



Government of Pakistan  
Ministry of Energy  
(Power Division)

**VACANCY ANNOUNCEMENT**

**Technical Advisor**

Applications are invited from suitable candidates for appointment against the post of Technical Advisor, MP-I Scale, on contract basis in Power Division. The position will be filled strictly on merit, in a transparent manner.

<b>Qualification and Experience</b>	A professional Engineer registered with the Pakistan Engineering Council; The candidate shall have Ph.D or Master's degree in Electrical/Mechanical Engineering with specialization in Power from HEC recognized university or International University of high ranking; The candidate shall have at least fourteen (14) or eighteen (18) years of professional experience respectively, in dealing with Power sector planning, design, supervision, management and operation of various projects/ activities of national and international repute; Qualification in Project Management, Finance, Corporate Law, Supply Chain Management and IT will be considered as added advantage.
<b>Age Limit</b>	The minimum age limit is forty five (45) years and maximum age is Sixty two (62) years on closing date of submission of applications.
<b>Tenure of Appointment</b>	The tenure of the Technical Advisor shall be initially for a period of three (03) years, which shall be extendable for a maximum period of two (02) years on annual basis, subject to satisfactory performance evaluation of the incumbent by the Performance Evaluation Committee in accordance with MP Scale Policy, 2020.
<b>Termination of Contract</b>	The contract of the Technical Advisor may be terminated by giving one month's notice on either side or payment of one month's basic pay in lieu thereof

Application form, detailed Terms of Reference (TORs)/Job Description/Pay Package etc. for the position can be downloaded from the website [http:// www.mowp.gov.pk/](http://www.mowp.gov.pk/). The application complete in all respects alongwith CV, education/experience certificates including CNIC and one recent passport size photograph should reach the undersigned within fifteen (15) days of the publication of this advertisement. Only shortlisted candidates shall be called for interview. No TA/ DA shall be admissible for appearing in interview. The recruitment process shall be governed under the MP Scales Policy, 2020.

**Naveed Ahmad**  
Section Officer (Admn),  
Ministry of Energy (Power Division),  
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Pak Secretariat, Islamabad  
Ph: 051-9205232

## Terms of Reference (TORs) for the Post of Technical Advisor in Power Division

1. **Short title and Commencement:** These TORs may be called the TORs for appointment of Technical Advisor in Power Division.
2. **Qualification and Experience:** A Professional Engineer registered with the Pakistan Engineering Council; The candidate shall have Ph.D or Master's Degree in Electrical/ Mechanical Engineering with specialization in Power from HEC recognized University or International University of high ranking; The candidate shall have at least fourteen (14) or Eighteen (18) years of professional experience, respectively in dealing with Power sector planning, design, supervision, management and operation of various projects/ activities of national and international repute; Qualification in Project Management, Finance, Corporate Law, Supply Chain Management and IT will be considered as an added advantage.
3. **Age:** The minimum age limit is Forty five (45) years and maximum age is Sixty-two (62) years.
4. **Disqualification:** No person shall be eligible for appointment as Technical Advisor, who:-
  - a) has been or is dismissed or removed from service as a consequence of disciplinary proceedings;
  - b) has been or is convicted, by a court of competent jurisdiction, for an offence involving moral turpitude and corrupt practices;
  - c) either at the time of appointment as Technical Advisor or thereafter during such appointment was not or is not a citizen of Pakistan; or
  - d) has been beneficiary of the National Reconciliation Ordinance, 2007(LX of 2007).
5. **Manner of Appointment:**
  - (i) The appointment shall be made as per prescribed procedure for appointment in MP-I scale position.
  - (ii) The vacancy of the Technical Advisor shall be uploaded by the Administrative Division on its website and also advertised at least in two national leading newspaper of wide circulation (one in English and other in Urdu).
  - (iii) A Scrutiny Committee shall be constituted with the approval of the concerned administrative Secretary for scrutinizing applications and prepare a list of all eligible candidates for interview by the Selection Committee.

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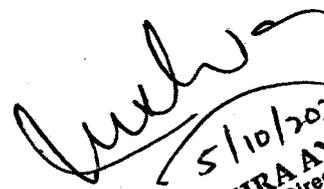
**BUSHRA AYUB**  
Deputy Director  
Management  
Establishment

- (iv) The Selection committee after conducting the interviews shall recommend to the appointing authority a panel of minimum three suitable candidates for each position, in order of merit for appointment against the position. The Summary for the Prime Minister shall invariably be moved through Establishment Division.

**6. Tasks and Objectives to be achieved/Job description:**

Under the overall supervision of the Minister-in-Charge and the concerned Secretary, Technical Advisor will be responsible to:

- i) Review the existing Energy Policies, Frameworks, Constitutional provisions and Rules of Business of the Division to identify gaps and suggest improvements/ revisions thereof to optimally implement the mandate of the Division;
- ii) Study the regional Power Sector related practices by focusing on countries with similar socio-economic back ground and suggest best practices that can be adopted in Pakistan.
- iii) To oversee development programs of Power sector in respect of the Division and the organizations under its administrative control with a view to:-
  - a. Extend technical advice on the overall Power related Public Sector Development Programme (PSDP) projects.
  - b. Initiate and facilitate regular technical meetings on national level to review program implementation, and identify measures to overcome implementation bottlenecks.
  - c. Review of Monitoring & Evaluation mechanism for development projects.
- iv) Assist in designing an integrated Energy Information System for improved exchange of information among all the wings/ organizations under Power Division to support decision making and facilitate harmonized development plans.
- v) Undertake the review of existing H.R policies/ programs to assess their maturity, effectiveness and suitability and to suggest measures for capacity building.
- vi) Extend technical advice on matters related to K-Electric, NESPAK, PPIB, AEDB, ENERCON, NTDC, DISCOs & GENCOs.
- vii) Rendering policy directions relating to enhanced Private sector participation.
- viii) Review of existing policies and mechanisms of Tariff and Subsidy and suggesting improvements thereof.
- ix) Extend technical advice with respect to Power Allocation related issues.
- x) Any other task linked to TORs which may arise during contract period or assigned by the Secretary, Power Division.

  
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Deputy Director  
Management Services Wing  
Establishment Division  
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7. Deliverables & Time Line

Deliverable No.	Deliverable	Time Frame
1	Undertake a comprehensive review of institutional reforms in the Power Sector and suggest measures for augmenting the Power potential to its optimal level.	upto 6 months from Contract Signing
2	Formulate implementation framework of mega projects, especially of Power Generation, Transmission and distribution and ensure completion of these projects by assigning quantifiable targets and effective monitoring mechanism.	upto 12 months from Contract Signing
3	Establishment of Energy Information System in Power Division for quick retrieval and processing of information to draw inferences and to resolve the problems in scientific manner.	upto 18 months from Contract Signing
4	Formulate overall human resources capacity development plans for short, medium and long terms.	upto 24 months from Contract Signing
5	Prepare a doable proposal for attracting enhanced Private sector participation	upto 30 months from Contract Signing
6	Suggest improvements in the existing policies and mechanisms of Tariff and Subsidy.	upto 36 months from Contract Signing
7	Extend technical advice on matters related to K-Electric, NESPAK, PPIB, AEDB, ENERCON, NTDC, DISCOs & GENCOs.	to be disposed of on the basis of as and when received

8. **Pay Package:** The Technical Advisor shall receive pay package of MP-I Scale in accordance with the Management Position Scale Policy. He will be also provided required staff and technical equipment by the administrative Division.

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 Deputy Director of  
 Management Services Wing  
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9. **Tenure:** The tenure of the Technical Advisor shall be initially for a period of three (03) years, which shall be extendable for a maximum period of two (02) years on annual basis, subject to satisfactory performance evaluation of the incumbent by the Performance Evaluation Committee in accordance with MP Scale policy.

10. **Leave:** The Technical Advisor shall earn leave in accordance with the Management Position Scales Policy, 2020.

11. **Conflict of interest:** The candidate for appointment as Technical Advisor shall have to seek retirement from his existing Department and post or his appointment shall be subject to acceptance of resignation from designated authority and shall not, during his term of office, engage himself in any other service, business, vocation or employment which may have any direct or indirect effect on his performance as Technical Advisor.

12. **Technical Advisor to be public servant:** The Technical Advisor appointed under these rules when acting or purporting to act in pursuance of any of the provisions of these rules shall be deemed to be a public servant within the meaning of section 21 of the Pakistan Penal Code (Act XLV of 1980).

13. **Termination of contract:** The contract of Technical Advisor may be terminated by giving one month's notice on either side or payment of one month's basic pay in lieu thereof.

14. **Monitoring and evaluation:** The performance of Technical Advisor shall be monitored by Secretary and Minister In-charge of the Administrative Ministry. The Technical Advisor shall directly report to the Secretary/Additional Secretary In-charge of the Administrative Division. Moreover, the performance evaluation shall be carried by the Performance Evaluation Committee, in accordance with the Management Position Scales Policy, 2020.

15. **Applicability of rules:** In respect of matters not specified in the above TORs; the laws, rules, policies, etc. applicable to the corresponding level of civil servants shall be applicable on the service of Technical Advisor.

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Islamabad

iv) Monetization of transport facility shall remain the same as per existing rates given below:-

MP-I	Rs.95,910/-
MP-II	Rs.77,430/-
MP-III	Rs.65,060/-

**PERQUISITES/FACILITIES:**

2. The following perquisites and facilities already admissible to the MP Scales holders in terms of Finance Division's O.M.s No.3(7)R-4/98 dated 18-08-1998 and 01-09-1998, as amended from time to time, shall remain in force:-

S.#	Description	MP-I	MP-II	MP-III
1.	TA/DA on domestic official tour	As admissible to civil servants of the highest grade.	As admissible to the civil servants of BPS-21	As admissible to civil Servants of BPS-20
2.	TA/DA on official tour abroad	As admissible to civil servants in Cat-I.	As admissible to civil servants in Cat-II	As admissible to civil servants in Cat-II.
3.	Medical Facilities	Reimbursement of medical and hospitalization charges for self, spouse, and children for treatment received at Govt. or Govt Recognized institutions in Pakistan.	As in the case of MP-I Scale	As in the case of MP-I Scale
4.	Leave	The incumbent shall earn leave on full pay @ 3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave shall expire on expiry of contract. If given a fresh contract, the period of earned leave available in respect of the previous contract shall not be carried forward.	As in the case of MP-I Scale	As in the case of MP-I scale.
5.	Gratuity	One month's basic pay for each completed year of service.	One month's basic pay for each completed year of service.	One month's basic pay for each completed year of service.
6.	Period of contract	As determined by the appointing authority but cannot exceed beyond two years.	As in the case of MP-I	As in the case of MP-I
7.	Termination of contract.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.

3. The Finance Division's O.M. of even number dated 12<sup>th</sup> July, 2017, is hereby withdrawn *ab-initio*.

  
(Tahir-Mehmood Khokhar)  
Deputy Secretary (Reg-V)  
Tele: 9204386

**All Ministries/Division/Departments**

Copy to Web-Master Finance Division with the request to upload the same on Finance Division's Website.

Government of Pakistan  
**FINANCE DIVISION**  
(Regulations Wing)  
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No.F.3(2)R-4/2011

Islamabad, the 14<sup>th</sup> July, 2017.

**OFFICE MEMORANDUM**

**Subject: Revision of Management Position Scales (MP-I, MP-II, MP-III).**

In supersession of Finance Division's O.M. of even number dated 12<sup>th</sup> July, 2017, the undersigned is directed to refer to this Division's O.M.No.3(2)R-4/2011 dated 13-12-2016 on the above subject and to say that the Prime Minister has been pleased to approve the revision of Management Position (MP) Salary Package with immediate effect, as given below:-

Description	MP-I					
	Existing			Revised		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	289,300	22,000	355,300	433,950	33,000	532,950
House Rent	101,000	-	142,000	101,000	-	142,000
Utilities	13,100	-	16,200	19,650	-	24,300
Description	MP-II					
	Existing			Revised		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	121,000	18,150	193,600	181,500	27,225	290,400
House Rent	66,000	-	110,000	66,000	-	110,000
Utilities	5,500	-	8,800	8,250	-	13,200
Description	MP-III					
	Existing			Revised		
	Min.	Incr.	Max.	Min.	Incr.	Max.
Basic Pay	84,700	12,100	121,000	127,050	18,150	181,500
House Rent	33,000	-	44,000	33,000	-	44,000
Utilities	3,850	-	5,500	5,775	-	8,250

**Note:**

- i) In future the basic pay of the MP Package will subsequently be revised in proportion to the revision in the basic pay of the civil servants as a result of revision of basic pay scales.
- ii) The pay of an incumbent will be fixed at the corresponding stage in the revised MP Scale at which he was drawing pay before revision.
- iii) The revised MP package will be automatically admissible to the existing incumbents working in MP Scales. However, the extension, if required, of the existing contract of MP Scale holders, will be considered only if their performance is found satisfactory after evaluation by the Performance Evaluation Committee and approval of the competent authority as per rules.

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