

PUBLIC ENTERPRISES SELECTION BOARD
NEW DELHI

GUIDELINES FOR SHORTLISTING OF CANDIDATES FOR INTERVIEW

In view of large number of applications being increasingly received for Board level positions in CPSEs, PESB has decided to shortlist candidates for the interviews henceforth in the following manner:

Shortlisting will be done where the number of applications for a position is more than fifteen. It would generally be based on following guidelines:-

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| ✓ Internal candidates of the CPSE | 40-50% |
| ✓ Sectoral CPSEs | 20-30% |
| ✓ External (other CPSEs) | 15-25% |
| ✓ Government/State PSEs/
Private sector companies | 15-25% |
| ✓ In case of shortfall of candidature in any of these categories, the balance will be distributed among the other on <i>pro rata</i> basis. | |

While shortlisting, Board would consider factors like qualification, number of years of working in a higher pay scale, domain experience etc.
