implementation plan.
- SAO IT Audit Capacity Building Plan;
- Implementation of the Audit management (at least two modules: ERM and CAATs)
- Monitor and build the capacity of the SAO to conduct IT Audits (at least four IT auditors)

7. Skills and competencies:

- Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 3114/ANAN), including a strong knowledge of how the frameworks support governance of IT.
- Strong understanding of IT systems (ERP, CRM, supply chain systems), how they're leveraged, how they integrate, and how they support the business.
- Ability to evaluate auditor performance and coaching auditors to strengthen the person's knowledge/skills/development.
- Strong understanding of the supply standards, and ability and interaction between systems.
- Excellent written and verbal communication skills. English is required.
- Demonstrated openness in sharing information and keeping people informed.
- Ability to determine and review priorities and meet deadlines.
- Ability to multi-task and work under pressure.
- Ability to work independently and also as an effective team member.
- Creative and analytical thinking.
- Demonstrated technical (IT), business knowledge and ability to learn.
- Mature and professional approach; demonstrates excellent decision, handles ambiguity and displays strong self-awareness.
- Applies structured problem solving skills.
- Demonstrates leadership in technical and sector areas of expertise.
- Owns a proven track record in leading others and acts as a role model in managing people.

8. Liaison and Reporting Arrangement

- The IT advisor will be reporting to the IT audit manager in the IT Department of SAO.
 - If you believe you are a high performer and have the skills and qualifications outlined above, kindly submit your application, CV and relevant testimonials in support of your academic qualifications to the following address:
1. The CV's must be delivered in a written form to the address below in person, by mail, or by e-mail by 31st October -2018 by 18:00 Hours (Kabul Local Time). For convenience, the EODs submitted by the consultants should preferably not exceed 10 pages. Further information in respect to this RFO can be obtained at the address below by email or in person during office hours (08:00-16:00 Hours).

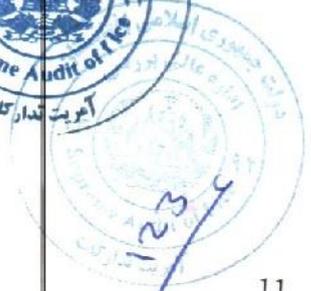
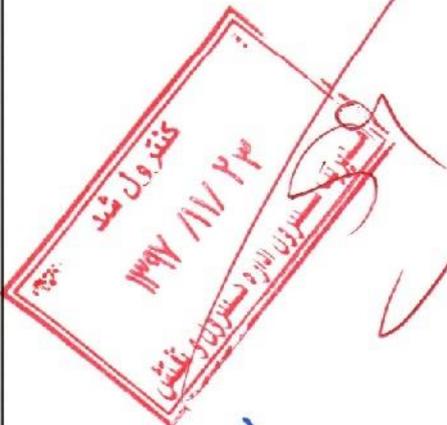
Attention: Zamara Javdat

Supreme Audit Office

Daoud Aman Road next to Ministry rural, rehabilitation, and development, Kabul, Afghanistan

Email: zamara.javdat@sa.gov.af copied to zshahid301@gmail.com, zshahid_musabbih@gmail.com, haidi.pardewa@sa.gov.af

Web site: <http://sa.gov.af>



Handwritten signature in blue ink.

Handwritten signature in blue ink.

Handwritten signature in blue ink.

Short-listing Criteria: [Note: the sheet has to be prepared in accordance with the qualification criteria and other qualification needed and

S/No	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases).	Ability to cultivate and utilize knowledge of systems and framework used by auditors to efficiently and effectively perform their work; knowledge of some CAAT's software such as ACL, IDEA is desirable.	Familiarity with Government IFMIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance framework (i.e. COBIT, ITIL, COSO, ISO 31N/AN/A), including a strong knowledge of how the framework supports governance of IT.	Remarks/Comments
1	Paul Odong	Master of Business Administration (MBA) Edinburgh Business School (Scotland). B.Sc. (Agriculture).	CISA, CISM, PMP, ACCA	C	D	E	F	G	H	I	
						Yes, Supreme Audit Office, Afghanistan, Private firms for more than 8 years.	ERP, ACL, IDEA (CAATs).	AFMIS, Afghanistan	Experience of more than 8 years.	GOVERNMENT AND TELECOM SECTOR	

Handwritten signature and red stamp: "کتابخانه ملی افغانستان" (National Library of Afghanistan) with date "۱۳۹۷/۱۱/۱۸".



Handwritten number "182" and other illegible markings.

Short-listing Criteria: [Note: the sheet has to be prepared in accordance with the qualification criteria and other qualification needed and

S/N	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, PowerPoint) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases).	Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable.	Familiarity with Government IFMIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/A N/A), including a strong knowledge of how the frameworks support governance of IT.	Remarks/Comments
2	Lionel Jayasinghe	Master of Business Administration (MBA) (2007) – Mahipal Univ. (India). Post Graduate Diploma in Business Administration (Sri Lanka).	CISA (2002), Proj. Mgt. Professional (PMP) (2013).	COBIT®5 (Foundation Exam 2017).	Experience in IT areas, IT audit, Telecom billing, etc. Core banking systems implementation, Polaris (HDFC Bank, Sri Lanka) as board member (June 2016 – continuing).	Yes, as IT auditor, Central Bank of Oman for more than 8 years.	ACL and SQL (CAATs).	FMIS in banking sector.	Experience of more than 8 years	Yes, COBIT, ITIL (Banking Sector).	

مختارون

2017/11/24

مدير الموارد البشرية



219

[Handwritten Signature]

[Handwritten Signature]

		(CBO).	27001:5000 in CBO). English.	Quality Assurance (private firms).	system Analyst, Head Quality Assurance.	Senior system Analyst, Head Quality Assurance.	auditor, Senior system Analyst, Head Quality Assurance.	system Analyst, Head Quality Assurance	Senior system Analyst, Head Quality Assurance.
--	--	--------	------------------------------	------------------------------------	---	--	---	--	--

S/No	Name of Candidates	T	U
		Demonstrates leadership in technical and sector areas of expertise	Owens a proven track record in leading others and acts as a role model in managing people
		Experience as Board member, Lead IT auditor, Senior system Analyst, Head Quality Assurance.	Experience as Board member, Lead IT auditor, Senior system Analyst, Head Quality Assurance

سند رسیدگی و تایید
 شماره سند: ۱۱۷/۱۳۹۷
 تاریخ: ۱۳۹۷/۱۱/۲۴
 اداره کار و امور اجتماعی

Short-listing Criteria: [Note: the sheet has to be prepared in accordance with the qualification criteria and other qualification needed and



S/N ^o	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance framework (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, software databases).	Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable.	Familiarity with Government IP/MIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance framework (i.e. COBIT, ITIL, COSO, ISO 31N/AN/A N/A).	Remarks/Comments
4	BL Gupta	A B. Comm	B CA, ISA, DISA, Forensic Accounting and Fraud Detection, Certification Course on concurrent Audit	C Strong understanding of the systems' standards, security and interaction between	D No direct experience of IT Audit.	E Ability to determine and review priorities and meet deadlines;	F Not demonstrated.	G Not demonstrated.	H Not demonstrated.	I Not demonstrated.	S Applies structured problem solving skills
		J Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how they integrate, and how they support the business.	K Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge/skill	L Strong understanding of the systems' standards, security and interaction between	M Demonstrates openness in sharing information and keeping people informed;	N Ability to determine and review priorities and meet deadlines;	O Ability to multi-task and work under pressure;	P Ability to work independently and also as an effective team member	Q Demonstrates technical knowledge and ability to learn.	R Mature professional approach; demonstrates ability to resist pressure, handles ambiguity	S Applies structured problem solving skills

کنترول شد
۱۳۹۷/۱۱/۲۳
مجلس اعلیٰ تعلیم و تربیت



Handwritten signature in blue ink.

	Demonstrates leadership in technical and sector areas of expertise	Owens a proven track record in leading others and acts as a role model in managing people
	Not demonstrated.	Not demonstrated.

Handwritten signature

Handwritten signature



Large handwritten signature in red ink

کنترول شد
۱۳۹۷ / ۱۱ / ۲۳
دولت جمهوري اسلامي افغانستان
اداره عاليه حسابداري



Candidate	Evaluator / Panel member	Academic Qualification	Professional Qualification	Relevant Experience in IT Sector	Relevant Experience in IT Audit & application of CAATs	Years of Experience	Other relevant abilities and experiences	Minimum passing marks	Total marks	Rank
		A	B	C	D	E	F	G	H	I
	Marks	20	20	20	20	10	10	75	100	
	ABBAS Hoveyda	18	18	15	15	10	8	84	84	
Mr. Lionel Jayasinghe	AMAN Naweedullah	18	18	14	14	10	6	80	80	
	NAQWI Mohd Hadi	17	17	15	14	10	6	79	79	
	Average	18	18	15	14	10	7	81	81	Second
	ABBAS Hoveyda	18	16	15	18	10	8	85	85	
Mr. Paul Odong	AMAN Naweedullah	18	17	15	16	10	7	83	83	
	NAQWI Mohd Hadi	18	17	15	15	10	6	81	81	
	Average	18	17	15	16	10	7	83	83	First
	ABBAS Hoveyda	15	10	10	10	5	5	55	55	
Mr. Mohd. Reza Ebrahimi	AMAN Naweedullah	16	11	12	10	5	5	59	59	
	NAQWI Mohd Hadi	16	10	11	9	5	5	56	56	
	Average	16	10	11	10	5	5	57	57	x

مجلس الامتحان
 14/11/2017
 المجلس الاعلى للتعليم والتدريب
 الامارات العربية المتحدة



Halla

(Handwritten signature)

211

TOR for the assignment:

Annex-IV

Handwritten signature in red ink, enclosed in a red oval.

Red rectangular stamp containing the following text (read from right to left):
مجلس الوزراء
الوزارة
رقم ١١٧ / ٢٣
تاريخ ١٣٩٧



CVs of the shortlisted candidates:

Annex-V

[Handwritten signature in red ink]

دولت جھنڈی
۱۳۶۲ / ۱۱ / ۲۳
معاونت سیکرٹری جنرل و سیکرٹری

